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July 17, 2025

Lisa Ford

Interim Deputy Superintendent

Student Achievement Division

Office of the State Superintendent of Public Instruction

700 E. Fifth Street

Carson City, Nevada 89701-5096

Dear Ms. Ford,

I am writing to formally express my interest in the position of State Superintendent of Public Instruction. My career in education has been defined by innovation, service, and results across multiple levels of the educational system—from early childhood and K–12 leadership to higher education and statewide youth development. While my path may differ from the traditional trajectory, I bring a depth of cross-sector experience, a record of measurable impact, and a vision for public education rooted in equity, empowerment, and community.

As Principal of [REDACTED], I have led the school through significant growth and transformation. During my tenure, we have increased enrollment by 15%, achieved a 95% staff retention rate, and maintained 87% student retention. I designed and implemented professional development initiatives that strengthened instructional practices and led to improved standardized testing outcomes. These results reflect my data-informed, student-centered leadership style.

My broader experience includes academic coaching at Western Governors University, where I supported adult learners and delivered two institution-wide presentations on “Peer-to-Peer Support” and “The Role of Coaching in Education.” I also served as a mathematics instructor at the College of Southern Nevada, helping diverse students—including first-generation and nontraditional learners—build academic confidence and readiness for postsecondary success.

Additionally, I have been a licensed daycare operator and a 4-H youth leader for over a decade, working to support learners from early childhood through adolescence. These experiences reflect my deep commitment to lifelong learning, youth development, and educational opportunity at every stage.

I hold a Bachelor of Arts in Mathematics Education and a Master of Arts in Educational Studies, and I am currently pursuing my Doctor of Education in Educational Leadership, which I expect to complete in December 2025. I am supported by my devoted husband and two children—one in college and one in high school—who keep me grounded in the realities and responsibilities that families and educators face every day.

My educational philosophy is simple and unwavering: All students can achieve academic success when provided with an engaging and empowering environment, supported by a strong teaching staff and responsive leadership. As State Superintendent, I would work to ensure every Nevada student has access to quality education—regardless of background or zip code—by advancing policies that support educators, modernize instruction, and prioritize equity and innovation at every level.

Thank you for considering my application. I would welcome the opportunity to bring my passion, dedication, and leadership experience to this essential statewide role and would be honored to serve the students, educators, and families of Nevada.

Sincerely,



[REDACTED]

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## Professional Summary

Vision-driven educational leader with over a decade of experience in instructional leadership, K–12 school administration, higher education, and early childhood education. Demonstrated success in increasing enrollment, improving staff retention, raising student achievement, and fostering inclusive school cultures. Skilled in professional development, data-driven decision-making, and cross-sector partnerships. Committed to educational equity, innovation, and preparing all learners for lifelong success.

## Professional Experience

Principal – [REDACTED] NV

May 2024 – Present

- Increased school enrollment by 15% through strategic program development and outreach.
- Achieved 95% staff retention by implementing meaningful professional development and support systems.
- Improved standardized testing scores by enhancing alignment between instruction and assessment.
- Maintained 87% student retention through improved school climate and parent engagement.

Adult Education Instructor (Non-Credit) – College of Southern Nevada, Las Vegas, NV

March 2024 – Present

- Instruct adult learners in mathematics and foundational skills for academic and career success.

High School Math Teacher – Word of Life Christian Academy, Las Vegas, NV

September 2020 – May 2024

- Delivered engaging mathematics instruction aligned with state standards and individualized student needs.
- Mentored students in college readiness and academic growth strategies.

Academic Coach / Math Tutor – Western Governors University (Remote)

January 2023 – May 2024

- Coached adult learners in math and academic success strategies across various degree programs.
- Presented two university-wide PD sessions on peer-to-peer support and coaching in education.

1st Grade Teacher – Far West Academy, Las Vegas, NV

August 2018 – May 2020

- Implemented differentiated instruction for young learners and supported holistic development.

Owner/Operator – Carsten's Chyld Care, Las Vegas, NV

May 2008 – March 2012

- Managed licensed daycare center operations, curriculum, and family partnerships for early childhood education.

## **Education**

Doctor of Education in Educational Leadership – Liberty University, Lynchburg, VA

Anticipated December 2025 | GPA: 3.96

Master of Arts in Educational Studies – Western Governors University, Millcreek, UT

Completed

Bachelor of Arts in Mathematics Education – Western Governors University, Millcreek, UT

Completed

## **Core Competencies**

- Strategic Leadership & School Improvement
- Data Analysis & Instructional Planning
- Fiscal Management & Budget Oversight

- Team Development & Staff Retention
- Public Speaking & Stakeholder Engagement
- Policy Implementation & Program Design
- Curriculum Development & Evaluation
- K–12, Early Childhood, and Adult Education Expertise

### **Leadership Philosophy Statement**

I believe that a leader is only as strong as their team—and the most effective leaders recognize that their role is not to command from above, but to support, develop, and elevate those they serve. Leadership, at its core, is about empowering others to thrive, creating an environment where each individual feels valued, capable, and inspired to contribute their best.

My philosophy is rooted in the belief that leadership is situational and relational. An effective leader must be agile—able to adapt their approach to the needs of their team, the challenges at hand, and the goals of the organization. I lead with a balance of vision and empathy, strategy and flexibility. Whether guiding a classroom teacher, collaborating with a community partner, or navigating a district-wide initiative, I focus on listening first, then leading with clarity and purpose.

I also believe in the transformative power of professional growth. A high-performing team is built through continuous learning, open communication, and mutual trust. I prioritize hands-on support, shared decision-making, and capacity-building as key levers for long-term success.

Ultimately, my leadership is driven by a passion for equity and a commitment to student-centered outcomes. Every decision I make—whether instructional, financial, or operational—is grounded in one question: How will this serve students better? When we center that purpose, support our educators, and foster a culture of collaboration, we create schools—and systems—where everyone has the opportunity to succeed.

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## Vision and Strategic Plan for the Nevada Department of Education

### Candidate for State Superintendent of Public Instruction

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Every student in Nevada deserves an education that is meaningful, empowering, and connected to the real world. My vision as State Superintendent of Public Instruction is to lead a public education system that delivers equity, opportunity, and innovation—ensuring all students are prepared to thrive in college, career, and life.

Nevada can lead the nation by building a learner-centered system grounded in relevance and rigor. My vision includes evaluating the full scope and sequence of academic standards from kindergarten through 12th grade to identify and address learning gaps and redundancies. We must expand teachers' ability to differentiate instruction by equipping them with stronger preparation strategies, curriculum support, and real-time data tools that make personalization practical and sustainable.

At the elementary level, I will prioritize the integration of hands-on, inquiry-driven project-based and problem-based learning (PBL) to spark curiosity and foundational thinking skills. At the high school level, PBL strategies will align with Career and Technical Education (CTE) and apprenticeship programs—giving students supported and meaningful pathways to postsecondary success.

I am committed to working diligently to secure resource grants that improve access to technology and build digital literacy, especially in underserved communities. Additionally, I will lead efforts to expand educators' knowledge of social-emotional learning (SEL), ensuring that teachers are better prepared to support students who have experienced trauma or adverse experiences.

Central to my vision is building strong, trusting relationships among all stakeholders—students, parents, educators, and the community. By strengthening these connections and improving how we support teachers—through training, preparation time, and access to classroom resources—we can address the root causes of Nevada's low statewide competency levels and build a system that delivers for every child.

To be successful as State Superintendent, I plan to make a personal connection with every district and school. By identifying what is working—and what is not—I will build a foundation of transparency, shared learning, and continuous improvement. This insight will guide statewide strategy and elevate the expectation of improved outcomes for every student in Nevada.

My leadership philosophy centers on adaptive, servant leadership—meeting the needs of the team and the moment while staying grounded in purpose. As a K–12 principal, former academic coach, and educator across early childhood, secondary, and postsecondary levels, I've led growth in enrollment, retention, and academic outcomes. I understand the classroom, the system, and the community—and I will bring that full perspective to serve Nevada.

Together, we can transform public education into a launchpad for every learner's future.

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## Vision and Strategic Plan Key Priorities for the Nevada Department of Education

Candidate for State Superintendent of Public Instruction

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### Key Priorities Summarized

- **Advance Academic Excellence with Equity:** Evaluate the K–12 scope and sequence of academic standards to address learning gaps and ensure vertical alignment. Support data-driven instruction and early interventions, particularly in literacy and numeracy.
- **Empower Educators and Leaders:** Provide targeted training on differentiated instruction, SEL strategies, and trauma-informed practices. Ensure teachers are prepared, supported, and equipped with the tools they need to succeed.
- **Reimagine Student Engagement through PBL & CTE:** Expand project-based and problem-based learning at the elementary level. Align these methods with CTE, dual-credit programs, and apprenticeships at the secondary level to promote college and career readiness.
- **Increase Access and Digital Readiness:** Pursue grants and strategic partnerships to increase technology access and digital fluency for students and staff, especially in under-resourced schools.
- **Strengthen Family and Community Partnerships:** Build meaningful relationships across stakeholders through transparent communication, multilingual outreach, and authentic engagement. Empower families and communities as partners in student success.

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## Professional References

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July 17, 2025

### **Dr. Lynn Kelly**

Senior Manager, Academic Coaching

Western Governors University

Salt Lake City, UT

[REDACTED] | [lynn.kelly@wgu.edu](mailto:lynn.kelly@wgu.edu)

Relationship: Supervisor during tenure as Academic Coach at WGU

### **Amy Brown**

Middle School English Teacher

Discovery Charter School

Las Vegas, NV

[REDACTED] | [abrown@wcalv.com](mailto:abrown@wcalv.com)

Relationship: Academic leadership intern under my supervision; 20-year professional and personal connection