

Item #3 – Stakeholder Input on Superintendent Search

We appreciate you taking the time to consider our district's perspective regarding the new Superintendent of Public Instruction. It is critical that the Nevada Department of Education have leadership that is extremely forward-thinking, knowledgeable about personalized learning, competency-based education, and preparation for ensuring our learners are life-ready. The person must have a mission to ensure that we are providing opportunities that are not stuck in yesterday, but rather innovative and learner-centered approaches that are promoted. The person must have a strong network nationwide and with the USDE to ensure that we are focusing our efforts to create competencies and skills to compete for high wage, high demand jobs. The person must be able to build excellent relationships with the governor, legislators, school district personnel, and the business community. The person must be a leader in best practice for aiding our districts in identifying the best evidence/measurements of success to ensure that our state's accountability model focuses on the elements that reflect learning and practices in systems versus traditional measures that we know are not reflective of learning but rather compliance. If you have any follow up questions or need additional information, I look forward to hearing from you. I appreciate your time!

Summer Stephens
Churchill County School District

February 14, 2019

Dear Members of the Nevada State Board of Education:

This document is a product of our own personal perspectives. We are providing the following list (as stakeholders) in the formal selection process of Nevada's new Superintendent of Public Instruction.

We believe that the candidate should provide evidence that demonstrates the following competencies:

- a familiarity with the Nevada political process and how it impacts this position and the entire agency
- over 5 years of experience teaching and leading in districts and/or schools
- experience working with educators, professional organizations, and local/national stakeholders
- a willingness to take risks while still maintaining a thoughtful level of restraint by investigating sound resources
- a willingness to challenge the status quo
- skill in leading through data-based decision-making
- a clear-cut leadership approach that is grounded in realistic vision which provides clearly defined goals
- an authentic and consistent pattern of respect and trust for all colleagues
- the ability to empower others through mentorship and guidance
- the ability to recognize and recruit top talent to support the work of the agency
- skill in utilizing a team-based approach to success
- an understanding and acceptance of the responsibilities bestowed on them as public servants
- skill in prioritizing diversity and inclusion as key elements of their leadership practice
- an authentic ability to be a tremendous role model for others
- an understanding that humility and leadership work together to establish a solid foundation of effective governance
- a clear understanding of him/herself that is expressed with confidence
- consistently utilize transparency when they share information
- a firm belief that the role of education includes a broader scope of the betterment of society
- the ability to be an effective communicator (both speaking and listening) with every employee within the agency
- a plan to visit multiple Nevada educational settings in order to better understand local issues
- a common practice of being truly accessible to his/her employees
- an ability to effectively manage both human and fiscal resources

Sincerely,

Dr. Kevin Marie Laxalt, Colin Usher, Kristina Cote, and Karen Gordon