

Statewide Council for the Coordination of Regional Professional Development Programs

Administrative Funds Grant – Leadership Institute of Nevada

Organization Overview

The Leadership Institute of Nevada (LION) is dedicated to improving and refining leadership across the state in education, business, and community agencies. This is accomplished through inspiring leaders and potential leaders to embrace the work that drives progress. Through inspiration, these leaders can be empowered through a shared vision to lead change. Change does not occur naturally but takes direct action toward a well-identified goal. Leaders introduce change, make connections with and among stakeholders, resolve conflicts, and collaborate with others to focus on the targets of success. LION is committed to providing leaders support through professional growth and development so these leaders can be the voice of tomorrow in our society. The Leadership Institute of Nevada seeks to transform education in Nevada to create excellent and equitable schools that allow all students to achieve.

RPDP funding would allow LION to concentrate this support on educational leaders by identifying the needs and common goals, coordinating improvement efforts, building capacity and assessing outcomes. Districts around the country are experiencing teacher shortages. Given that attrition accounts for nearly 90% of the demand for new teachers, strategies that address teacher retention are particularly important. Principal leadership plays a significant role in teacher turnover since lack of administrative support is a key factor in teacher decline. Part of this support is connecting teachers with community resources and political actions to acknowledge the importance of educators' voices in our state.

Funding would allow LION to assist leaders and potential leaders to establish a vision of academic success for all students, create a hospitable climate for all stakeholders, connect leaders as a community, create a learning culture, improve instruction and data analysis, develop systems for development, management, processes, and school improvement.

For the past twelve years, the Institute has incubated its leadership programming under the umbrella of The Public Education Foundation (PEF). As we emerge from the pandemic, the major roles of the Institute and PEF have diverged. In March 2022, the Institute separated and was established as an independent nonprofit 501(c)(3) Nevada corporation. Since that time, LION has offered high quality, timely and capacity-building professional development to leaders across Nevada.

LION provides good to great leaders in the education and private sector access to the nation's top thought leaders and practitioners. Each of the Institute's core programs reflects the following goals:

- To expose Nevada's leaders to new ideas and ways of thinking
- To shift mindsets around problem-solving for adaptive educational challenges
- To effectively convene stakeholders from throughout the Nevada landscape, bringing in nationally recognized leaders and respected local leaders
- To treat school leaders and teacher leaders with respect, trust, and professionalism
- To respond to changes in the education landscape with agility

The future depends on our children's ability to successfully navigate the challenges of an ever-changing and complex world. The Institute is dedicated to talent development, strategic investment, innovative problem-solving, social entrepreneurship, and public education reform.

Today we find ourselves in an unprecedented time. We have all come to realize how complex public education is. The Institute is committed to working together through a collective impact model and pledges to continue serving our community alongside other stakeholders.

Northern Nevada Regional Leadership Summit

Targeted Statewide Audience

The Institute proposes funding a Northern Nevada Regional Leadership Summit during the 2023-2024 school year. Education leaders, business/community leaders, and advocates from across the state may select to attend the summit. The summit will offer topics that are most relevant to the northern parts of Nevada using feedback from previous summits and through conversations with professional development learning representatives in the region.

Anticipated Number of Participants

The Institute anticipates approximately 50 participants will attend the Northern Nevada Regional Leadership Summit in-person.

Scope of Work

The Institute staff is working with the Northeastern Nevada Regional Professional Development Program to determine areas of need and topics of interest that would be most relevant to educators and education advocates in the Northern and Eastern portions of Nevada. Additionally, the Institute is engaging these stakeholders in developing an overall theme for the Northern Nevada Regional Leadership Summit and is identifying keynote speakers and/or guest presenters who are experts in the designated topics. The Institute will then work in conjunction with regional representatives to design, create, and schedule all aspects of the Summit experience, including speaker outreach, venue scheduling, materials' development, purchasing keynote speakers' books, and event marketing.

While 2023-2024 topics and speakers have been tentatively determined awaiting further feedback and availability of speakers, this proposal includes sample materials from a previous summit held during the 2021-2022 school year in Elko, Nevada. While some of the details will change, the samples provide a format of scope for consideration.

The proposed budget for the Northern Nevada Regional Leadership Summit is \$18,792.00. This includes instructional and support services: Keynote/guest speaker(s) \$7,000; Lead and support project personnel (Institute) \$7,658; third party evaluation services \$1,250; travel expenses \$2,400; and Summit materials, including books requested by speaker(s) \$484.

Assessment of the Scope of Work

Through the collection of data from pre and post participant surveys, focus group interviews and discussions, and individual participant feedback, the Institute will:

- Record those topics participants identified as most relevant/useful
- Identify areas where participants report growth (capacity) in their leadership skill
- Use feedback to customize future Summits to the needs of participants
- Identify topics for alumni continuance of professional development
- Gather useful qualitative data that informs decisions, expenditures, scheduling, venues, services and support

This data, along with grant summary report(s) provided at the conclusion of the Summits will be generated, analyzed and provided by a third-party evaluator so that overall effectiveness is impartial and comprehensive.

Leadership Alumni Networking Opportunities

Targeted Statewide Audience

The Leadership Institute of Nevada has nearly 350 Executive Leadership alumni (administrators) and almost 350 Teacher Leader alumni from across Nevada. Most still reside in Nevada and are actively engaged in the education community. The purpose of an alumni engagement network is to provide ongoing, high level professional development and to provide a safe space to network, share big ideas, challenge each other, and to partner on the implementation of transformational education practices. Therefore, the Institute proposes the development and implementation of two convenings targeted specifically for alumni of the Institute's Leadership Academies.

Anticipated Number of Participants

The Institute will host up to seventy-five (75) alumni at each of two in-person events, impacting nearly 150 Executive and Teacher Leader Academy Alumni.

Scope of Work

The Institute proposes that grant funding will be utilized to subcontract with one nationally recognized speaker and one local business entrepreneur for two separate convenings. The Institute will develop a workshop around each speaker and their topics. All topics will include a focus on supporting the Institute's mission: To identify, develop, and retain exceptional leaders in education; build innovative and entrepreneurial communities that include leaders from the public and private sectors; and drive significant systemic improvement in public education.

Tentative topics for the two alumni convenings include Drew Dicostanzo, Director of Sales and Marketing at Meow Wolf ; and Social Emotional and Academic Development (SEAD) and

Social Emotional Learning (SEL) with Dr. Marc Brackett, Founding Director of the Yale Center for Emotional Intelligence & Professor in the Child Study Center at the Yale School of Medicine-Yale University.

Drew Dicostanzo Outcomes:

- Provoke curiosity, creativity, and a sense of wonder within the K-12 education system
- Simulate a non-traditional and an open-ended learning experience to encourage exploration and imaginative thinking within our educational environments
- Empower education leaders to take action/create change
- Inspire educators to allow students to take ownership of their learning and become partners in educational change
- Emphasize the importance of creating educational environments that prepare students for the future

Dr. Marc Brackett Outcomes:

- Emphasize the role of emotional intelligence in shaping the overall school climate and how it positively impacts student achievement
- Deliver stress management strategies to educators who may be experiencing social and emotional challenges to prevent burnout and to enhance their job satisfaction
- Emphasize how leaders and educators can work together to create a culture of empathy, understanding, and emotional well-being within the school community

The proposed budget for the Leadership Academy Alumni Network convenings is \$31,208.00. This includes instructional and support services: Keynote/guest speaker(s) \$7,000; Lead and project support personnel \$7,658; Venue rental (two venues) \$15,000; and third party evaluation services \$1,250.

Assessment of the Scope of Work

The Institute will contract with third party evaluators to assess the overall effectiveness of the Summit and its intended outcomes using data from pre and post surveys, focus groups and interviews and qualitative data to include individual participant feedback.

- Record those topics participants identified as most relevant/useful
- Identify areas where participants report growth (capacity) in their leadership skill based upon the objectives listed by speaker(s)
- Use feedback to customize future Alumni Summits to the needs of participants

- Gather useful qualitative data that informs decisions, expenditures, scheduling, venues, services and support

This data, along with grant summary report(s) provided at the conclusion of the Summits will be generated, analyzed and provided by a third-party evaluator so that overall effectiveness is impartial and comprehensive.

Southern Nevada Regional Leadership Summit

The Southern Nevada Regional Leadership Summit follows the Northern format and objectives with focus placed on the leadership needs identified by leaders in the south. This summit is funded through the Institute's partnership with local businesses and agencies. Should RPDP funds be available, the money raised through this effort would be used to expand all three summits (North, South and Alumni) to offer opportunities for professional development to more participants.

Alignment of Purpose

This request for funds conforms to Nevada's Standards for Professional Development, Nevada Educator Performance Framework (leaders), the vision, mission and objectives of Leadership Institute of Nevada and Nevada requirements (ADA, State Assurance and other documentation as needed).