

[REDACTED]

Candidate for Nevada State  
Superintendent of Public Instruction

Las Vegas, NV | [REDACTED] | [REDACTED]  
www.linkedin.com/[REDACTED]

Nevada Department of Education  
700 E. Fifth Street  
Carson City, NV 89701  
775.687.9115

July 21, 2025

Dear Nevada State Board of Education Members,

I am writing to express my sincere interest in serving as Nevada's next State Superintendent of Public Instruction. As a lifelong Nevadan with over three decades of experience in public education—spanning classroom teaching, site-based leadership, and state-level consulting—I am deeply committed to ensuring that every student in our state has access to a high-quality, equitable, and future-ready education.

Throughout my career, I have led high-poverty and high-performing schools, mentored aspiring administrators, and implemented systems that improved achievement for diverse learners. From founding the first PTO at a Title I elementary school to leading turnaround efforts in one of the state's largest middle schools, I have worked to strengthen instructional quality, promote equity, and empower educators. Most recently, as an Education Consultant with the [REDACTED] I have supported CSI, TSI, and ATSI schools across the state—facilitating needs assessments, guiding school improvement plans, and building district capacity for sustainable change.

My vision for NDE centers on five strategic pillars: closing opportunity gaps, elevating educator voice and development, ensuring operational excellence, expanding authentic engagement, and leading bold, innovative reforms. I believe the Department must serve as both a driver of transformation and a trusted partner to districts, schools, and families. With a deep understanding of Nevada's funding model, governance structures, and accountability systems, I am ready to lead with transparency, urgency, and collaboration.

I would welcome the opportunity to further discuss how my experience, values, and leadership approach align with the goals of the Nevada Department of Education. Thank you for your thoughtful consideration.

With respect and enthusiasm,

[REDACTED]

CURRICULUM VITAE

Candidate for Nevada State  
Superintendent of Public Instruction

Las Vegas, NV | [Redacted] | [Redacted]  
[Redacted]

EDUCATION

**Ed.D., Educational Leadership**  
University of Nevada, Las Vegas  
**Dissertation:** "Search and Seizure Since T.L.O."

**M.Ed., Curriculum and Instruction**  
University of Nevada, Las Vegas

**B.S., Hotel Administration**  
University of Nevada, Las Vegas

CERTIFICATIONS

Nevada Administrative License – PreK–12

Nevada Teaching License – Elementary (K–8)

LEADERSHIP PILLARS & AREAS OF EXPERTISE

Instructional Leadership & Systems

- School Turnaround & Leadership Coaching
- Instructional Systems & Teacher Development
- MTSS / RTI Implementation
- Data-Driven School Improvement

Policy, Equity & Engagement

- State Accountability & ESSA Compliance
- Equity in Education & Resource Allocation
- Parent & Community Engagement
- Budget Planning & Grant Oversight

EXECUTIVE PROFILE

Strategic and student-centered educational leader with over 30 years of experience in Nevada’s public education system, including two decades of site-based leadership and recent statewide consulting. Demonstrated success in school turnaround, instructional transformation, and equity-driven systems reform. Deep expertise in Nevada’s funding model, governance, and accountability frameworks, with a proven ability to lead collaborative teams, advise on education policy, and support innovation at scale.

PROFESSIONAL EXPERIENCE

Assistant Principal

[Redacted]

March 2023 – Present

- Provide administrative oversight and instructional leadership for primary grades (K–2) in a K–8 charter school setting
- Conduct formal and informal teacher evaluations using a Danielson-aligned rubric via the Observe 4 Success platform
- Lead schoolwide initiatives focused on early literacy, RTI implementation, and SEL integration in primary classrooms
- Coordinate school-based interventions for at-risk students, including behavior support plans, MTSS meetings, and 504/IEP collaboration
- Serve as the McKinney-Vento liaison, ensuring identification, enrollment, and support services for students experiencing homelessness
- Manage parent communication, conflict resolution, and school safety protocols for the primary wing

Education Consultant

[Redacted]

September 2022 – Present

- Provide direct technical assistance to CSI, TSI, and ATSI schools across Nevada as part of the federally required school improvement process
- Facilitate comprehensive needs assessments, root cause analyses, and development of School Performance Plans (SPPs) aligned to ESSA and state policy
- Guide schools and districts through Resource Allocation Reviews (RARs), helping to identify gaps in equitable resource distribution
- Conduct site visits, prepare progress monitoring reports, and coach leadership teams to build capacity for sustainable improvement
- Support development of guidance documents and professional development materials used statewide by school leadership teams
- Advise on the implementation of state accountability policy (e.g., SB460) and the Alternate Performance Framework (APF)



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## PRESENTATIONS

- *How to Improve Communication Between School Leaders and Central Office* — Breakout Session, Council for Exceptional Children Conference, Baltimore, MD (2011)
- *Turning Around Underperforming Schools Through Strategic Leadership* — Breakout Session, Nevada Victory Symposium, Las Vegas, NV (2017)
- *School Performance Plan Process* — Breakout Session, Federal Title Directors Meeting, Reno, NV (March 2023)
- *Using Data to Effectively Move Student Achievement* — Breakout Session, Literacy Summit, Las Vegas, NV (November 2023)
- *Resource Allocation Review* — Breakout Session, Federal Title Directors Meeting, Las Vegas, NV (March 2024)

## MEDIA ENGAGEMENTS

- Guest Panelist with Aaron Ford and Victor Joecks — Radio Segment on Teacher Burnout, October 2014
- Podcast Guest, Nevada Succeeds — Topic: Teacher Recruitment, March 2017
- Upcoming Podcast (Scheduled July 27, 2025) — Joint episode with John Hattie on "Inequality of Access and Resources"

## PROFESSIONAL EXPERIENCE CONTINUED

### Principal

—CCSD, Las Vegas, NV November 2018 – September 2022

- Led turnaround of an urban middle school serving 1,400+ students
- Improved SBAC performance and MGPs in ELA and math through data-driven PLCs
- Strengthened vertical alignment and horizontal collaboration through PLC expansion
- Built community partnerships to offer wraparound supports and enrichment
- Managed multimillion-dollar budget including Title I, ESSER, and local funds
- Led hiring, onboarding, and staff development efforts
- Reduced suspensions and improved climate data through PBIS and restorative practices

### Principal

—CCSD, Las Vegas, NV January 2010 – November 2018

- Led all academic and operational functions for a high-poverty Title I school
- Implemented Read by Grade 3-aligned literacy reforms that improved early reading outcomes
- Facilitated accreditation and program monitoring for ELL and SPED compliance
- Created Tiered Support Teams for targeted academic and behavioral interventions
- Mentored aspiring leaders and participated in district-level hiring panels
- Fostered a high-retention staff culture through shared leadership and coaching systems
- Founded the school's first-ever PTO to promote authentic family partnerships
- Partnered with UNLV to expand student teacher placements into high-need Title I schools
- Led site-based development of summative assessments aligned to CCSD's transition to standards-based grading
- Collaborated with Communities In Schools of Nevada to support wraparound services for high-need students, including mentoring, basic needs support, and academic case management
- Expanded inclusive family engagement by providing bilingual-accessible parent meetings with real-time headset translation, ensuring meaningful participation from Spanish-speaking families

### Principal

— CCSD, Las Vegas, NV August 2001 – January 2010

- Directed operations, instruction, and evaluation at a high-performing school site
- Advanced inclusive practices and differentiation for ELLs and students with IEPs
- Designed schoolwide PD aligned with NVACS and district standards
- Strengthened school culture through student leadership and character education
- Recognized for high staff retention and strong family partnerships
- Mentored aspiring principals across the district

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## PROFESSIONAL DEVELOPMENT & LEADERSHIP TRAINING

- National Institute for School Leadership Program, 2021
- Executive Leadership Academy, 2021
- National Superintendent Academy, 2017

## AWARDS

- National Distinguished Principal, 2018
- Clark County Turnaround Zone Excellence, 2016
- National Association of Elementary School Principals State President, 2014

## PROFESSIONAL EXPERIENCE CONTINUED

### Assistant Principal

CCSD—

- Led discipline and attendance systems at two high-needs campuses  
Coached teachers in instruction and classroom management
- Coordinated RTI meetings, testing, and school safety procedures
- Facilitated data teams and helped develop interventions for ELL and SPED students
- Supported family engagement and school-community partnerships

### Elementary Teacher (Grades 2 and 5)

CCSD—January 1992 – August 1998

- Delivered differentiated, standards-based instruction in primary and upper grades

## HIGHER EDUCATION INSTRUCTION

### University of Nevada, Las Vegas – Part-Time Instructor (2020–2024)

Led graduate-level coursework grounded in systems thinking and instructional leadership, including:

- Educational Systems
- Leadership for School Improvement
- Systematic Professional Development
- Instructional Supervision

### National University – Part-Time Instructor (2013–2024)

Guided aspiring leaders through core content in law, supervision, and policy, with courses such as:

- School Law
- Instructional Supervision and Leadership
- Capstone
- Policy and Politics in the Administration of Education

### University of Phoenix – Part-Time Instructor (2005–2014)

Facilitated practical learning in school improvement and stakeholder engagement through:

- School Improvement Process
- School Policy and Law for Principals
- Supervision of Curriculum, Instruction, and Assessment
- Family, Community, and Media Relations

### Regis University – Part-Time Instructor (2002–2011)

Developed leadership capacity in graduate students with coursework in:

- Instructional Leadership and Data Analysis
- School Law
- Educational Research for Leaders

Across all institutions, instruction emphasized application of leadership theory to real-world contexts. Courses were aligned to state credentialing expectations, and feedback consistently recognized clarity, mentorship, and practical insight.



Las Vegas, NV | [REDACTED]  
www.linkedin.com [REDACTED]

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## PROFESSIONAL REFERENCES

**Dr. Jess Delallo**  
Education Program Supervisor  
**Nevada Department of Education**

[REDACTED]  
[REDACTED]

**Dr. Jeff Geihs**  
Executive Director  
**Nevada Association of School Administrators**

[REDACTED]  
[REDACTED]

**Dr. David Fossett**  
Principal  
**Somerset Academy-Stephanie**

[REDACTED]  
[REDACTED]

**Dr. Diane Lewis**  
Executive Director- SSD  
**Clark County School District**

[REDACTED]  
[REDACTED]

## VISION STATEMENT

Candidate for Nevada State  
Superintendent of Public Instruction

My vision for the Nevada Department of Education (NDE) is to ensure that every student—regardless of background, ability, or geography—has access to a high-quality public education that prepares them to thrive academically, socially, and civically. NDE must be a statewide catalyst for equity, excellence, and innovation, serving as both a support system and a driver of transformation for Nevada's diverse school communities.

Grounded in Nevada's Portrait of a Learner, I will lead with a commitment to five core pillars:

**1. Student-Centered Outcomes & Achievement Gap Reduction**

I will drive strategic, data-informed initiatives to close opportunity gaps and elevate achievement for all learners. This includes targeted supports for diverse populations—including students with disabilities, English learners, and rural students—expanded access to high-impact programs such as career and technical education (CTE) and dual credit, and the integration of technology to enhance learning statewide. As Nevada works to align assessment and accountability systems with deeper learning, I will ensure that equity and transparency remain at the forefront.

**2. Educator Empowerment & Workforce Development**

Nevada's students succeed when their educators are supported, respected, and heard. I will champion robust educator pipelines, licensure streamlining, and high-quality professional development—particularly in hard-to-staff and underserved communities. Through partnerships with educator preparation programs and support for school-based leadership, we will strengthen the educator workforce across all regions of Nevada. I believe in elevating teacher voice and cultivating a culture of mutual trust and shared leadership.

**3. Operational Excellence & Accountability**

I will uphold transparency, fiscal responsibility, and rigorous compliance with all state and federal laws. Through efficient departmental management and performance-driven oversight, we will ensure public trust and deliver measurable outcomes in service to our students. This includes optimizing implementation of the Pupil-Centered Funding Plan (PCFP), supporting district use of federal and state funds, and strengthening NDE's technical assistance model to build local capacity and sustainability.

# VISION STATEMENT

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## Vision Statement Continued

### 4. Authentic Engagement & Partnerships

Education is a shared responsibility. I will prioritize active listening and inclusive dialogue with families, tribal nations, educators, school boards, advocacy groups, and business leaders. My leadership will center on cross-agency collaboration, stakeholder consultation, and regular visits to rural and urban communities alike. By amplifying community voice and co-designing solutions, we can build stronger trust and ensure decisions reflect the diverse needs of Nevada's students and families.

### 5. Innovation & Continuous Improvement

Nevada must be bold in its pursuit of educational excellence. I will lead transformative reforms aligned with our statewide vision—reimagining time, space, and talent in schools, scaling evidence-based practices, and fostering a culture of continuous learning at every level. My past work turning around underperforming schools and mentoring system-level leaders demonstrates my ability to implement scalable change while honoring local context.

With more than 30 years of experience as a Nevada educator, site-based leader, and state consultant, I understand the complexity of our education system and the promise it holds. NDE's mission to provide equitable access to quality education, support educators, and promote accountability will guide my every decision. Together—with urgency, humility, and shared vision—we will ensure that every student in Nevada achieves their full potential and contributes meaningfully to our state's future.





Somerset Academy of Las Vegas – Stephanie Campus  
50 N. Stephanie St. Henderson, NV 89074  
702-998-0500



July 8, 2025

To Whom It May Concern:

It is with great confidence and enthusiasm that I recommend [REDACTED] for the position of State Superintendent of Public Instruction. [REDACTED] is uniquely qualified to serve in this role, drawing on more than 30 years of experience as an educator within the Clark County School District, including a distinguished tenure as a principal. His record of service reflects a deep commitment to students, educators, and the broader mission of public education in Nevada.

After retiring from CCSD, [REDACTED] chose not to step away from the field, but rather to continue his work as an assistant principal at [REDACTED]. I consider myself fortunate to have him on our leadership team. His decision to return to school-based leadership speaks volumes about his dedication and passion for education. He brings exceptional skill in using data to inform decisions, refining school systems and processes, and mentoring both teachers and administrators. I have often sought his counsel on complex issues, and on multiple occasions I have told him sincerely that I could envision myself proudly serving under his leadership. His ability to lead is matched by his humility and professionalism.

[REDACTED] also brings valuable perspective from his decades of experience working in schools throughout one of the nation's largest and most complex districts. His deep understanding of school operations, educational policy, and instructional leadership positions him to bridge gaps between school-level realities and statewide priorities. He has also developed a clear appreciation for the role and purpose of charter schools within Nevada's broader educational landscape. During this year's legislative session, he met with eight state legislators to advocate for increased funding for charter school teacher salaries. His ability to engage with policymakers and communicate across educational sectors reflects the kind of leadership Nevada needs at the state level.

In all respects, [REDACTED] exemplifies the qualities of a visionary and grounded leader. He is principled, experienced, and deeply committed to advancing outcomes for all students in Nevada. I give him my strongest recommendation for the position of State Superintendent and am confident that he will serve with distinction.

David Fossett, EdD  
Principal  
Somerset Academy, Stephanie Campus  
[\(702\) 998-0500](tel:7029980500)



July 10, 2025

Dear Members of the Nevada State Board of Education:

It is with great full confidence that I recommend [REDACTED] for the position of Superintendent of Public Instruction for the State of Nevada. As his former supervisor, I had the privilege of observing his leadership firsthand. I can say without hesitation that [REDACTED] is one of the most effective, committed, and visionary educators I've worked with in my career.

[REDACTED] brings over 30 years of experience in Nevada's K–12 public education system, including more than two decades as a transformative school leader. I supervised his tenure as principal in some of our state's most challenging school settings, where he consistently exceeded expectations. At Gwendolyn Woolley Elementary School, for example, I watched him lead a dramatic school turnaround that resulted in double-digit academic gains and a move from a two-star to a three-star performance rating. He achieved this not through compliance, but by building strong relationships with families, empowering teachers, and keeping students at the heart of every decision.

What sets [REDACTED] apart is his combination of humility and boldness. He listens deeply, leads strategically, and executes with integrity. He understands the complexity of our educational system because he has lived it from every angle: urban and suburban, district and charter, classroom and central office. In his current roles as Assistant Principal at [REDACTED] and a school improvement consultant for the Nevada Department of Education, he continues to demonstrate this rare duality - bridging policy with practice and innovation with accountability.

[REDACTED] is deeply versed in the Nevada School Performance Framework (NSPF), ESSA requirements, and the nuances of federal and state accountability systems. He has worked directly with CSI and MRI schools across our state, providing hands-on coaching to school leaders and turning compliance into capacity-building. I've seen him take struggling teams and help them grow into high-functioning, mission-driven communities.



He also has a heart for Nevada's most vulnerable students—English Learners, students with disabilities, and children living in poverty. His work is grounded in equity and empathy, and he never loses sight of the people behind the data. Whether he's testifying before the legislature or mentoring future administrators at UNLV and National University, [REDACTED] communicates with clarity, candor, and conviction.

Nevada deserves a Superintendent who not only understands our system but believes in it; and, more importantly, believes in its people. [REDACTED] is that leader. He is ready to bring people together, drive results, and restore faith in what public education can accomplish when led with courage and care.

I offer my strongest endorsement of [REDACTED] as Nevada's next State Superintendent of Public Instruction. He has dedicated his career to educational equity, effective leadership, and public service, and he is more than ready to lead our state into its next chapter of excellence.

Please do not hesitate to contact me should you require any further information.

Sincerely,



**Dr. Jeffrey Geihs**  
Executive Director  
Nevada Association of School Administrators (NASA)  
&  
**CEO**  
Silver State Education Foundation (SSEF)