



NORTHWEST SUBURBAN INTEGRATION SCHOOL DISTRICT

A Global Community Learning and Growing Together

Executive Director Search

Northwest Suburban Integration School District (NWSISD) is seeking an exceptional leader to serve as Executive Director

Created in 2001 in response to the State of Minnesota's Desegregation Rule, NWSISD emerged because Brooklyn Center and Osseo Area school districts were identified as "racially isolated" as defined by the Desegregation Rule. A racially isolated school district is defined by law as "a district where the district-wide enrollment of protected students exceeds the enrollment of protected students of an adjoining district by more than 20 percentage points."

NWSISD's work primarily falls into one of three categories: supporting the Magnet Schools program, which consists of 27 PreK-12 magnet schools; supporting students through various college and career opportunities, including facilitating mentorships and coordinating college and career visits; and providing quality professional development.

NWSISD At a Glance

NWSISD envisions a global community learning and growing together, by providing students, parents and staff educational opportunities that are multicultural, diverse and promote racial integration.

- NWSISD will work to create culturally inclusive learning environments by creating awareness, opportunities, training, and resources for them, and by providing inter-district opportunities to work together around them.
- NWSISD will work to create inter-district interactions among students, staff and parents that improve intercultural competency and increase student achievement.
- NWSISD and member districts will work to assist students, including students from racially diverse backgrounds, to be prepared for post-secondary success.

In order to achieve these goals, NWSISD has worked with its member districts to make several programs available to students living in the seven member school districts.

Application Deadline



To be considered for this position, an applicant's completed file (cover letter, resume and list of professional references) must be sent prior to 6 p.m. on May 6, 2026 to megan.mcallister@theceso.com.

Search Timeline

- **Position is Posted**
April 13, 2026
- **Application Window Closes**
May 6, 2026
- **Review of Applications**
May 7-8, 2026
- **Candidate Screening Process**
May 11-15, 2026
- **On-Site Interviews with Key Groups**
May 20-21, 2026
- **Executive Director Begins**
July 1, 2026

NWSISD Executive Director Search

Leadership Profile

NWSISD seeks an Executive Director to provide strategic and operational leadership for the NWSISD Joint Powers Collaborative, a partnership of seven member districts. The Executive Director is responsible for carrying out the vision of "A Global Community Learning and Growing Together" by overseeing programs that promote racial equity, cultural awareness, and integrated educational opportunities for K-12 students.

Key leadership attributes include:

- **A student-centered leader** who ensures programs and plans are oriented toward student outcomes, achievement, and readiness for their futures
- Is a **strong communicator** in speaking, writing and listening; builds trusting relationships and connects with staff, families, community members, and the Joint Powers Board
- Intentionally **seeks different perspectives** before making decisions and is able to bring people together who have different viewpoints
- **Builds collaborative relationships and partnerships** with member district leadership, diverse communities, staff, and students, listening deeply and communicating clearly
- Is an **excellent steward of district resources**, driving operational excellence by efficiently and effectively allocating district resources in direct support of the success of our students and empowering staff
- **Develops high-performing teams** by recruiting and coaching leaders, clarifying roles, setting ambitious goals, and delegating effectively while maintaining accountability and shared ownership of results
- Makes recommendations and decisions that are **based on data** and a deep understanding of NWSISD's unique programming
- **Promotes a positive, growth-oriented culture** that empowers creativity and values staff well-being
- Demonstrates an **innovative mindset toward non-traditional programming and learning**
- Provides leadership to **accomplish the work within the board-approved Strategic Plan**



Our Mission

To create and foster a global community learning and growing together.

Member Districts

- Anoka-Hennepin School District #11
- Brooklyn Center Community Schools #286
- Buffalo-Hanover-Montrose Schools #877
- ISD 728 (Elk River-Otsego-Rogers-Zimmerman)
- Fridley Public Schools #14
- Osseo Area Schools #279
- Rockford Area Schools #883

Deadline to Apply: May 6, 2026, 6 p.m.

NWSISD Executive Director Search

Essential Duties and Responsibilities

- Directs the implementation and evolution of the NWSISD Integration Plan in alignment with the State of Minnesota's Desegregation Rule and Equal Opportunity in Schools.
- Ensures all programs and services align with the three core goals: creating culturally inclusive environments, fostering inter-district interactions, and preparing students from racially and socioeconomically diverse backgrounds for post-secondary success.
- Serves as the primary liaison to the seven member district Superintendents, their Multi-District Collaborative Councils (MDCCs), and Minnesota Department of Education's Achievement and Integration Program.
- Oversees the NWSISD Magnet Schools program, including the prioritized lottery application process, transportation services, Reflection and Review process, and Curriculum Integration Coordinator (CIC) supports.
- Ensures member districts have support in the execution of college and career programming, such as AVID and Educators Rising.
- Oversees the Multicultural Resource Center, ensuring member districts have access to inclusive, diverse, and strategic instructional materials.
- Oversees the development of Professional Learning opportunities for staff across all seven member districts, including the Inter-District Partnership (IDP) series and Monthly Equity Staff Meetings.
- Oversees community-wide partnerships and serves as a legislative liaison for integration-related activities.
- Oversees the marketing and promotion of NWSISD programs to ensure families across the collaborative are aware of voluntary integration options.
- Manages the annual operating budget, ensuring fiscal responsibility in programming, staffing, and district operations.
- Supervises NWSISD Staff with seven direct reports including Office Manager/Executive Assistant, Engagement & Operations Coordinator, Magnet Services Director, Learning & Development Specialist, Multicultural Education Program Specialist, and SFC Empowerment Specialists
- Serves as an ex-officio member of the Joint Powers School Board, coordinating meeting preparations and implementing Board policies.

Salary and Benefits

A competitive compensation and benefits package, with a starting salary range of \$134,500-\$144,500, will be negotiated commensurate with experience and qualifications. Contract length is negotiable as provided in Minnesota statute. An excellent benefits package will also be provided by the district. This position offers reduced days with 235 days worked per year.

Position Qualifications

Education:

Master's degree in Education

Licensure:

K-12 Teaching License and K-12 Principal License. Superintendent license preferred.

Experience:

- Minimum of 5 years of related administrative leadership experience
- Proven track record in school finance, personnel management, and program development
- Extensive background in multicultural education, equity, and diversity initiatives

Skills:

- Expertise in data management and interpreting educational outcomes to drive program improvement
- Expertise in program design and curriculum development
- Strong oral and written communication skills for interfacing with diverse groups including state officials, partner districts and community members
- Knowledge of organizational development and grant management
- Strong technology skills in Google Workspace; specifically, Google Calendar, Drive, Sheets, Meet, and Gmail. Skills in Microsoft Office; Word and Excel preferred.