



The Center for Educational Excellence (CEEI) IX

Statewide Council for the Coordination of the Regional Professional Development Programs

Dr. Jeff Geihs, Executive Director

Dr. Greta Peay, Deputy Director



The Center for Educational Excellence (CEEI) IX

Theme: Educational Leadership for 2024-2025: The Leader in Me

- The focus for the 2024-2025 CEEI IX was structured using the research via Stephen Covey on ***The 7 Habits of Effective Educational Leaders.***
- The CEEI IX session topics focused primarily on the best practices established by Stephen Covey regarding the habits and traits of effective leaders to enhance a culture that will optimize student growth, social emotional learning, and academic knowledge.
- The focus was also on workplace culture to increase student achievement.

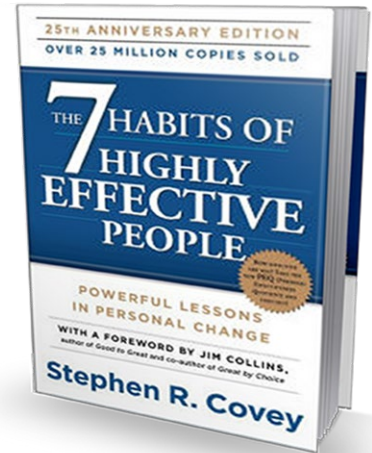
Dates: October 12, 2024 - February 12, 2025 **(90 Hours)**
Participants will attend **25** sessions and receive **6** contact units.



The 7 Habits of Highly Effective Leaders

Be Proactive
Begin with the End in Mind
Put First Things First
Think Win/Win
Synergize
Seek First to Understand
Sharpen the Saw

**** Finding Your Voice (8th Habit)**





Topics at A Glance: The Leader in Me

- ✓ Addressing and Responding to Crisis: Maintaining Integrity
- ✓ Awareness and Understanding of School Safety
- ✓ Culture and Climate: Using the 7 Habits
- ✓ Impact of the 7 Habits via an Equity Mindset
- ✓ Psychological Safety Through the 7 Habits
- ✓ Team Building Through the 7 Habits
- ✓ The Leader in Me: Building your Leadership Pipeline
- ✓ Tips to Drive Powerful Conversations
- ✓ Role of School District Superintendents and the 7 Habits
- ✓ Student Achievement: The Impact of the 7 Habits

Topics at A Glance: The Leader in Me -

- ✓ Aligned Systems: Part I and II: Using the 7 Habits, Part I and II
- ✓ Educational Equity and the 7 Habits
- ✓ Enhancing Your Self-Awareness as a Leader
- ✓ Family and School Partnerships Through the 7 Habits
- ✓ Mindfulness and Mental Well-Being: Educators and Students
- ✓ Recruiting, Hiring, and Retaining Staff
- ✓ Seeking to Understanding Students: Panel Discussion with Students
- ✓ The Leader in Me: Finding Your Voice to Inspire Others – Habit 8
- ✓ Transforming Schools Through the Use of the 7 Habits
- ✓ Why it Matters for the 21st Century Leader: Panel Discussion



Participants were exposed to the tools and knowledge needed to foster student learning and growth, and to improve educator’s instructional and leadership practice.

The CEEI was in alignment with the Nevada State Standards.

Key Takeaway and Outcomes	Nevada Standard
Identify the learning practices to enhance culture and climate.	Creating and Sustaining Focus on Learning; Creating and Sustaining a Culture of Continuous Improvement.
Navigate the challenge of the educational system to support students in their growth and development.	Engage in Development and Continuous Improvement; Vision to Support Student Learning.
Disseminate research-based knowledge related to effective educational leadership behaviors and skills.	Self-reflection and Professional Growth; Professional Obligations.



The Center for Educational Excellence Institute (CEEI) IX

**Sessions were Synchronous
All Sessions were Virtual**



2024-2025 NASA CEEI IX Session Schedule

*Tuesday, Wednesday, and Thursday sessions-
4:30 PM-7:30 PM.

*Saturday sessions- **9:00 AM-3:30 PM.**

***All times were Pacific Daylight Time.**

2024	2025
<p><u>OCTOBER</u> Sat, OCT 12 Wed, OCT 16 Thurs, OCT 17 Wed, OCT 23 Tues, OCT 29</p>	<p><u>JANUARY</u> Tues, JAN 7 Wed, JAN 8 Tues, JAN 14 Wed, JAN 15 Tues, JAN 21 Wed, JAN 22 Sat, JAN 25 Wed, JAN 29</p>
<p><u>NOVEMBER</u> Tues, NOV 5 Wed, NOV 6 Tues, NOV 12 Wed, NOV 13 Sat, NOV 16 Tues, NOV 19 Wed, NOV 20 Sat, NOV 23</p>	<p><u>FEBRUARY</u> Sat, FEB 1 Sat FEB 4 Tues, FEB 11 Wed, FEB 12</p>



2024-2025 Fiscal Year - Request for Proposal

Operating Expenses

Educational Consultants: CEEI IX Virtual Sessions

✓ \$48,900.00

Session Leaders: CEEI IX Virtual Sessions

✓ \$1,100.00

Total Request for CEEI IX Virtual Sessions

✓ \$50,000.00

Total Budget Request for 2024-2025

✓ \$50,000.00



Program Status, 2024-2025 Fiscal Year:

- **Total Number of CEEI IX Participants:** 192
- **Timeline:** Saturday, October 12, 2024, to Wednesday, February 12, 2025. (Every session was completed with a **98%** participant attendance rate.)
- **Total Sessions:** **26** sessions for a total of **90** hours. **6** six-hour sessions and **20** three-hour sessions.
- **Total Deliverables:** **13** hours. Session Leaders utilized 30-60 minutes of collaboration time with their teacher and/or administrative cohort. The collaboration time was delivered whole group, small group, and two-way communication via text messages, Google/Zoom meetings, and emails.
- **Success measure outcomes:** Participants completed virtual sessions and deliverables in alignment with the Nevada Department of Education guidelines. Participants submitted written group reflections. The reflections allowed participants the opportunity to demonstrate an understanding of adaptive and transformational leadership traits, characteristics that impact change, and equitable action to enhance student growth.

EXAMPLE: Participants submitted a **3–5-page reflection** to the primary CEEI Session Leader focusing on the following:

- What are **two** of the most important habits via Stephen Covey's research?
- How will the **two habits** you addressed assist you as a school or district leader?
- Why are the **two habits** critical for the 21st Century leader?



Two of the most important habits from Stephen Covey's, *The 7 Habits of Highly Effective People*:

Be Proactive:

- Covey's concept of proactivity emphasizes the idea that individuals have the power to control their actions and responses to events.
- Proactive people focus on what they can influence and avoid letting external factors dictate their decisions.
- They take responsibility for their choices and recognize that their attitudes and behaviors directly impact their outcomes.

Seek First to Understand, Then to Be Understood:

- This habit stresses the importance of empathetic listening.
- Covey argues that effective communication is not just about expressing your own thoughts but first understanding the perspectives and needs of others.
- It involves truly listening to others, asking clarifying questions, and validating their points of view before offering your own opinions or solutions.
- This leads to better collaboration, problem-solving, and stronger relationships.



How will the 2 habits you selected assist you as a school or district leader?

As a school leader, being proactive allows you to take control of situations rather than simply reacting to challenges. By anticipating potential issues and addressing them early, you create a more stable and productive school environment. For instance, a proactive school leader would not wait for a crisis to arise regarding student performance but would instead implement systems for early intervention and support.

Being proactive also means setting a clear vision for the school and continuously working towards its improvement, ensuring that you lead by example in fostering a positive, forward-thinking school culture.

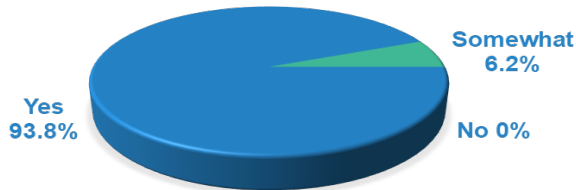
The seek first to understand, than to be understood habit will help as a school leader by improving communication and relationships within the school community. When listen first to teachers, students, and parents, you show respect for their perspectives, which builds trust and collaboration.

For example, when dealing with a teacher's concerns about workload or a student's behavioral challenges, taking the time to listen attentively and empathetically will help you better understand the root cause of the issue and respond in a more thoughtful and effective manner. This habit fosters a supportive, inclusive environment where everyone feels heard and valued, making it easier to implement solutions that work for everyone involved.

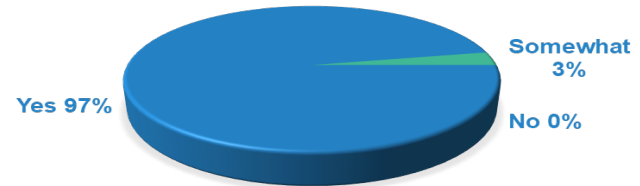
Evaluation Feedback, 2024-2025 Fiscal Year

- Formative and summative assessments were conducted to ensure the CEEI IX professional learning sessions and training activities meet the intended learning outcomes.
- Continual surveys, needs assessments, and reviews of compiled data will assist in making decisions regarding modifications to future CEEI professional learning.
- Participants completed survey evaluations for each CEEI IX session via Google. Survey responses were anonymous.

THE MATERIAL AND CONTENT SHARED WILL ENHANCE MY KNOWLEDGE



THE MATERIAL AND CONTENT SHARED WAS HELPFUL AND RELEVANT





Testimonies and Written Comments: 2024-2025 Fiscal Year

<p>“I can hardly wait for the next CEEI!”</p>	<p>“This institute really helped me to reflect on what I am doing appropriately and what I need to improve as a school-site principal.”</p>	<p>“Amazing collaboration and content.”</p>
<p>“Highly informative and helpful for me, my school, and my students.”</p>	<p>“Highly informative and well organized.”</p>	<p>“A wonderful variety of presenters and topics!”</p>
<p>“When I registered for the CEEI, I had the mindset that I never wanted to be a school district administrator. I now have a change of mindset.”</p>	<p>“A very engaging learning experience! Thank you.”</p>	<p>“Applicable information to further my skillset as a leader. It also gave me a lot to think about. It was highly informative and well organized.”</p>



Testimonies and Written Comments: 2024-2025 Fiscal Year

<p>“I love the opportunity to interact with administrators and teachers together! This was so great. I am now a better instructor of learning because of this institute- unbelievable!”</p>	<p>“This was my first time taking the CEEI institute and it was incredibly insightful!”</p>	<p>“I enjoyed how all the sessions offered real life, usable examples of how to be a better leader, regardless of your position.”</p>
<p>“Loved all the presenters! A fabulous opportunity for professional development.”</p>	<p>“This should be required of everyone who wants to be an administrator and a teacher leader.”</p>	<p>“I have participated in other leadership institute- this one allowed for more networking and learning from others.”</p>
<p>“This 90-hour Leadership was well worth it, and it went by amazingly fast.”</p>	<p>“Every session provided personal and professional growth learning opportunities.”</p>	<p>“Fantastic presenters. I love that school district superintendents were a part of this.”</p>



Fiscal Year, 2024-2025 Accomplishments/Collaboration:

- NASA CEEI IX participants were provided the opportunity to earn **24** Continuing Education Units (CEUs) via a **PILOT Social-emotional Learning (SEL)** independent study.
- NASA in partnership with Academic Freedom (AF) provided the opportunity for educators to earn **24 CEU** credits by completing a concurrent online SEL course, aligned to the CEEI IX content and customized for site-base, personalized, experiential learning by implementing SEL lessons into work settings.
- Educators utilized the option to earn the **additional credits** via Western Nevada College through an independent study format done outside of the NASA CEEI IX **90-hour** sessions.
- **8** educators completed the SEL independent study and received **24 CEU** credits and an AF Certificate of Completion worth 3 course credits from Western Nevada College.
- **This educational opportunity was not funded via the RPDP Admin.Grant.**
- **Educators were eligible to participate due to the collaboration between NASA and Academic Freedom.**



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Facilitators of Learning (Presenters)

AJ Adams	Bob Gearye	Robert Mars	Dr. Jesse Welsh
Dr. John Anzalone	Dr. Peter Gorman	Kevin McPartlin	Dr. Rose Owens-West
Dr. Debbie Brockett	Scott Hensley	Dr. Shante Porter	Jackie Wyatt
Sean Buchanan	Jeffrey Hernandez	Dr. Zachary Robbins	Dr. Cynthia Glover-Woods
Dr. Tyrone Burton	Kent Julian	Dr. Samuel Scavella	Tony York
Tracy Fisher	Adam Lane	Dr. Summer Stephens	Dr. Tiffany Young
Heidi Gavrilles		Byron Stringer	

Session Presenters

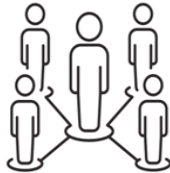


Session Presenters

National Leaders
in Education and
Business



Nevada
Association of
School
Administrators,
Board Members



Nevada
Department of
Education, Office for
a Safe and
Respectful Learning
Environment



State, District,
and School
Leaders

