



Northshore
School District

Superintendent Search

The Northshore School District, a high performing public school system, serving the Washington state communities of Bothell, Kenmore, and Woodinville, is seeking to hire an experienced, equity-focused leader as its Superintendent for the 2025-26 school year.

Northshore Mission

Strengthening our community through excellence in education

Our District

Northshore schools are highly regarded, attracting families who value quality public education. With over 3,000 dedicated staff members, we support approximately 23,000 students, preparing them for lifelong success after graduation. More than 80% of our graduates pursue higher education.

Northshore is guided by a bold, student-centered [strategic plan](#). Our schools foster innovation, creativity, and critical thinking in welcoming environments where every student is known and supported.

The district offers a comprehensive range of academic, extracurricular activities, athletics, and student support services, including counselors and nurses in every school. Northshore's Career and Technical Education program provides more than 80 different course offerings in high-wage, high-interest careers and access to numerous preparatory and industry certificated programs. Students have the opportunity to engage in a wide variety of visual and performing arts, sports, and club activities. From robotics, to award-winning music programs, to student-designed clubs, and Unified Sports, there are avenues for every student to explore their interests and passions.

The district also has a strong history of voter support, including most recently passing an Education Programs & Operations Levy, a Technology Levy, and a [Capital Construction Bond](#) in 2022.

Northshore By The Numbers



34 School Campuses



- 4 comprehensive high schools
- 6 middle schools
- 20 elementary schools
- 6 [choice schools and programs](#), serving early childhood through age 22

Diversity is one of the district's greatest strengths, representing the richness of our communities, and is celebrated and supported through inclusive practices, language access, and cultural observances. In Northshore, over 100 languages are spoken by our students and their families.



23,227
students



32.6% qualified
for highly
capable services



119
languages
spoken



17.65% qualified
for free or
reduced meals



14.7% enrolled in
special education
services



10.4% qualified
for multilingual
services

Student Demographics

- 0.2% American Indian / Alaskan Native
- 27.0% Asian
- 2.6% Black /African / African American
- 13.6% Hispanic / Latino
- 0.1% Native Hawaiian / Other Pacific Islander
- 9.5% Two or more races
- 47.0% White



For more information on Northshore School District, visit [nsd.org](https://www.nsd.org) or the 2025 [Superintendent Search webpage](#).

Our Core Beliefs

- In Northshore we believe that a great public education is every student's right and essential for a vibrant, healthy community.
- We are committed to creating safe, caring, and inclusive learning and working environments for all students, families, and staff and work daily to ensure this commitment is realized.
- We believe that student voice increases engagement, well-being, and academic success and prioritize our students' leadership in this area.
- We believe our professional and highly skilled educators and staff are what sets Northshore apart and ensure student success.
- We believe that family partnerships and authentic engagement is foundational to meeting the needs of our students.
- We acknowledge that students are preparing for a dynamic future and intentionally create opportunities for students to learn, practice skills, and apply knowledge in meaningful ways.



Northshore Points of Pride

- Close to 95% of our students graduate within 4 years.
- Northshore students are well prepared for high school and beyond. By the end of the 2022-23 school year, 69% of 8th grade students had successfully completed algebra or higher.
- Our classroom teachers average 13.5 years of experience, and 82.4% hold a masters degree. In 2025, Northshore counts among its staff the Washington State Teacher of the Year, Elementary Principal of the Year, and Secondary Teacher-Librarian of the Year.
- Our students are deeply engaged in the district's work, including a robust Superintendent Student Advisory Board and Student Justice Collective. Many of our students volunteer within our schools and community, leading by example.
- Northshore is a leader in the state and nation in the implementation of inclusionary practices, where all students are valued as expert learners and meaningfully participate in general education.



Our Community

Northshore School District, located just northeast of Seattle, spans 60 square miles across two counties. Nestled between mountains, lakes, and forests, it offers both natural beauty and easy access to a vibrant metropolitan area with arts, sports, and a thriving culture. The district benefits from a strong local economy and a supportive community, with over 11,000 active school volunteers, a dedicated schools foundation, and a robust community scholarship program.



How to Apply

The base salary will be in the range of \$350,000 - \$380,000, plus a comprehensive benefits package. The final base salary and benefits package will be negotiated and based upon proven experience, qualifications, and meeting Board criteria.

Requirements

Northshore encourages all qualified candidates to apply. Superintendent credentials are required. Washington's superintendent accreditation process is available at the Office of Superintendent of Public Instruction website. The Northshore School Board prefers a candidate with superintendency experience or executive level experience at a mid-size to large district. An advanced degree and multilingual skills are also preferred.

Application Process

Individuals wishing to be considered for the Northshore Superintendent position should submit an online application by April 20, 2025, which includes:

- A letter of application, the online application form, a current resume, and 3-4 current letters of recommendation.

All application materials will remain confidential to the fullest extent allowed by law. After all applications have been reviewed and preliminary interviews conducted by the consulting firm, the top candidates will be presented to the Northshore School Board for consideration. Selection of candidates for interviews is the sole responsibility of the Board.

Questions about the process should be directed to:

Ray & Associates, Inc.
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(319) 393-3115

Please do not contact the Northshore Board of Directors or district office directly.