



State of Nevada

Invites you to apply for

Deputy Superintendent for Academics & Student Achievement



THE STATE OF NEVADA

MISSION

The Nevada Way: Empowering the executive branch to provide solution-oriented customer service to residents, businesses, and visitors so Nevada is recognized for its world-class destinations, its innovative and business-friendly economic environment, its quality of life, and its efficiently and effectively run state government.

VISION

Governing with transparency and fiscal responsibility; working with local government, non-profit and industry partners; delivering dependable services to citizens and visitors; and creating opportunities for Nevadans to lead safe, healthy, prosperous, and productive lives.

**“OUR CAPACITY TO
ACHIEVE GREAT DEEDS
WILL NEVER BE IN
QUESTION, BECAUSE WE
WILL FOLLOW THE NEVADA
WAY – NEVER GIVE UP,
NEVER GIVE IN, AND NEVER
STOP DREAMING.”**



Governor Joe Lombardo
STATE OF THE STATE ADDRESS

The State of Nevada, encompassing over 110,000 square miles, is a land of vast natural beauty, economic diversity, and cultural vibrancy. Known as the “Silver State” for its historic mining legacy, Nevada today is equally recognized for its dynamic cities, rugged outdoor landscapes, and spirit of independence. Anchored by metropolitan hubs like Las Vegas and Reno, Nevada also offers a rich tapestry of rural communities, tribal lands, and open desert that reflect its deep Western roots.

Home to more than 3.2 million residents, Nevada is one of the fastest-growing states in the nation. The state features no personal income tax, a favorable business climate, and year-round recreational opportunities—from world-class entertainment and dining to hiking, skiing, and stargazing beneath some of the clearest night skies in the U.S.

With over 300 days of sunshine annually in many regions, Nevada’s climate ranges from the dry heat of the Mojave Desert to the four-season beauty of the Sierra Nevada. The state is also home to Lake Tahoe, Great Basin National Park, Red Rock Canyon, and more than 800,000 acres of state park land.

Nevada balances innovation and tradition, offering a high quality of life, a growing emphasis on sustainability and technology, and a commitment to preserving the natural and cultural richness that makes the state truly one of a kind.



Department of Education

MISSION STATEMENT:

Our mission is to improve student achievement and educator effectiveness by ensuring opportunities, facilitating learning, and promoting excellence.

VISION STATEMENT:

All Nevada students have an education that unlocks opportunities, enables economic mobility, and strengthens our state and communities.

THE MOMENT

Nevada stands at a generational crossroads for public education. With historic investments, clear legislative direction, and a shared commitment to ensuring every child can build a bright future, the state is poised to deliver transformational results for students. The Deputy Superintendent for Academics & Student Achievement will help lead this next chapter, strengthening foundational literacy and numeracy, equipping students with durable skills, expanding pathways to college and career, and making Nevada a national model for how public education drives economic mobility and community vitality.

AGENCY OVERVIEW

The Nevada Department of Education (NDE) leads statewide efforts to ensure that every student graduates ready for college, career, and life. NDE works with districts, educators, and communities to strengthen teaching and learning, expand opportunity, and promote excellence across the pre-K–12 continuum.

UNIT SECTIONS:

Office of Teaching and Learning

Office of Assessment, Data, Accountability Management

Office of Early Learning & Development

Office of Student & School Support

Office of Comprehensive Support Services

THE IDEAL CANDIDATE



Join a team where your impact will matter from day one.

WHAT WE'RE LOOKING FOR:

The Deputy Superintendent for Academics & Student Achievement provides statewide leadership to drive instructional excellence and student success across Nevada. To do so, they will serve as the chief architect of Nevada's instructional system—aligning standards, curriculum, assessment, and support around a single, coherent goal: every student experiencing excellent Tier 1 instruction, every day. Reporting directly to the State Superintendent, this cabinet-level leader will:

- Advance a bold vision for student achievement, improving outcomes for all students, especially those furthest from opportunity.
- Lead Nevada's instructional strategy, ensuring every school delivers rigorous, standards-aligned instruction supported by high-quality materials, effective professional learning, and strong district supports.
- Build and lead a high-performing team of experts overseeing curriculum and instruction, assessment and accountability, school and student supports, early learning, and inclusive education.

This position is responsible for translating Nevada's education priorities into measurable results for students through strategy, implementation, and partnership.

WHAT YOU'LL BE DOING:

KEY RESPONSIBILITIES

- Set a bold strategy for high-quality instruction, ensuring every school delivers rigorous, standards-aligned instruction supported by high-quality materials, effective professional learning, and strong district supports.
- Recruit, develop, and lead a high-performing team responsible for curriculum and instruction, assessment and accountability, school improvement, early learning, and comprehensive student supports (note - the portfolio of offices is subject to change based on strategic NDE evolutions).
- Drive the statewide High Quality Instructional Materials (HQIM) strategy, ensuring every district and charter has access to, and is effectively using, rigorous, standards-aligned curriculum in literacy, mathematics, and science.
- Build aligned systems of professional learning and coaching (in partnership with the new Education Service Center) by cultivating an ecosystem of best-in-class partners that help educators bring these materials to life through strong instruction and feedback cycles.
- Strengthen continuous improvement and student intervention practices that help schools use data to refine teaching and accelerate progress for students furthest from opportunity.
- Partner across sectors with higher education, workforce, and community leaders to connect high-quality instruction to students' long-term readiness and opportunity.
- Drive key NDE initiatives before the Legislature, State Board of Education, and public forums as a statewide leader for academic excellence.
- Align and manage state and federal funds to strategic priorities.

QUALIFICATIONS:

QUALIFICATIONS

- Demonstrated record of improving student outcomes at the classroom, school, or system level.
- Minimum 8 years of manager leadership in K–12 education, including experience leading instructional, academic, or school-improvement initiatives at the state, district, or large network level.
- Proven experience implementing high-quality instructional materials, standards-aligned PD, and coaching systems.
- Experience managing large budgets and multi-office teams.
- Strong understanding of ESSA, IDEA, and Nevada's education statutes.
- Robust practitioner and leader experience as a classroom teacher and school/instructional leadership experience (or equivalent job-related experience improving student outcomes directly and at scale)
- Relevant Master's degree/Doctorate preferred (or equivalent combination of education and experience)

KEY QUALITIES & COMPETENCIES:

Instructional Systems Expertise: Ability to design and lead a coherent statewide instructional system, including standards, assessment, professional learning, and high-quality instructional materials.

* **Data-Driven Improvement:** Skill in using data to inform decisions, strengthen instruction, and accelerate student learning at scale.

* **Team & Talent Leadership:** Proven ability to build, coach, and lead high-performing, multi-disciplinary teams.

* **Policy & Governance Fluency:** Strong understanding of state and federal education policy and effective navigation of legislative and regulatory environments.

* **Operational & Financial Acumen:** Capacity to align resources to priorities and manage complex state and federal budgets.

SALARY:

Up to \$151,902 plus benefits (reflects the Employer/Employee PERS contribution option)

LOCATION:

Carson City OR Las Vegas

STATE BENEFITS

The State of Nevada offers a wide array of benefits to employees, including:

- No Nevada State income tax
- Medical, dental, life, and disability insurance coverage
 - Twelve paid holidays per year
 - Three weeks of annual leave
 - Three weeks of sick leave
- Participation in the Public Employees' Retirement System (**PERS**)
 - Access to a tax-sheltered deferred compensation plan
- No Social Security contributions (Medicare deduction still required)
 - Additional benefits for long-term and CBA employees



The State of Nevada is an equal opportunity employer dedicated to building diverse, inclusive, and innovative work environments with employees who reflect our communities and enthusiastically serve them. All applicants are considered without regard to race, color, national origin, religion or belief, age, disability, sex, sexual orientation, gender identity or expression, pregnancy, domestic partnership, genetic information (GINA), or compensation and/or wages.



APPLICATION & SELECTION PROCESS

Applications will be accepted on a first-come, first-serve basis and will continue to be accepted until the position is filled. Applicants are therefore strongly encouraged to submit their applications as soon as possible. Hiring may occur at any time during the recruitment process. Interested applicants should submit their cover letter, resume, and a list of three professional references to:

Submit a letter of interest, résumé, and three professional references to the Executive Assistant to the Superintendent, Valerie Bayard de Volo at valerie.bayarddevolo@doe.nv.gov

Please reference Deputy Superintendent for Academics & Student Achievement in the subject line. Applications will be accepted on a rolling basis until recruitment needs are met.

The first review of applicants will occur on December 5, 2026.

The State of Nevada is an Equal Opportunity Employer.

In your cover letter please indicate how you heard about this position. If you heard about this position through a website, please specify which website.

Thank you!

