

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

July 3, 2025

Hiring Committee

Nevada Department of Education

700 E. Fifth Street

Carson City, NV 89701

Dear Hiring Committee:

I am writing to express my strong interest in the position of State Superintendent of Public Instruction. As an elected University Regent serving [REDACTED] higher education institutions, a former Planning Commissioner in North Las Vegas, and a dedicated community advocate, I bring to the role a proven record of leadership, governance, and commitment to equitable education outcomes. My decades of experience in policy, oversight, and strategic planning align perfectly with the responsibilities of this role.

My leadership as a statewide official has involved supervising complex educational operations, ensuring compliance with public education statutes, advancing diversity and equity initiatives, and collaborating with stakeholders to improve student achievement. As Chair of the [REDACTED] Cultural Diversity Committee and a member of multiple search, audit, and compliance committees, I've worked to build inclusive educational environments and support institutional accountability. I've also helped steer major decisions regarding hiring, budgeting, and program evaluation.

Additionally, my experience in community health, planning, GIS technology, and emergency response gives me a multifaceted understanding of how education intersects with broader community systems. I've engaged across Nevada's diverse regions and served on boards such as the Springs Preserve and Cooperative Extension Advisory Council—roles that reflect my dedication to outreach, inclusion, and continuous improvement.

If selected as State Superintendent, I will bring forward a collaborative, transparent leadership style and a focus on student-centered policy implementation. I am committed to

building a high-performing, innovative department that upholds equity and excellence in every school across our state.

Thank you for considering my application. I would welcome the opportunity to further discuss my vision for leading Nevada's K-12 public education system. Please feel free to contact me at your convenience.

Sincerely,

A solid black rectangular box used to redact the signature of the sender.

## EXECUTIVE SUMMARY

Experienced public education leader, statewide elected official, and community advocate with over two decades of expertise in education governance, regulatory oversight, community development, and strategic planning. Demonstrated success in supervising complex educational systems, executing strategic initiatives, promoting diversity and inclusion, and ensuring compliance with state and federal education mandates. Recognized for fostering collaboration between agencies, enhancing transparency, and advocating for student-centered outcomes. Committed to improving Nevada's public education system through data-informed leadership, community engagement, and sustainable educational policy reform.

## CORE COMPETENCIES

- Education Policy & Regulation
- Statewide Strategic Leadership
- School Improvement & Equity
- Stakeholder & Community Engagement
- Compliance & Accountability
- Budget Oversight & Fiscal Responsibility
- Organizational Development
- Diversity, Equity & Inclusion
- Public Board Governance
- Personnel Management

## PROFESSIONAL EXPERIENCE

**University Regent – [REDACTED]** 6 years

- Elected trustee responsible for governance of 2 universities, a state university, 4 community colleges, and a research institute.
- Evaluate academic effectiveness, fiscal management, and public service outcomes.
- Enforce compliance with education statutes and policy across the higher education system.
- Serve as Chair of the Cultural Diversity Committee; sit on Title IX, Chancellor/Presidential Search, Academic and Audit Committees.
- Liaise with legislators, stakeholders, and public boards to ensure transparent, student-first governance.
- Active member of the Cooperative Extension Advisory Council and Springs Preserve Board.

**Planning Commissioner (Chair) – City of North Las Vegas** 10 years

- Oversaw city planning and land use decisions affecting schools and public infrastructure.
- Balanced public interest with development priorities; enforced zoning and code regulations.
- Conducted public outreach, engaged with diverse stakeholders, and ensured transparency in public policy.

**GIS Technician II – Southern Nevada Health District 4 years**

- Conducted data analysis, mapping, and reporting for public health and educational initiatives.
- Collaborated across departments and provided technical support for data-informed decision-making.

**Pyrotechnician Operator – Independent Contractor 22 years**

- Lead technical and safety compliance operations at public events; oversee crews and maintain legal/statutory compliance with federal and local safety protocols.

**Student Liaison – University of Nevada School of Medicine 2 years**

- Supported third- and fourth-year medical students during transitions to clinical settings.
- Maintained compliance with FERPA, managed records, developed newsletters and student resources.

**Owner – Scentimental Journey 10 years**

- Created and managed a small business; developed marketing strategies and maintained financial compliance.

**Teaching Assistant – College of Southern Nevada 4 years**

- Supported instruction and lab administration for multiple STEM and health sciences courses.
- Maintained hazardous material compliance and inventory systems.

## **EDUCATION**

B.S., Post-Secondary Education

University of Nevada, Las Vegas

Additional Coursework: Computer Information Technology, Physics, Calculus

A.A.S., Electronic Engineering Technology

College of Southern Nevada

Additional Coursework: Microbiology, A&P, Biology, Chemistry, Pharmacology

## **CERTIFICATIONS**

MOUS Certification – Microsoft Office Suite

ArcGIS (Desktop, Server, Metadata, Visualization, Geoprocessing, SDE)

Emergency Management & Incident Command (FEMA ICS-100, 200, 700, 800, Special Needs Planning)

CPR, EMT-B (NREMT Certified)

Pyrotechnic Operator License (Nevada & California)

ASP.NET, ArcGIS Online, Metadata, Labeling/Annotation Training

## **CIVIC & BOARD INVOLVEMENT**

Springs Preserve Advisory Board, UNLV Rebel Alumni, Friends of the North Las Vegas Library (Treasurer), Clark County Black Caucus, Women's Democratic Club (Chaplain), League of Women Voters (Board), Redeemer Elementary School Board (Past-Chair), Girl Scout Leader, Parent Advisory Member (CCSD), Thrivent (President, Southern Nevada Chapter), Coalition of Black Trade Unionists (Charter Member), Bank of America Advisory Panel, VoteNevada, Protectors of Tule Springs, Foster Care Chamber Board, member Delta Gamma Fraternity

## Vision and Plan Statement



Nevada's students deserve a future shaped by access, equity, and excellence. As a lifelong Nevadan with deep experience in education governance, public planning, and community leadership, I envision the Nevada Department of Education (NDE) as a collaborative force for transformation—connecting schools, families, and communities to ensure that every student, in every zip code, is equipped to thrive in a rapidly evolving world.

### Strategic Vision

Rooted in my service as a Nevada System of Higher Education Regent and decades of community engagement, my vision for the NDE is built on three pillars:

1. **Equity Through Access:** Equity must be more than a value—it must be a practice. As someone who has worked closely with underserved communities, I am committed to directing resources toward students who need them most, including English learners, rural students, students with disabilities, and those from historically marginalized groups.
2. **Excellence Through Alignment:** From early learning to postsecondary and workforce pathways, we must ensure students are supported across every stage of their educational journey. My background in higher education governance equips me to strengthen the P–20 pipeline by aligning standards, expectations, and supports from pre-K to college and career readiness.
3. **Innovation Through Community:** Having served on advisory boards, commissions, and nonprofit initiatives, I know the power of cross-sector collaboration. Nevada must tap into its regional strengths—urban and rural—to pilot new learning models, promote career and technical education, and increase family and student engagement.

### Plan for Advancing Outcomes

I propose a focused action plan that reflects both vision and pragmatism:

**Launch a "Nevada Learns Forward" Agenda:** A strategic roadmap centering on early literacy, middle-grade success, and postsecondary transitions—driven by data and anchored in community voice.

**Strengthen the Educator Pipeline:** Expand partnerships between higher education and K–12 to develop homegrown educators, elevate paraprofessionals, and support mentorship and retention for teachers in high-need schools.

Modernize Systems with GIS and Data Expertise: Leveraging my technical background, I will advance the use of mapping and real-time data tools to target investments, address enrollment shifts, and ensure transparency in school performance.

Elevate Local Voices: Establish Regional Family and Community Councils to inform policy decisions, particularly in underrepresented areas, ensuring that rural and urban perspectives are both heard and acted upon.

My leadership style is grounded in service, collaboration, and strategic thinking. As State Superintendent, I will work to ensure that the Nevada Department of Education leads with integrity, listens with humility, and acts with urgency—because our students cannot wait.

David Gomez II  
President  
Nevada Peace Alliance



July 19, 2025

To Whom It May Concern,

I am writing to express my enthusiastic support for [REDACTED] as a candidate for State Superintendent of Public Instruction for Nevada. I have had the privilege of working alongside [REDACTED] in various capacities over the years, and I have always been impressed by her deep commitment to education, her strategic vision, and her remarkable ability to lead with integrity and purpose.

[REDACTED] is not just experienced—she's exceptionally well-rounded. Her work as a University Regent has given her a broad understanding of educational systems and a strong foundation in governance, policy oversight, and student-centered reform. She brings a holistic perspective that bridges K-12 and higher education, which is critically important for creating a more aligned and future-ready pipeline for Nevada's students.

Her background is as practical as it is principled. As a Planning Commissioner for North Las Vegas, [REDACTED] engaged directly with community infrastructure and long-term development—giving her unique insight into how schools and neighborhoods grow together. Add to that her technical expertise as a GIS Technician, and you'll find someone who makes data-informed decisions and brings clarity to complex challenges.

[REDACTED] academic preparation includes a Bachelor's in Post-Secondary Education and an Associate's in Electronic Engineering Technology, further reflecting her belief in both academic excellence and career technical education. She understands that success looks different for every student, and she has consistently advocated for systems that meet students where they are while preparing them for where they want to go.

What has always stood out to me is [REDACTED] unwavering dedication to her community. She has served on multiple advisory boards and nonprofit initiatives, always showing up with a collaborative spirit and a solutions-oriented mindset. She listens deeply, acts thoughtfully, and leads with both conviction and compassion.

Nevada would be incredibly well served by [REDACTED] as its next State Superintendent. She brings the experience, insight, and drive that this role demands—and the heart and integrity that our students and educators deserve.

Please feel free to reach out if you'd like additional insight into [REDACTED] qualifications or leadership.

Sincerely,

David Gomez II

President  
Nevada Peace Alliance





SHELLEY BERKLEY  
MAYOR



*From the Office of*  
*Mayor Shelley Berkley*

To Whom It May Concern,

It is my pleasure to recommend [REDACTED] for the position of State Superintendent of Public Instruction for the State of Nevada. Having observed [REDACTED] career over many years of dedicated public service, I can attest to her exceptional qualifications, unwavering integrity, and her deep-rooted commitment to equitable and innovative education in Nevada.

[REDACTED] brings a unique experience to this role. As a University Regent, she has demonstrated a strategic vision for post-secondary education, advocating for student access, institutional accountability, and forward-thinking policy reform. Her service as a Planning Commissioner for the city of North Las Vegas reflects her understanding of the intersection between education, land use, and sustainable community growth—insight that is increasingly vital in shaping effective school systems across our state.

Her academic background, with a Bachelor of Science in Post-Secondary Education from UNLV and an Applied Associate of Arts and Sciences in Electronic Engineering Technology from CSN, underscores her belief in both traditional and technical education pathways. This dual lens enables her to champion academic rigor and career-readiness with equal strength.

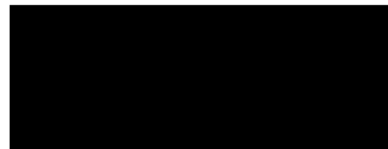
Beyond her credentials, [REDACTED] professional expertise as a GIS Technician equips her with data-driven decision-making skills. Her analytical precision and spatial planning acumen are assets for identifying resource disparities, optimizing district performance, and aligning educational infrastructure with community needs.

Moreover, [REDACTED] extensive civic involvement—ranging from advisory boards to leadership in community organizations—demonstrates her collaborative spirit, responsiveness to diverse stakeholders, and deep personal investment in Nevada's future.

[REDACTED] is prepared and uniquely suited to lead Nevada's public education system with transparency, innovation, and equity at the forefront. I hope you will consider her candidacy. I am confident she will serve with distinction as State Superintendent.

Please do not hesitate to contact me should you require further insight into her qualifications or contributions.

Sincerely,



Shelley Berkley  
Mayor, City of Las Vegas

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July 20, 2025

State of Nevada Department of Education  
700 E. Fifth Street, Carson City, NV 89701

To Whom It May Concern,

It is with great confidence and enthusiasm that we recommend [REDACTED] for the role of Nevada State Superintendent of Public Instruction. As Co-Chairs of the Las Vegas Alliance of Black School Educators (LVABSE), we have worked with leaders across the state who are committed to advancing educational equity, access, and excellence—and [REDACTED] stands out as one of the most dedicated, capable, and visionary individuals we have had the privilege to know.

[REDACTED] brings a uniquely well-rounded perspective to public education leadership. As a University Regent, she has advocated fiercely for students and institutions, demonstrating a clear understanding of how policy impacts classrooms and communities. Her leadership has consistently reflected a commitment to transparency, fiscal responsibility, and inclusive governance.

What's especially impressive is how [REDACTED] integrates her wide-ranging experience to inform her approach. Her service as a Planning Commissioner for North Las Vegas has sharpened her insight into how education systems intersect with community development, housing, and infrastructure. Her professional background as a GIS Technician adds a rare and valuable layer of data fluency—she doesn't just talk about equity, she identifies where disparities exist and works strategically to close those gaps.

[REDACTED] academic foundation, including a Bachelor's degree in Post-Secondary Education and an Associate's degree in Electronic Engineering Technology, reflects her belief in both academic and career-technical pathways. She truly understands that student success is not one-size-fits-all—and she has long been a champion of innovative, student-centered solutions.

Throughout her extensive civic and advisory work, [REDACTED] has shown a deep commitment to public service and collaborative leadership. She is someone who listens to educators, families, and policymakers alike—always striving to build consensus while keeping student outcomes at the center of every decision.

Nevada's public education system is at a critical crossroads. It needs a leader who brings vision, accountability, and heart to the role. We can say without reservation that [REDACTED] is that leader. She will be a bold and steady Superintendent, and our state's students will be better for it.

If you require any additional information, please feel free to contact us at [Kamilah.Bywaters@lvabse.org](mailto:Kamilah.Bywaters@lvabse.org) or 725-500-2111.

In Truth and Service,

**Kamilah Bywaters, M.Ed., M.Div.**

Co-Chair, Las Vegas Alliance of Black School Educators

**Tracey Lewis**

Co-Chair, Las Vegas Alliance of Black School Educators

Sondra Cosgrove PhD  
History Professor College of Southern Nevada  
3200 E. Cheyenne Ave.  
North Las Vegas, NV 89030



To Whom It May Concern,

I am writing this professional reference for [REDACTED], who is applying for the position of State Superintendent of Public Instruction. I am a history professor at the College of Southern Nevada, and I have known [REDACTED] for eight years in her capacity as a Regent of the [REDACTED]

In Nevada, the Board of Regents provides administrative oversight for the state's four community colleges, two Research 1 universities, and one research institution. The Regents oversee system-wide strategic planning, budget prioritization, and fiscal management, as well as policy development and enforcement for all seven institutions.

Through the Board's standing committees, the Regents ensure all accreditation standards are met and that budgeting practices are sound at each institution.

Nevada's higher education institutions, especially the community colleges, serve a very diverse student population. NSHE students come from every socio-economic and cultural background, and a majority are the first in their families to attend college. First-generation students often require extra support, as they frequently lack a familial network to guide them through the complex higher education processes.

[REDACTED] guided NSHE in recruiting and retaining these valuable students through her work on the Regents Cultural Diversity, Title IX, and Academic Standards, and Audit Committees. The Cultural Diversity Committee ensures that faculty, staff, and students from diverse backgrounds experience a welcoming and supportive environment at each NSHE institution. This includes cultural programming that shows potential students that our institutions are safe spaces for every community member. The Title IX Committee takes an additional step to ensure that all NSHE institutions comply with federal nondiscrimination laws, including those prohibiting sexual harassment in the workplace.

The Regents Academic Standards Committee ensures all NSHE programs meet the high standards set by the Northwest Commission on Colleges and Universities. Maintaining accreditations for all seven NSHE institutions requires knowledge of a wide range of laws, regulations, and educational assessment criteria. This includes everything from course and degree content to hiring and professional development programs.

Accountability begins and ends with the Regents, who ensure that performance metrics are met each year. In all of this, the Regents work closely with faculty, staff, and students.

In her capacity as an [REDACTED] Regent, [REDACTED] worked with many community stakeholders as well, including business and industry leaders, K12 administrators and elected officials.

Experience balancing between competing interest groups and the public good stretches across [REDACTED] professional career. She has collaborated with a diverse range of organizations to ensure equitable representation in policies and regulations. Advancing one group's agenda over another has never been [REDACTED] style; instead, she ensures every stakeholder feels seen and heard. This is a hallmark of her approach to governance.

This is vital, as education does not end at the edge of one system. Therefore, we need people like [REDACTED] who recognize that education is a continuum that spans from elementary school to career and technical training, and ultimately to undergraduate, graduate, and professional credentialing.

Strategic planning and adherence to Nevada Revised Statutes are all skills [REDACTED] demonstrated as a Regent and in her role on the North Las Vegas Planning Commission. Throughout her career, [REDACTED] has blended civic engagement with a passion for public service. She remains focused on addressing community needs, encompassing various areas, including housing, workforce development, zoning, and urban planning.

[REDACTED] has consistently excelled in her professional life. She is a dedicated Nevadan who prioritizes community wellbeing and works tirelessly to ensure that every person feels valued. With [REDACTED] at the helm, K12 education will benefit immensely from her extensive network as well as her experience and commitment to improving student-focused achievement and excellence.

If you would like to discuss [REDACTED] further, please do not hesitate to contact me at [sondra.cosgrove@csn.edu](mailto:sondra.cosgrove@csn.edu).

*Sondra Cosgrove*