

# Job Opening Announcement & Job Description



## Assistant Superintendent of Student Success & Learning

**Supervisor:** Superintendent

**Division:** Student Success & Learning

**Location/Assignment:** North Central ESD in Wenatchee, serving districts in Chelan, Douglas, Grant, and Okanogan Counties

**Salary Range:** \$188,544.00 - \$224,120.00

*Salary based on a 260-day position.  
Salary range dependent upon experience and expertise.*

**Benefits:**

**Insurance benefits** - Through the [HCA SEBB](#) program, includes medical, dental, vision, life, & LTD (if hired for more than 79 days)

**Retirement** - Through the [Department of Retirement](#) (DRS)

**Vacation** - Front-loaded, max 25 days per year, prorated based on start date

**Sick leave** - accrued at 8 hours per month

**Personal leave** - 2 days per year

[Additional Benefit Information](#)

**Conditions of work:**

- 260 days per year
- 8 hours per day
- Exempt position

**General Description:**

This position is a rare opportunity to join an exciting team. The regional North Central Educational Service District 171 (NCESD 171) is seeking an Assistant Superintendent of Student Success and Learning who serves as a key member of the Superintendent’s Cabinet and provides strategic leadership for regional educational services that strengthen teaching, accelerate student learning, and build leadership capacity across North Central Washington.

At NCESD, our mission is to Lead, Serve, and Support school districts and communities. The Assistant Superintendent advances this mission by working alongside district leaders, educators, and community partners to ensure every student in our region has access to high-quality learning opportunities and strong systems of support.

This role requires a leader who understands that the work of an Educational Service District is grounded in relationships, service, and collaboration. The Assistant Superintendent collaborates with districts, state partners, OSPI, and the AESD Network to design and deliver responsive services that meet the evolving needs of schools and students.

Through the lens of NCESD’s strategic pillars—Relationships, Leadership, Communication, and Advocacy—this position ensures that regional and statewide initiatives translate into meaningful support for educators and measurable improvements in student outcomes.

**Qualifications:**

**Required:**

- Master’s degree in education or a related field.
- Minimum 5 years of progressively responsible leadership experience in education.
- Experience developing and managing budgets with multiple funding sources.
- Experience leading and supervising staff in complex initiatives.
- Demonstrated success in working with educators and school leaders to improve student learning.

**Preferred:**

- 10 years or more of leadership experience in Education.
- Experience working with an Educational Service District, regional service agency, or similar organization.
- Demonstrated abilities to provide instructional leadership at the regional, state, and national levels.
- Experience collaborating with statewide organizations and policy leaders.
- Demonstrated abilities to build a strong culture of caring, service, and inspired leadership.
- Demonstrated ability to recruit, support, and lead a team providing professional support.
- Hold or be eligible to hold a Washington administrator or superintendent credential.

## Skills, Knowledge, and Responsibilities:

- Participate in AESD Network collaboration with other ESD leaders.
- Represent NCESD in regional, state, and national education initiatives.
- Serve as a champion for NCESD's mission, culture, and commitment to service.

### Strategic Leadership for Regional Learning Systems:

- Provide vision and leadership for NCESD's Student Success & Learning division to ensure programs, services, and professional learning directly support improved student outcomes across the region.
- Guide division strategy, program development, and continuous improvement efforts aligned with district needs, state priorities, and NCESD's strategic plan.
  - Promote a culture of innovation, collaboration, and service that reflects NCESD's commitment to supporting educators and school systems.

### Partnerships with School District Leaders:

- Work alongside district superintendents, instructional leaders, and educators to identify needs and design responsive regional supports that strengthen teaching and learning.
- Support districts in advancing effective practices related to:
  - Curriculum, instruction, and assessment
  - Professional learning and educator development
  - Early learning and special education
  - Multilingual and migrant education
  - STEM and innovative learning environments
  - Student support and well-being systems
  - Serve as a trusted partner and thought

### Leadership within the AESD Network and Statewide Initiatives:

- Represent NCESD in statewide initiatives and collaborative efforts through the **AESD Network**.
- Partner with the Office of Superintendent of Public Instruction (OSPI), educational organizations, higher education institutions, and state leaders to support coordinated statewide strategies that strengthen educational systems.
- Ensure regional perspectives and district voices inform state initiatives and policy discussions.

### Program Development and Resource Stewardship:

- Identify emerging needs and opportunities to expand services that benefit school districts.
- Secure and steward resources, including grants and program funding, to support innovative programs and initiatives.
- Ensure programs are effectively managed, aligned with organizational priorities, and implemented with strong fiscal oversight and accountability.

### Organizational Leadership and Team Development:

- Lead and support a diverse team of directors, coordinators, and professional staff responsible for delivering regional educational services.
- Recruit, develop, and retain talented staff who are committed to service, collaboration, and student success.
- Foster a positive organizational culture grounded in trust, teamwork, and continuous improvement.

## Our Commitment:

The North Central Educational Service District 171 is committed to supporting school districts through meaningful partnerships, innovative services, and strong leadership.

We believe that when we **lead with purpose, serve with integrity, and support one another**, we create the conditions for educators to thrive and students to succeed.

### Timeline:

Position opens: March 20, 2026  
Position closes: April 13, 2026  
First screen after 12 pm on April 3, 2026  
Position begins: As soon as possible

**Note:** Employment contingent upon successful clearance of a Washington State Patrol, FBI fingerprint criminal history background check, and Sexual Misconduct background check.

**NCESD is an Equal Opportunity Employer**

## **Professional Growth and Responsibilities:**

- **Core Competencies** - Successful candidates will demonstrate the ability to:
  - Build Relationships: Cultivate meaningful partnerships with educators, districts, and statewide organizations grounded in trust and collaboration
  - Lead with Vision and Service: Guide systems and teams toward shared goals while keeping the needs of students and districts at the center of decision-making
  - Communicate with Clarity and Purpose: Articulate complex ideas clearly to diverse audiences while strengthening alignment among partners and stakeholders
  - Advocate for Students and Schools: Advance policies and initiatives that support educational excellence and equitable opportunities for all students
- Meets or exceeds performance expectations in the following areas:
  - Lead, Serve, and Support
  - Team Work
  - Problem Solving
  - Communication
  - Adaptability
  - Critical Thinking
  - Time Management
  - Interpersonal
  - Attendance
- Support, implement, and abide by ESD and partnering agencies' policies, regulations, procedures, and administrative directives; demonstrate loyalty to the ESD and other administrators.
- Support and follow the policies and procedures of the agencies served.
- Submit records, reports, and assignments promptly and efficiently.
- Work in a team environment.
- Multi-task in an environment with constant interruptions.
- Deal with obstacles and constraints positively.
- Demonstrate ability to adjust to and use new approaches in the performance of his/her duties.
- Seek and take advantage of opportunities for professional growth.
- Maintain dress and appearance appropriate to a professional work setting.
- A new employee is subject to a 180-day probationary period and must be evaluated prior to its end. If work is found to be unsatisfactory, the employee is subject to termination.
- Assist with other responsibilities as assigned by the Superintendent.

## **Physical Demands**

- Frequent travel within the ESD 171 region and state, and occasional out-of-state travel. Some overnight travel is required.
- Extended or flexible hours as necessary.
- Sitting for extended periods of time may be required.
- Lift and carry a maximum of 40 pounds.
- Adequate manual and finger dexterity, hearing, speech, and vision are necessary to perform the essential functions of this position.

## **Application Procedure:**

The North Central ESD is accepting applications for this position online only. To access our online application, please click the link below.

## **All completed packets must be submitted online and include:**

- Resume
- Cover Letter
- Three Professional References
- Washington State Sexual Misconduct Disclosure Release

[Click here to apply](#)