



2334 Lummi View Dr, Bellingham WA 98226

Lummi Education Division

Ph. (360) 758-4300 Fax: (360) 758-3152

JOB ANNOUNCEMENT **JOB TITLE:** Superintendent ***Re-Advertise***

OPEN: December 17, 2025

EXEMPT: Yes

SALARY: LNS Salary Scale

SHIFT: Day

LOCATION: Education Office

DURATION: Regular Full-Time

CLOSES: February 09, 2026

JOB CODE:

DIVISION: Education

DEPARTMENT: Education

SUPERVISOR: General Manager

VACANCIES: 1

JOB SUMMARY: The Superintendent is the primary leader for Lummi Education division that benefits the Lummi Nation Community. The Superintendent is to work directly under the supervision of the General Manager. The goal of the Superintendent is to promote equity and inclusion, ensure compliance with applicable laws and tribal/ national policies, and foster a safe, supportive learning environment for the educational development of each Lummi member, students and staff. The Superintendent possesses lead supervisory responsibility for the overall community education plan in accordance with the self-governance plan. planning, organizing, coordinating, and controlling the administrative operations related to Lummi Education division. This role addresses the needs of all Lummi Education areas, including Ferndale & Bellingham Schools, as well as other schools that have Lummi students attending. Engage the Community in completing the overall Lummi Education Plan and participating in the Self-Governance Plan.

The Superintendent will be responsible for the effective operation of the Education Division and play a key active role in the implementation of the Lummi Nation Education Code (Title 43) and Title 28 administrative policies are to be upheld while working closely with Education Board members, LIBC, and LIBC administration/policy staff. Superintendent role will ensure fiduciary responsibility and ensure compliance of agreements, contracts, and or compacts. Overall providing a strong educational framework environment for educators, administrators, and community members that supports each student's education journey. The General Manager is tasked with evaluating the Superintendent annually and on an as-needed basis. The Superintendent is responsible for submitting quarterly and annual reports in compliance with Title 28 guidelines and timelines.

ESSENTIAL JOB DUTIES AND RESPONSIBILITIES:

1. The Superintendent will have direct oversight of Lummi Early (ELP) Learning Program, Lummi Nation School (LNS), and Johnson O'Malley Program (JOM) and to include additional educational departments/programs/services, as approved through the Lummi Education Code to ensure that Lummi Nation Education Division delivers high-quality, culturally relevant and student-centered education. Equity, Inclusion, and Wellness by champion equitable access to rigorous coursework, special education, gifted programs, and mental health supports.

2. Develop, and implement long term strategic plans with the Lummi Nation Education Division, Education Board, and other LIBC administrative key roles that aligns with LIBC priorities, BIE, and Washington State Tribal Education Compact and performance standards. Prepare and present board reports, budgets, and program evaluations to both the General Manager and Education Board.
3. Recruit, hire, supervise, and evaluate principals, directors, administrators (ie Education HR, Finance Controller, and Executive staff) Implement anti-bias and restorative practices to ensure a safe and inclusive learning environment for all students and staff.
4. Collaborate with the Lummi Education Board to develop, adopt and implement; policies, procedures, budgets, and plans that support Lummi education needs, mission, and goals.
5. Represents Lummi Nation Education Division to tribal, local, state and federal partners; cultivates collaborative relationships with school districts and external agencies.
6. Ensures education policies, procedures, practices and workflows complies with relevant tribal, state, and federal codes, laws, and regulations.
7. Stay current with educational trends, research, and best practices through professional development opportunities and growth for staff. Lead talent recruitment, development, evaluation, and retention strategies for administrators, teachers, and support staff.
8. Must be ready and in attendance of the Lummi Education Board meetings and follow up, as needed.
9. Responsible of overall education division financial management ensuring financial resources compliance, management, monitoring, and accountability by ensuring accurate reporting and compliance with all federal, state, tribal and grant requirements (ie BIE, OSPI, DCYF, and other governing entities).
10. Ensures Financial day to day operations is effectively operating – budget management, payroll, purchasing, grants and contract reporting and auxiliary services. Ensure safe learning environments; implement crisis response and risk management plans. Maintain compliant fiscal management and transparent reporting.
11. Foster positive relationships with parents, family members, elders, community and stakeholders to promote open communication, involvement, and support for the educational programs and initiatives. Promote student well-being programs and culturally responsive support. Communicate transparently about goals, progress, and resource needs.
12. Consult with local public schools to implement Since Time Immemorial curriculum.
13. Ensure all education programs honor and integrate our Schelengen, Lummi language, history, culture, and values.
14. Actively engage with the Lummi community that promotes Lummi language, culture, and values across all educational programs and services of the Lummi Nation that fosters overall community education plans, professional growth, and staff development, according to self-governance goals.
15. Leverage technology to enhance teaching and learning, support digital literacy, and remote and hybrid learning when needed. Identify innovation programs (e.g., language apps, community-based projects)

MINNIUM QUALIFICATIONS:

- Master's degree in educational administration or field related to the required qualifications.
- Three (3) years of experience of leading and managing operations of a large school organization with staff and budget responsibility.
- Five (5) years of school administrative experience
- Strong personal and public image, with a commitment to ethical leadership and community trust.

- Three (3) years of teaching experience
- One (1) year of documented experience of working with Bureau of Indian Education and federal/state school regulations for tribal school operations. (i.e. — Public Law 107-110 — No Child Left Behind. WASL Graduation Requirements. NW Accreditation of School Standards. WA St. Graduation Level expectations (GLE)
- Five (5) years of work experience in a leadership role with tribal governments and or with Indian communities.
- Superintendent certification required; or must be willing and able to complete within 1 year of hire.
- Possess a valid Washington State Driver's license and meet eligibility requirements for to drive for work purposes for tribal insurance.
- Lummi/Native American/Veteran preference policy applies.

KNOWLEDGE, ABILITIES AND SKILLS:

- Ability to research Tribal, Federal, and State statutes and regulations.
- Must possess excellent interpersonal communication skills including conflict resolution and requires public speaking ability before large and small groups.
- Ability to prepare public presentations and or correspondences for internal and external stakeholders
- Responsible for workforce development, performance evaluations, and staffing decisions in alignment with Lummi policies.
- Must be able to maintain the highest level of confidentiality, integrity and professionalism when handling sensitive information
- Must be willing to travel to local, regional, and national meetings.
- Ability to team-build with a culturally responsive framework.
- Ability to work independently, as needed. Full-time; some evenings/weekends for events, board meetings, and community engagement.
- Ability to work in fast paced work environment and priorities tasks effectively and timely
- Ability to see the big picture, set a clear direction and inspire a shared Lummi education vision.
- Utilize data and analytics to identify needs, evaluate programs, and make informed decisions that improve student/staff outcomes.
- Financial acumen and experience with grant management
- Ability to lead inclusive, data-driven, collaborative decision-making.
- Experience in language immersion or language revitalization programs
- Strong work ethic and dedication to achieve meaningful progress in curriculum, instruction and the learning environment.
- Building effective teams, fostering collaboration, and working effectively with colleagues, administrators and the community.
- Creating welcoming and inclusive learning environments where all students and teachers can thrive
- Inspiring and motivating students and staff to achieve their potential and fostering a positive, collaborative school culture.

REQUIREMENTS:

- Must pass pre-employment and random drug and alcohol test to be eligible for and maintain employment, as required by the LIBC Drug & Alcohol-Free Workplace Policy.

- This position requires regular contact with or Control over Indian Children and is therefore subject to an extensive Criminal Background Check and CAMIS Check with Washington State Patrol and Federal Bureau of investigation Fingerprint Clearance.
- Must possess and maintain a valid Washington State Driver's license and have cleared Motor Vehicle Record for the past three (3) years to be eligible for tribal insurance.
- Preferably vaccinated for COVID-19 including two (2) doses of a 2-dose series, or one (1) dose of a 1-dose series, plus 14 days beyond the final dose prior to the start date
- Proof of U.S. Citizenship.

TERMS OF EMPLOYMENT:

- All elements of this job description apply
- Salary depends on qualifications
- Full Time – 12-month contract employee
- 90-day orientation/ Secondary orientation applies
- Administrative supervision will be to LIBC General Manager until implantation of Education Code is completed, and the Education Division transition plan is in place and approved by Lummi Indian Business Council. When this is complete, the Superintendent role will report directly to Lummi Education Board.

TO APPLY:

To obtain a Lummi Indian Business Council (LIBC) application go to: <https://www.lummi-nsn.gov/widgets/JobsNow.php> or request by e-mail libchr@lummi-nsn.gov. For more information contact the HR front desk (360) 312-2023. Submit LIBC application, cover letter, resume & reference letters no later than 4:30 p.m. on the closing date listed above. If listing degrees or certifications include copies. Mailing Address: 2665 Kwina Road, Bellingham, WA 98226. Human Resource Fax number: 360-380-6991.