

Joe Lombardo
Governor

Steve Canavero, Ph.D.
Interim Superintendent
of Public Instruction



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STATE OF NEVADA
DEPARTMENT OF EDUCATION

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UNCLASSIFIED JOB ANNOUNCEMENT
Posted – July 1, 2025

State Superintendent of Public Instruction

RECRUITMENT OPEN TO:

This is an open competitive recruitment, open to all qualified applicants. This position is appointed by and serves the pleasure of the Governor.

AGENCY RESPONSIBILITIES:

The Nevada Department of Education (NDE) is the state agency responsible for overseeing and supporting public education from pre-kindergarten through grade 12 across Nevada. Led by the Superintendent of Public Instruction, NDE collaborates with local school districts, charter schools, and education stakeholders to ensure all students have equitable access to high-quality educational opportunities. The Department is organized into three primary divisions. The Student Achievement Division oversees academic standards, statewide assessments, accountability systems, school improvement initiatives, and data systems that inform instructional decision-making. It also administers programs that provide targeted support for student groups such as English learners, students with disabilities, and those experiencing homelessness or foster care. The Educator Effectiveness and Family Engagement Division is responsible for educator licensure, educator evaluations, and strategies to strengthen family and community partnerships. The Student Investment Division manages state and federal education funding, including the implementation of the Pupil-Centered Funding Plan, and oversees grant programs to ensure resources are aligned with student needs. Together, these divisions work to establish academic policy, ensure effective resource allocation, strengthen the educator workforce, and advance student achievement and equity across the state.

APPROXIMATE ANNUAL SALARY:

Up to \$180,534 plus benefits * (*Salary range reflects retirement (PERS) contributions by both the employee and employer. An employer paid contribution plan is also available with a reduced gross salary.*)

BENEFITS:

The State benefits package includes a retirement system, paid health, vision, dental, life and disability insurance, 12 paid holidays, and paid sick and annual leave. Other employee-paid benefits such as deferred compensation plans are also available.

POSITION LOCATION: Carson City, Nevada

POSITION DESCRIPTION:

The State Superintendent of Public Instruction serves as the educational leader for Nevada's K-12 public education system (NRS 385.175, 385.180, 385.190, 385.200, 385.215). This pivotal role involves overseeing all aspects of the Nevada Department of Education's operations and ensuring the effective advancement of educational outcomes across the state (NRS 385.290, 388.789, 389.505, 388D.340).

Key Responsibilities and Duties:

- **Executive Leadership & Department Management:**
 - Execute, direct, and supervise all administrative, technical, and procedural activities of the Department in accordance with state policies.
 - Employ necessary personnel for approved positions to ensure efficient departmental operation.
 - Organize the Department to assure efficient operation and service delivery.
- **Compliance & Accountability:**
 - Enforce all statutes and regulations governing K-12 public education within Nevada.
 - Request and approve corrective action plans from school districts, charter schools, or other entities for non-compliance with education statutes/regulations, including those related to pupils with disabilities.
 - Collaborate with State Board leadership and report regularly to the State Board on educational matters under their authority and to maintain open communication and transparency to support the improvement of student outcomes and teacher effectiveness.
- **Strategic Planning & Development:**
 - Develop and implement a strategic plan for the improvement of pupil outcomes.
 - Recruitment of teachers and other licensed educational personnel, including strategies to decrease licensure application processing times and provide for translation of foreign academic transcripts.
 - Prescribe proper and necessary regulations for departmental reports and proceedings.
- **Engagement & Support:**
 - Maintain liaison and coordinate activities with other state agencies performing educational functions.
 - Visit each county at least annually to conduct institutes, visit schools, consult with school officers, and address public assemblies on school-related subjects.
 - Consult and study with school officers and educators on topics of school administration, methods, and law.
 - Convene and regulate programs for teachers' and school administrators' conferences throughout the State.
- **General:**
 - Perform all other duties as prescribed by law.

TO QUALIFY:

1. You must be at least 21 years of age at the time of appointment.
2. Demonstrates comprehensive knowledge and ability to execute duties in accordance with all Nevada statutes and regulations governing K-12 public education.
3. Has direct classroom experience developing and implementing engaging curricula leading to successful student outcomes.
4. Experienced in working with diverse learning populations.
5. Skilled in managing large budgets, education funding formulas, and Federal grants.
6. Committed to education reform with a student-first approach.
7. Proven success in leading large organizations toward ambitious goals, high standards, and continuous improvement.
8. Demonstrates a record of successful implementation of programs targeting achievement gaps and underperforming schools leading, to improved student outcomes at scale while meeting the needs of all students.
9. Capable of articulating a clear vision for quality education, backed by documented, positive outcomes.

10. Possesses deep understanding and appreciation for Nevada's institutions, culture, and political and educational landscape.
11. Able to inspire, motivate, and build consensus among key decision-makers, including legislators, business leaders, community stakeholders, parents, and school leaders.
12. Well-versed in standards-based education, technology-driven programs, and successful education reforms in Nevada and across the nation.
13. Inspires trust, demonstrates self-confidence, and upholds high standards of integrity.
14. Exceptional communication skills, capable of fostering effective dialogue with diverse stakeholder groups.
15. A collaborative team player who leads by example.
16. Cultivates a culture of trust, mutual respect, open communication, and shared decision-making.
17. Skilled at partnering with state education associations to collaboratively develop policies, regulations, proposed legislation, and the implementation of laws impacting public schools.

PREFERRED QUALIFICATIONS:

1. Strong familiarity with Nevada's public education system, including its rural and urban contexts, funding structure, and governance model.
2. Demonstrated commitment to strengthening public education systems, with a track record of supporting educators and school communities.
3. Proven ability to engage with students, families, and educators with transparency, humility, and accountability.
4. Ability to lead transformative initiatives aligned with Nevada's Portrait of a Learner, with experience balancing innovation and compliance.

LETTERS OF INTEREST

All letters of interest and resumes will be accepted on a first-come, first-served basis. Hiring may occur at any time during the recruitment process. All submittals must be received no later than July 21, 2025.

TO APPLY:

1. **Please submit a resume, letter of interest, and two (2) professional references.**
2. **A Vision and Plan Statement (1-page limit):** Share your strategic vision for the Nevada Department of Education's (NDE) leadership role and detail your proposal for advancing educational outcomes for every student in Nevada.

Please email your documents to:

Lisa Ford, Interim Deputy Superintendent, Student Achievement Division at lisa.ford@doe.nv.gov

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.