

NEVADA DEPARTMENT OF EDUCATION  
STATEWIDE COUNCIL FOR THE COORDINATION OF THE  
REGIONAL TRAINING PROGRAMS

FEBRUARY 11, 2019

11:30 A.M.

**Meeting Locations:**

The meeting was video conferenced from both locations

Office	Address	City	Meeting Room
Department of Education	9890 S. Maryland Pkwy	Las, Vegas	Bristlecone Conference (2 <sup>nd</sup> Floor)
Department of Education	755 N. Roop St	Carson City	Conference Room Suite 201

**DRAFT SUMMARY MINUTES OF THE REGULAR MEETING**

DUE TO TECHNICAL DIFFICULTIES, THIS MEETING WAS PARTIALLY RECORDED

**DEPARTMENT STAFF PRESENT:**

KellyLynn Charles  
Sylvia Figueroa

**MEMBERS PRESENT:**

**Las Vegas:**

Brent Husson  
Wendi Hawk  
Adam Young

**Carson City:**

Wayne Workman

**Phone:**

Pam Teel  
Jim Hager

**Deputy Attorney General:**

Greg Ott

**AUDIENCE IN ATTENDANCE:**

**Las Vegas:**

Marjorie Conner  
Derek Bellow  
Chelli Smith  
Sarah Negrete

**Carson City:**

None

- 1. Call to Order; Roll Call: Pledge of Allegiance**  
*Adam Young; Council Chair*  
Meeting called to order at 11:37 AM
- 2. Public Comment #1**  
No public comment in Las Vegas or Carson City

**3. FY19 Budget Amendments (*Information/Discussion/ Possible Action*)**

*Kirsten Gleissner, Director, NWRPDP; Chelli Smith, Director, SNRPDP; and Sara Negrete, Director, NNRPDP*

**4. Plan for use of Administrative Funds pursuant to NRS 391A.130 subsection 9**

*KellyLynn Charles, NDE Education Programs Professional for Office of Educator Development & Support*

*(Information/Discussion/Possible Action)*

*Dr. Marjorie Conner, MMC Consulting, Inc., Nevada; Jim Hager*

- Jim Hager has been working with NASA since 2017/2018 and discussed leadership opportunities. NASA fall focus group was held in October with NASA board and superintendents. Discussed the primary function of NASA. It is to provide premier professional development for administrators within the State of Nevada. Information was provided about money that was allocated a few years ago. It was considering allowing that money to be directed for NASA to provide professional development. Uniqueness of the institute is that it is very accommodating to superintendents of smaller and larger districts and very good for aspiring superintendents, chief academic officers, or executive directors. Two conferences per year, San Francisco and Chicago. 100 become superintendents before they finish the academy. One third of the candidates that are part of the academy never want to become a superintendent. What is heard over the years from superintendents and aspiring superintendents is that the executive team members that attend these conferences are far better employees or executives than before attended because they have a greater appreciation of the dynamics of being a superintendent. Program focus is not on lecture basis, but stems from a problem of practice. Highly skilled professionals that are being helped hone their skills and develop their knowledge. In June at the NASA conference, Dr. Avossa will be a key note speaker. Very well-known and highly established. As well as Dr. Gorman and Jonathan Greene, head of Stuart Foundation in San Francisco.
- Marjorie Conner discussed an overview of the McREL's Balanced Leadership Work. They are working on add more pieces on creativity and how the important creativity is to leadership.
- Member Husson asked how this particular program would address how superintendents do professional development (PD) differently in their districts. Dr. Hager replied that The Institute is a sustainable piece that would hopefully move leadership. They will take what they learn and apply it back to their districts. To make a difference in schools, can't keep repeating the same things year after year. Primarily in session 2, Leading with Scale, asks what should the role of your central office be? Member Husson hopes this training will to help develop people into them eventually becoming the experts. NASA needs to have metrics developed and report back to the council. Dr. Hager answered from the institute side that yes there are metrics. It allows them to improve what they do.
- Member Workman asked if the training is meant for district level administrators and not building level administrators. Building principals may be involved. Is 35 participants the cap to attend? Dr. Hager and Dr. Connor answered that 35 was placed in there to develop a proposed fee structure that could be discussed. 35 was stated considering hotel accommodations and travel etc. but could possibly go up to 45 participants. Member Workman asked a follow-up question: In regards to the McREL piece, is the training also with 35-45 participants if the funds are still available and it would be part of a 2<sup>nd</sup> phase? Dr. Connor replied that the training has a component that the trainers model. This year it is a preview of kind of training being offered and what would be learned. They hope to expand the Institute next year to include the Trainer of Trainer model.

- Member Hawk asked what is the process in getting people to apply and how are they going to be selected. Would continuing education credits be added to the participants? Dr. Connor replied that re-certification and application process was discussed. Dr. Hager replied that in the past, application process has come through the superintendent. Dr. Hager discussed additional options of how people will apply. Member Hawk questioned that if the application does go through superintendent, how will independent charter school leaders apply to this? Dr. Connor replied that it will be built in so they also can participate and that they want this for the whole state, all the charters and counties are invited to participate. This is about building statewide leadership capacity. They are working to develop and tighten up the application process. Dr. Hager adds that other trainings they have done have had teachers from charter schools so it is something they are able to do.
- Member Workman has concerns only 35-45 participants will benefit from the training. It was discussed creating an online training system that could impact more leaders with the funding available. Is the training and materials proprietary to the individual organizations that the council wouldn't be able to do that and make available to more than 35-45 people? National Academy is a proprietary curriculum, but there are some pieces that are common knowledge. Before the Academy idea, we were discussing developing a podcast for Nevada to listen and respond to, and Zoom meetings or podcasts meeting in different locales and are all strong potentials so that people can access them at later dates.
- Member Teel is concerned with the timing on some of the meetings of March, April, May, and June. They already have ongoing administrative PD planned that is monthly. Doesn't believe she can commit her 9 administrators to more in the next four months.
- Derek Bellow, NASA board member and principal of Liberty High School. Excited of possibility of this. This is a game changer for Nevada. Discussions about this academy kept coming up over the last 3 years at the national conferences. Last June at the NASA conference, breakout group for secondary administrators were asked what they would like to see. Dr. Gorman's name and the academy is what came up. Wasn't given much thought due to cost. Speaking with Washoe, Esmeralda, Lyon, and Nye stated they feel this would be beneficial to them. Getting close but needs more time to put checks in place and communicate thoroughly.
- Dr. Conner stated Rick Hess would be keynote of June conference. Has potential to attract and open the eyes of a set of people.
- Member Husson said since there might be a few districts that would find it difficult to attend this time such as Lincoln County, but this isn't a onetime event. There is always next year to be able to plan and work into the schedule. Would like to see good representation of the principals and the new three regionals from Clark. Maybe do a survey of who has attended training like that before and if they haven't then send them. Doesn't believe money should be spent on Rick Hess. Would the money be better spent on 55 seats instead of 45?
- Dr. Conner stated they are looking for a statewide sustainability in building the leadership capacity.
- Dr. Hager added he agrees with expanding to more people. Dr. Robert Avossa will be at the June session and will be a keynote speaker at the conference. He will talk about what the academy is talking about.
- Member Workman said this has been a short turn around asking any group to put together a proposal in such a short time is unfair. Agrees with Member Husson that the vision is about transforming leadership in Nevada. Without a guarantee that we could impact more than 35-45 people, does not see this as a good use of this money that is meant to impact more administrators in Nevada. Intent of the money is to train more administrators in high leverage high yield strategies. Personally feels that something much more available to the administrators in Nevada. Maybe the beginning of something, but if long term plan can't guarantee reaching more administrators then will have a difficult time support this moving forward.

- Member Husson agrees with Member Workman with that. Also added that he heard there is an intention for that to happen, but without resources it might not. Encourages everyone to start thinking about how to make this more sustainable as a concept. Idea is to have an institute whose job it is to have every administrator receive high quality training.
- Member Workman believes NASS and NASA are the appropriate groups to do this work. Believes council should consider just giving the money away as opposed to filtering it through the RPDPs. Money should be giving to RPDPs and they in turn funnel the money out to the NASS and NASA groups. Member Husson asked if the intent would be to hold RPDPs responsible for the quality of what they produce or have them report on the metrics? Yes, because if the \$100,000 is just given to NASS or NASA, they could take the money and run. Council has not governing oversights of those groups. Whereas if the money is funneled through the RPDPs which is where the money belongs, then council still has oversight of them reporting back.
- Chelli Smith has concerns on reporting metrics on someone else's institute. Bigger concern is the fiscal flow through. Currently have the districts they use as a flow through back. What is being suggested is having the RPDPs act as a flow through that the districts are going to have to flow-through. It would be twice that the money would be "flown-through." It would be a burden. It occurred to Member Husson that if RPDP is tasked with it and they gave the money through all those machinations, Dr. Hager and Dr. Conner could still run off with it and RPDP would then have to report this back to the council. Since money was already approved, this might be something to revisit for next time.
- Member Workman asked if the Council can just give the money carte blanche to them or does it need to go through the RPDPs. Deputy Attorney General Greg Ott stated some of the protections could possibly be addressed through a contract that would obligate the parties to do certain things. His recollection is that the Council did have the authority to distribute this to someone other than the RPDPs. Concerns about oversight are valid. May want to have the motion in some way bind them if they do not act in a way that is not consistent with your desires.
- Member Hawk pointed out this was voted on before and vote did not go as Member Workman, Member Hawk and others had indicated they thought it should go and stay with RPDP. Likes the idea of encouraging them to maximize the number of participants even if it takes a hit on some of the keynote speakers. Also likes the idea of a contact with the expectations.
- Member Husson clarified that the money has already been awarded. They are there to discuss the proposal.
- Chair Young stated the reason the meeting was called again was to make sure council was still on board given whatever transitions and leadership might have been occurring at NASA. The idea was for NASA to come before council and lay out the ideas that have been laid out. Council would then have the discretion to go ahead with it or to move in a different direction because flexibility was provided in the agenda item. From the superintendent level, there is a deep desire that the group not be left out in leadership discussions. Wants to have an impact and influence on the type of leadership training that he and his administrators attend.

### **Motion**

Member Husson moves to make a motion to accept the plan as presented with the amendment of taking out the honorarium for the keynote speaker and using those funds to expand the invitation to more superintendents.

Member Hawk 2<sup>nd</sup> motion.

Comments: Chair Young stated it has been moved and 2<sup>nd</sup> to approve the plan minus the \$12,000 for the speaker at the Spring conference and alternately to use that to include more participants. Would like to amend that to include an explicit collaboration with the superintendents moving forward in planning the institutes for this year.

Member Husson asked if that's not how it would happen? Yes, that is correct. Chair Young asked Member Workman and Member Teel if NASA has reached out to their districts regarding their input on this plan? Not to member Workman. Dr. Hager stated he has some concerns he needed to express. When this was put together, they went with the conditions that were given by the RPDP in October. There was a meeting with all the superintendents and what they were looking for in professional development. Does have concerns with delaying this and is worried with lengthening discussion more than what has already been had. Chair Young clarified to move forward in the way Dr. Hager has outlined but adding caveat that expanding the group to the 17 superintendents and maybe the Charter people as well and might be a way to elicit further support as a way to ensure a little bit of a stronger district voice. Chair Young stated the motion on the floor is to carry forward with NASA's plan as outlined spending \$12,000 on expanding the pool of participants instead of on Rick Hess, and adding a communication piece to what is already going on with the NASA board including the district superintendents with that.

All in favor.

**Motion** passes at 1:07 PM.

Dr. Hager extended an invitation to anyone to attend any of the sessions.

**5. Public Comment #2**

No public comment in Las Vegas or Carson City.

**6. Adjournment**

*Chair Young adjourned meeting at 1:08pm*