



Information for Applicants for the Position of  
**ASSISTANT SUPERINTENDENT OF EDUCATIONAL SERVICES**  
**LANCASTER SCHOOL DISTRICT**

#### **THE POSITION**

The Lancaster School District invites highly qualified educational leaders to apply for the position of Assistant Superintendent of Educational Services. The District welcomes a diverse group of candidates.

#### **PROFESSIONAL PROFILE**

The Lancaster School District seeks an assistant superintendent who:

- Has a strong background and expertise in curriculum, instruction, and assessment
- Has experience as a teacher, school site administrator
- Has district office experience as director or assistant superintendent
- Has a proven track record of increasing student achievement
- Has experience working with English Learners and diverse populations
- Has experience supporting inclusionary practices and Special Education services
- Has experience working effectively with employee unions
- Has the ability to assess departmental strengths and needs and build coherent systems
- Has the ability to plan strategically including development of a 100 day plan
- Has experience in building accountability systems for leaders and staff
- Has skills in building cohesiveness and coherence across an organization
- Has understanding of best practices related to the whole child
- Has the ability to lead continuous constructional improvement and professional learning

#### **PERSONAL PROFILE**

The Lancaster School District seeks an assistant superintendent who:

- Is grounded in doing what is best for students
- Is thankful, positive, and trusting relationship with all stakeholders
- Communicates clearly, frequently, and consistently
- Is collaborative and inclusive in decision-making
- Is visible, engaged and present in schools and community settings
- Demonstrates strong integrity, credibility and professionalism
- Is a unifier who values all departments
- Is a strong listener and learner who seeks to understand the district and the community
- Is a self-starter with high expectations
- Is able to hold staff accountable
- Has the ability to have difficult conversations and to make difficult decisions
- Understands the political landscape and demonstrates political acumen
- Values and supports the work of staff and celebrates success
- Is caring and promotes a positive climate

#### **DESIRED EDUCATION/EXPERIENCE**

- Master's degree or higher
- An educator with K-8 experience in California
- A strong fiscal background and understanding of the budget
- A record of focusing on student needs and improving achievement in a diverse community
- Experience as a teacher, principal and central office administrator
- Bilingual candidates are invited to apply

#### **SELECTION PROCESS**

Lancaster School District has retained Consultant Juan Garza of Leadership Associates to recruit qualified candidates. The consultant will screen applications and recommend candidates to the District for interviews and further consideration. The District will have the opportunity to review all applications submitted. Any

contact with Lancaster School District, in an attempt to influence the selection process, will be considered a breach of professional ethics. Finalists will have an opportunity to familiarize themselves with the community and schools.

## **SALARY AND CONTRACT**

The salary will be competitive and based upon qualifications and experience. This approximate salary range is \$190,895 - \$223,320

## **APPLICATION REQUIREMENTS**

To be considered, the candidate must provide:

- A letter of introduction
- A fully completed application form
- A resume
- Three current letters of recommendation (within the past twelve months)
- Verification of degrees and credentials (finalists only)

*All materials will be acknowledged and treated confidentially*

## **THE DISTRICT AND COMMUNITY**

Lancaster School District is located in the high desert about 60 miles northeast of Los Angeles and serves students in preschool through eighth grade. Most of the District's 82.5 square miles lies within the City of Lancaster with a small portion in the unincorporated boundaries of Los Angeles County. The city of Lancaster offers a growing, diverse, and family-friendly high desert community known for its blend of small-town feel with urban amenities, affordable housing, and a strong aerospace heritage. Educating Antelope Valley youth since 1885, Lancaster School District provides the community excellent educational opportunities for the more than 14,000 students who attend one of the 22 schools across the District.

Lancaster School District has four comprehensive middle schools, four TK-8 schools, ten elementary schools, one online academy, one middle school of choice, and two schools serving special populations. In addition, over 1000 students are served through the Lancaster Early Education Department. The District is an active participant along with the seven other Antelope Valley elementary districts and the high school district. Student demographics within the Lancaster School District consists of 59.3% Latino (Hispanic), 26.5% Black, 4.8%, 7% White, 4.8% Two of More Races, and 1.8% Asian. The Lancaster School District has 11.5% Multilingual Learners, 7% Homeless youth, and 4% Foster youth.

*Lancaster School District is an equal opportunity employer.*

## **APPLICATION PROCESS AND DEADLINE**

To request application materials for the Lancaster School District Assistant Superintendent of Educational Services position, please visit <http://www.leadershipassociates.org/active-searches/> and select the listing for this position.

**Applications must be completed and returned via email by 5:00 P.M., February 2, 2026**

**Consultant:**  
**Juan Garza**

**Leadership Associates**  
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