



## POSITION OPENING

# EDUCATION COMMISSIONER

The Kansas State Board of Education seeks an experienced, principled, and politically astute leader to serve as Commissioner of Education. Reporting to the elected State Board of Education, the Commissioner will lead the Kansas State Department of Education and advance policies and practices that improve outcomes for all Kansas students.

## THE IDEAL CANDIDATE

The Kansas State Board of Education seeks a leader who combines strong moral leadership, executive capacity, and deep commitment to students and to public education with the ability to navigate complex political and public environments.

## ROLES AND RESPONSIBILITIES

The Commissioner of Education has ultimate responsibility for the entire agency and directly oversees those agency functions that provide services to the entire agency, including Communications, Legal Services, Human Resources and Recognition Programs. The Office of the Commissioner in concert with the Kansas State Board of Education provides leadership and support to schools and districts throughout the state in service to students, educators, families and the wider public as well as ensure district and school compliance with all state and federal laws, regulations and requirements.

The Kansas State Department of Education (KSDE) is a dynamic, dedicated service agency that provides leadership, resources, support and accountability to the state's K-12 education system. KSDE administers the state's governance of education, standards and assessments, special education services, child nutrition and wellness, title programs and services, career and technical education, and school funding. It is the goal of the agency to provide all Kansas children with equal access to a quality, high-level education that promotes student achievement and prepares all students for global success.



### QUESTIONS? Email HYA Associates

Mike Richie [mikerichie@hyasearch.com](mailto:mikerichie@hyasearch.com)

Max McGee [maxmcgee@hyasearch.com](mailto:maxmcgee@hyasearch.com)

Frank Henderson [frankhenderson@hyasearch.com](mailto:frankhenderson@hyasearch.com)

### TIMELINE

Deadline to apply: February 13, 2026

1st round interviews: March 11-12, 2026

Final interviews: March 31, 2026

Commissioner Announced: April 15, 2026

Position to begin: July 1, 2026

90.5%  
Graduation  
Rate

1,268  
Public  
Schools

285  
School  
Districts

Responsible  
for \$6.7 Billion  
Budget

231  
Full Time  
Employees

498,063  
Total  
Enrollment

136  
Private  
Accredited  
Schools

35,289  
FTE  
Teachers

Represents  
26.2% of Total  
State Budget

10  
Elected  
Board  
Members

Commensurate with experience,  
salary will be negotiated,  
plus a comprehensive  
state benefits package.

For additional information scan the QR code or visit  
the HYA website at: [www.hyasearch.com](http://www.hyasearch.com)



**HYA** | HAZARD  
YOUNG  
ATTEA  
ASSOCIATES

## **DESIRED PROFESSIONAL QUALIFICATIONS AND PERSONAL CHARACTERISTICS**

### **Principled and Courageous Leader**

Demonstrates integrity, respect for the rule of law and the Kansas Constitution, and the courage to lead based on core values—even in challenging political environments. Serves as a positive role model with maturity, confidence, and sound judgment.

### **Politically Savvy and Governance-Focused**

Proven ability to work effectively with an elected board, respect governance roles, and align leadership actions with board priorities. Comfortable operating in the public arena, addressing controversy, and maintaining productive relationships with policymakers and stakeholders.

### **Commitment to All Students**

A strong advocate for underrepresented students with a demonstrated record of improving outcomes and embracing the belief that all means all. Understands and values student voice, and supports meaningful parent and community engagement.

### **Experience Leading Large, Complex Systems**

Successful executive leadership experience in large organizations or school systems. Ability to focus improvement efforts on both the state's largest districts and the diverse needs of small and rural communities.

### **Exceptional Communicator and Listener**

Communicates clearly and plainly, builds trust, listens well, accepts constructive criticism, and engages authentically with educators, families, students, and the public. Willing to be visible in schools and communities across the state.

### **Broad Perspective and Executive Capacity**

CEO-level leadership experience, including work inside of education. Effectively leverages expert staff, takes responsibility for mistakes, and maintains a long-term strategic view.

### **Credible Education Background and Forward-Looking Vision**

Strong connection to education through teaching, system leadership, or reform work. Knowledgeable about education policy, accountability, technology, and innovative school design, with awareness of national best practices and emerging models.

**Vision Statement:** Kansas leads the world in the success of each student.

**Mission Statement:** To prepare Kansas students for lifelong success through rigorous, quality academic instruction, career training, and character development according to each student's gifts and talents.

**Value Statement:**

- Commitment to our purpose.
- Service to others.
- Respect for self and others.

## **DEADLINE TO APPLY: FEBRUARY 13, 2026**

### **PLEASE INCLUDE IN YOUR FRONTLINE APPLICATION:**

- 1. Cover letter (stating interest and unique qualifications for the position).**
- 2. Full resume/vitae.**
- 3. You may add up to five pages that show evidence of Leadership strengths.**
- 4. Contact information of three to five references who can be immediately contacted.**

*All applications will be reviewed by the search firm and the State Board of Education. Selection of candidates for interviews is the sole responsibility of the Board. Upon Board selection for interviews, the identities of those candidates selected and their application materials will be made public.*