



Leadership Institute of Nevada
Statewide Council for the Coordination of the
Regional Professional Development Program
Administrative Funds Grant Final Report 2022-2023
September 1, 2023

Table of Contents

Introduction 3
Staff 4
Scope of Work 4
Outcomes 6
Cost Summary 9
Appendix 10

Introduction

The Leadership Institute of Nevada (LION, and called The Institute), a Nevada 501(c)(3) non-profit, was established in 2022. Prior to March 2022, the leadership programming was under the umbrella of The Public Education Foundation (PEF). Separating from the PEF allowed LION to establish greater depth of professional development for leaders exposing them to new ideas and ways of thinking, problem-solving for adaptive educational challenges, broader leadership perspectives by engaging national and local leaders, implementation of a leadership platform for recognizing and respecting the work, and response to changes in the educational landscape.

The Institute provides 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

One of The Institute's key programs in 2022-2023 was the Regional Leadership Summits. The Summits engaged educators, policy makers, community, and business leaders in innovative ideas, thinking, discussion, and problem-solving. The Summits featured some of the nation's top academic scholars and practitioners who addressed relevant topics critical to improving outcomes for students in Nevada. The Institute convened two Regional Leadership Summits: an in-person convening in urban Southern Nevada held in Las Vegas and an in-person convening in Reno, Nevada.

The purpose of the Regional Leadership Summits and the Alumni Convenings was to allow community stakeholders to immerse themselves in new ideas and best practices from both the private and education sectors. The summits challenged participants to solve problems in creative and strategic ways, review in-depth educational reforms, discuss learner disengagement and re-engagement, increase student motivation through personalized learning, engage communities in school decisions, redefine central administrative roles to support site-based principals, and expand social emotional learning beyond the current narrative. The focus on re-engagement was guided by the increasing chronic absenteeism, a dip in graduation rates, and educator reports of student apathy for engaging in learning.

Staff

Judi Steele; Founder and Chief Executive Officer–Responsible for the conception and implementation of the Summits

Ramona Esparza; President–Responsible for the implementation and evaluation of the Summits related to grant parameters

Brian Myli; Senior Vice President–Responsible for coordinating efforts and delivery of summits and convenings

Jen Jaeger; Vice President–Responsible for coordinating operational efforts around summits and convenings

Michele Robinson; Director of Executive Learning–Responsible for coordinating efforts around summits and convenings

Felicia Gonzales; Vice President–Responsible for the implementation and evaluation of convenings

Staff (Operational Support): Jeremy Hauser, Tom Zimmerman, Ariel Luke, Celeen Vasquez

Scope of Work

The 2022- 2023 Leadership Institute of Nevada Summits were hosted in the Northern and Southern regions in Nevada. The Northern Summit and the Alumni Networking Convenings were funded through the RPDP grant award. The Southern Summit was funded through southern Nevada municipalities. With additional RPDP funding, all event offerings could be funded leaving monies available from municipalities to support additional professional development for Nevada’s leaders. Each summit was customized to address the local context needs and current challenges within each educational landscape. The Leadership Institute of Nevada Summits engaged educators, administrators, rural superintendents, and community and business leaders in keynote presentations, learning, and discussions with some of the top talent in education. There was a Northern Summit, held in Reno, Nevada, and a Southern Summit, held in Las Vegas, NV. Additionally, two Leadership Institute of Nevada Alumni Network Convening opportunities were provided for the 300 administrators and educators from Nevada who participated in previous Academies. Most of the 300 alumni still reside in Nevada and are actively engaged in the education community. Of the 300 eligible participants, approximately 175 attended. The summits and convenings were aligned to the NEPF standards, specifically, Professional Responsibilities 2.2 and 2.3; and Instructional Leadership standards 3.3 and 4.3; offer topics of local and state interest, and provide networking opportunities among Nevada’s leaders. With additional funding, it is LION’s hope that additional professional support and connections can be offered specifically for rural county leaders. The topics and format of each summit were tailored around the specific needs and preferences of the participants. Moving away from a one-size fits all approach recognizes that leaders in Nevada require customized development to meet their unique challenges and goals. This was reflected in the results of the post surveys indicating that the topics had relevance and immediate application.

Even with customized topics, the Summits had overarching 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

Northern Summit

The Northern Summit was held in Reno, Nevada, on May 10, 2023, and emphasized supervising Principals for instructional leadership by keynote speaker, Dr. Meredith Honig. Dr. Honig discussed the teaching and learning approach to Principal supervision, equitable and effective instruction for students, the importance of an intensive coaching role to meet Principal's needs, and supporting Principals in becoming instructional leaders. There were 80 attendees from rural counties and from Washoe County School District. It is noted that attendance more than doubled from the 2022 Northern Summit and 100% of those who responded to the end of course survey said they would participate in another event like this one since there was great relevance and application to educational development. Part of the participant increase was due to the location—Reno is more accessible to a greater number of leaders. This further bolsters the need to offer events in more rural locations so that all leaders have increased access to high quality professional development opportunities.

Southern Summit

The Southern Summit was held December 14, 2022, at the Lou Ruvo Keep Memory Alive Event Center, in Las Vegas, Nevada, and emphasized: 1) reinventing public education post-pandemic and, 2) re-connecting with colleagues, business and industry professionals, and community leaders. By partnering with municipalities, participants were able to advance their connections with influential people and agencies outside of education to re-imagine a more global approach to education. There were 85 in-person and 20 online participants in the Southern Summit composed of those from non-profits, education partners, community business leaders, central office and school-based leaders. While the scope of the work at the Southern Summit is not specifically included in this report since it was not funded by RPDP, it is important to note that LION did recognize and address the need to provide professional learning for southern Nevada educators through separate funding.

Academy Alumni Networking Convenings

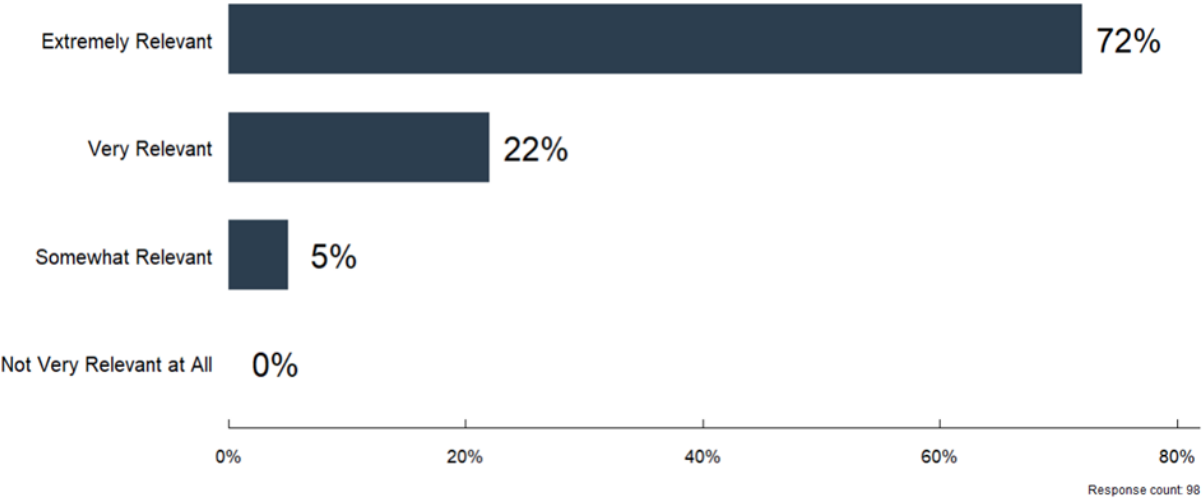
LION supported nearly 300 Leadership Academy alumni from across the State with engagement network convenings to provide professional forums for high-level discussions regarding education practices. On March 30, 2023, the first convening at this network was held at MEET Las Vegas on 4th Street, in the heart of the Las Vegas Arts District. This location allowed for participants to experience the versatility and opportunities that exist in the Arts District and to connect with business leaders in their environment. Jeanine Collins, Chief Innovation Officer, ed.Xtraordinary powered by Teach for America, guided participants through discussions around driving systemic improvement in public education through the ongoing work of *Nevada Portrait of A Learner*, in collaboration with the Nevada Department of Education (NDE) and partners across the State, including The Institute. She challenged participants to think about creating learning relationships, experiences, and environments to drive improved student outcomes in Nevada. The second keynote speaker, Dr. Yong Zhao, guided in-depth discussions around personalized learning and empowering leaders to take action by ensuring students take ownership of their learning as partners in educational change.

The second convening was held June 8, 2023, at Springs Cafe in the Springs Preserve. This location served as a retreat-like setting to Dr. Sabrina N'Diyae's discussion entitled *Soul Food for Leaders* which focused on helping leaders cope with stress and crisis through healthy mindfulness practices and strategies.

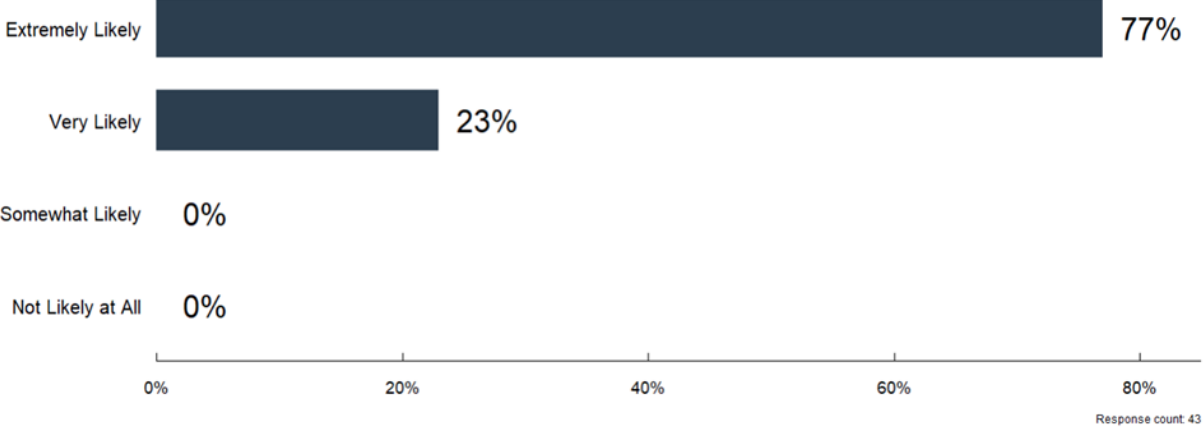
Outcomes

Exposing leaders to relevant content in a high-level learning environment was achieved as indicated by the survey results. 91% of those responding to post-surveys indicated the content was extremely or very relevant. 97% of respondents indicated the information and discussions had a positive impact on their work as leaders and 95% said the summits were a good use of time. 98% became more aware of the connection among central office leaders, school leaders and teaching for learning.

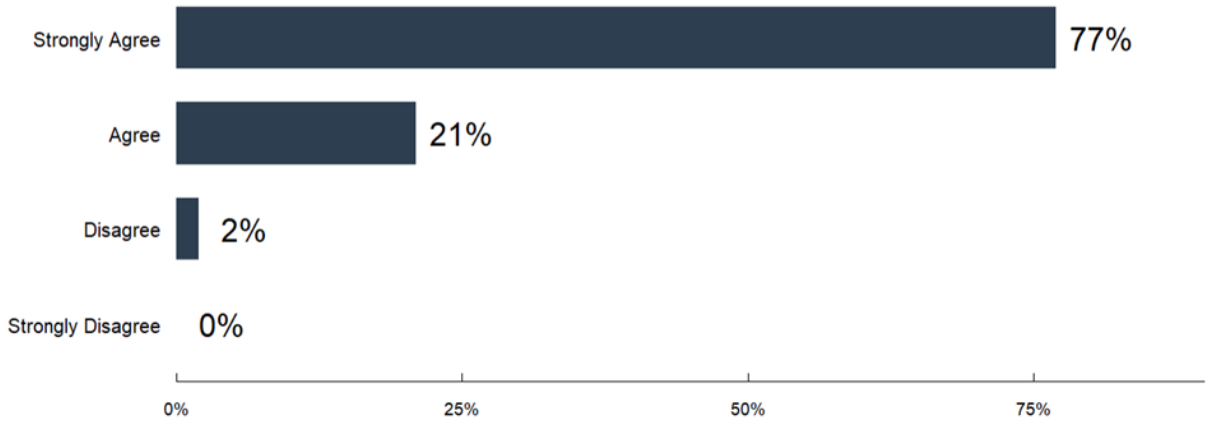
Overall, how relevant was this summit/convening to you?



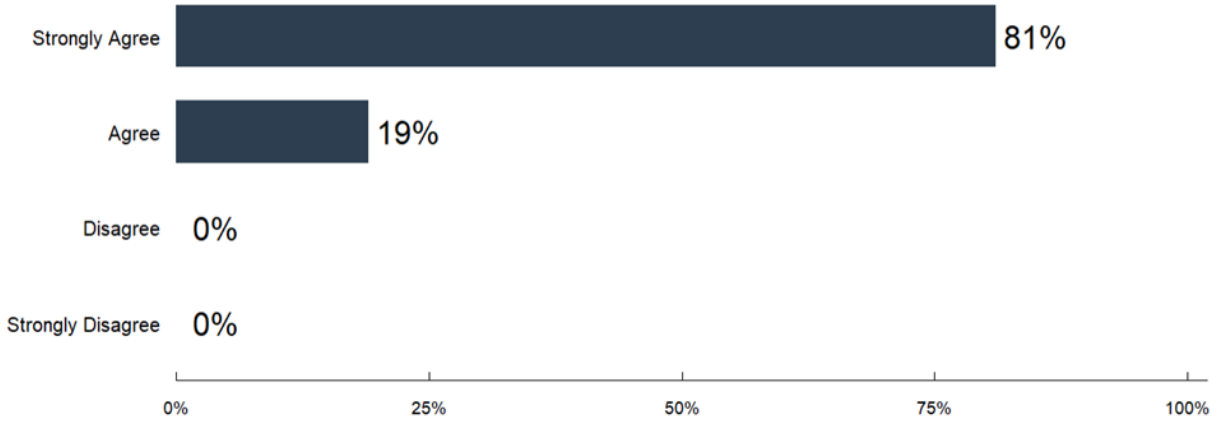
How likely are you to implement something from this summit to improve and/or support your practice?

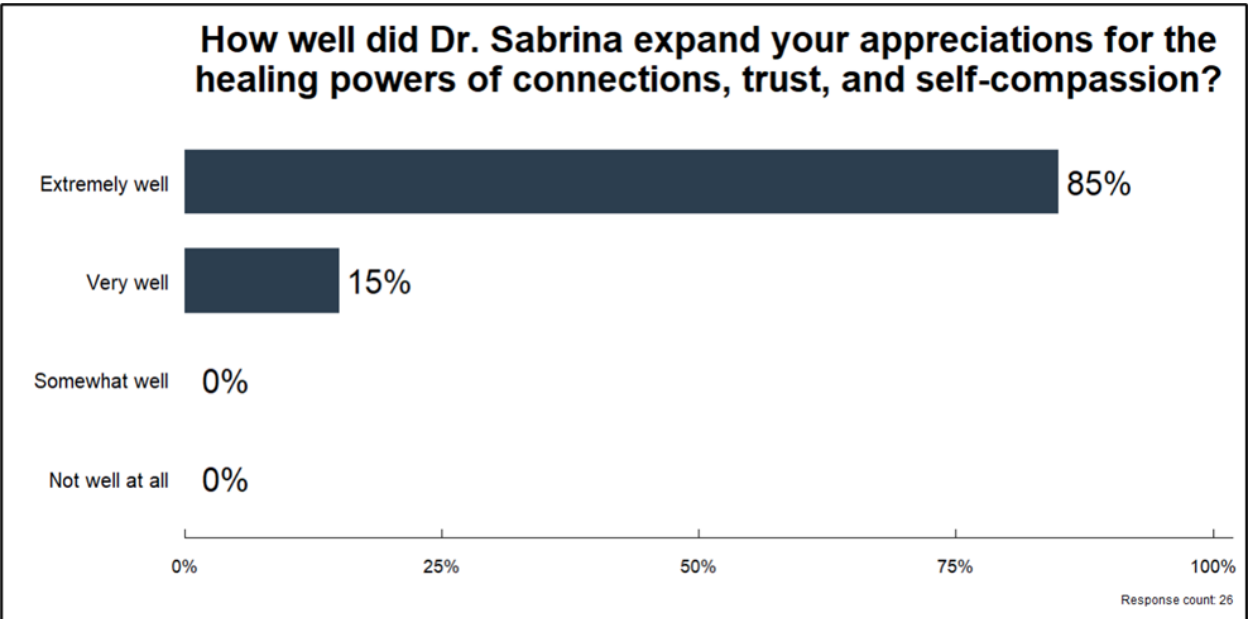
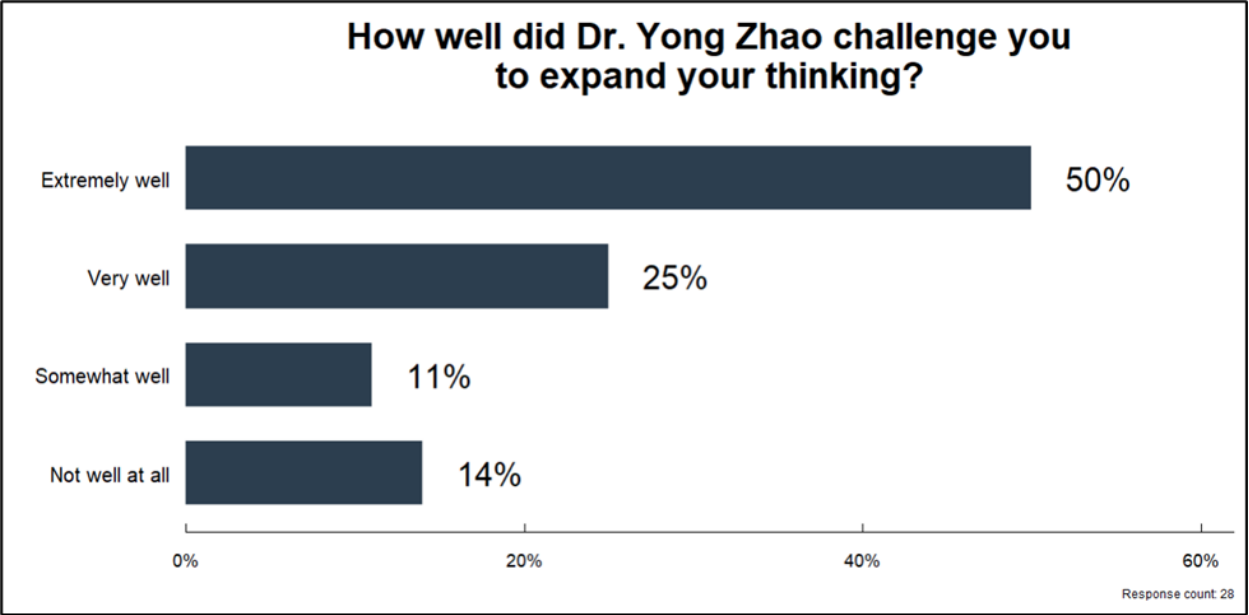


This summit made me more aware of how central offices matter to high-quality equitable teaching and learning.



This summit helped me understand the fundamental shifts needed in traditional forms of principal supervision.





Next Steps indicated by Outcomes

1. Partner with local, state and national agencies as indicated by the expressed needs of the various participant groups
2. Build social capital—network of people who can collaborate to build positive relationships that impact the work of everyone
3. Utilize funds in concert with other agencies to extend learning opportunities
4. Extend post-survey to include comments about suggested future topics, dates, speakers, etc.

5. Work toward engaging the rurals even more/succession planning and support with professional development
6. Build and provide a repository of materials for participants to continue their support beyond the events they attended

Support Cost Summary

As indicated above, 80 leaders attended the Northern Summit, 105 attended the Southern Summit and 175 participants were included in the alumni convenings. The total cost for the Northern Summit and Convenings was \$50,000 (final budget in Appendix). The Southern Summit was funded through LION with municipalities as partners.

Appendix A: Final Budget Report

		Total Budget
Alumni Convening	Featured Guest Speakers	\$8,000
	Travel Expenses (Speaker)	\$1,200
	Venues (2)	\$2,817
	Third-Party Program Evaluation	\$2,500
	Books	\$370
	Project Directors (LION Staff)	\$9,500
Northern Nevada Leadership Summit	Featured Guest Speakers	\$6,000
	Project Directors (LION Staff)	\$9,500
	Travel Expenses (LION Staff)	\$1,119.55
	Printing	\$200
	Third-Party Program Evaluation	\$2,500
	Venue (1)	\$5,208.45
	Travel Expenses (Speaker)	\$500
	Books	\$585
Total		\$50,000

[Appendix B: Third Party Evaluation Report](#)

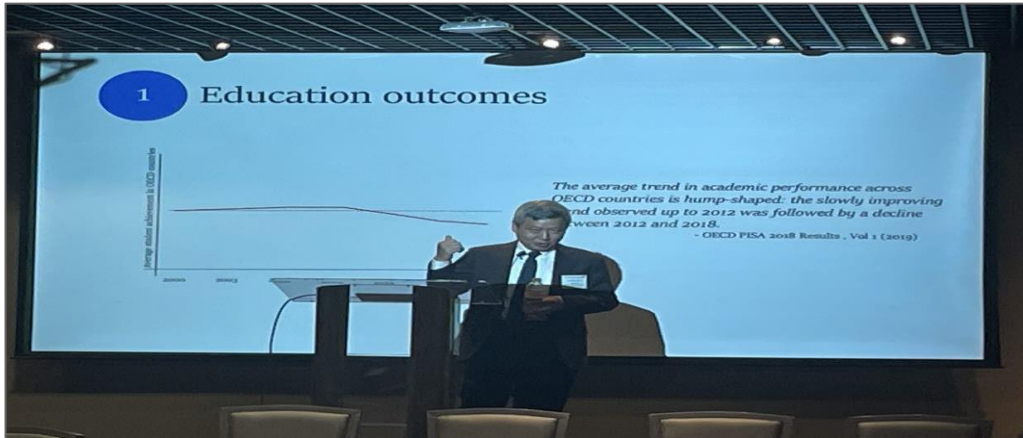
(Click on link above)

Appendix C: Photographs from the events:

8th Annual Northern Nevada Leadership Summit- Dr. Meredith Honig



Leadership Alumni Convening: Personalizable Education, Dr. Yong Zhao



Portrait of A Nevada Learner- Jeanne Collins, Chief Innovation Officer, ed.Xtraordinary powered by Teach for America



Leadership Alumni Convening: *Soul Food for Leaders*, Dr. Sabrina N'Diaye
Social-Emotional and Academic Development for Leaders

