

# Statewide Council for the Coordination of the Regional Professional Development Programs

## Summary for the Use of Administrative Training Funds Fiscal Year 2023-2024

Nevada Association of School Administrators  
Center for Educational Excellence VIII  
October 21, 2023 - February 7, 2024

### **Presented by**

Nevada Association of School Administrators

- Dr. Jeff Geihs, *Executive Director*
- Dr. Greta Peay, *Deputy Executive Director*

### **Organization Overview**

The Nevada Association of School Administrators (NASA) is a professional organization that represents school administrators throughout the State of Nevada. Its primary function is to:

1. Promote legislation that improves education within the state.
2. Provide leadership that facilitates communication among administrators, component groups, and other organizations within the state.
3. Provide for professional collaboration by sponsoring and/or facilitating relevant professional conferences, publications, institutes, and workshops.
4. Serve as a unifying voice for school administrators in matters affecting education.
5. Provide direction and service for its members.
6. Promote a positive image of education to the public.

### **Mission**

The mission is to provide all educators in Nevada and beyond with high quality, timely, critical, and empowering professional development designed to impact student outcomes, support leadership and instructional improvement, and provide services to support their work.

### **Vision**

NASA is a premier professional development organization serving all educators in Nevada and beyond to learn and lead.

### **Belief**

1. "Leadership and learning are indispensable to each other." John F. Kennedy.
2. Strong leaders provide teachers with pathways to success.
3. Leaders are teachers and teachers are leaders.
4. Learning is life's work.

## **NASA's Center for Educational Excellence Institute (CEEI) VIII**

Approved state funds allowed the Nevada Association of School Administrators (NASA) to offer an institute within the organization dedicated solely to high-quality leadership development. The Center for Educational Excellence Institute (CEEI) VIII represents a focus on excellent professional development for all stakeholders. The attendees of the CEEI VIII sessions included strategists, licensed substitutes, facilitators and teacher-leaders, coordinators, directors, site-level administrators, and central office administrators. Educators from the Clark County School District and Washoe County School District participated in CEEI VIII. CEEI was comprised of presenters who were National experts; Nevada Department of Education experts; NASA board members; state, local and district leaders; and presenters who have relevant work experiences.

The CEEI is modeled after highly effective superintendent/leadership academies throughout the United States. The CEEI teaches the essentials of leadership necessary for optimal success in schools, districts, and organizations alike. Each time NASA offers professional learning sessions under the CEEI umbrella, current relevant and rigorous research-based best practices, and information is provided.

NASA provided CEEI VIII in a virtual format. The virtual format was available for any educator, in any position, especially those aspiring to, or even just thinking about new leadership roles and responsibilities. Any educator, from a first-year teacher to a veteran superintendent, was provided with the opportunity to attend the CEEI VIII.

The theme for the CEEI VIII was “***Characteristics and Traits of Exemplary Education Leaders: From Good to Great.***” The CEEI VIII focused on the essentials of leadership necessary for optimal success in schools, districts, and organizations. Participants received rigorous and current relevant research-based practices. Core competencies were addressed, giving participants the opportunity to reflect, disseminate research-based knowledge related to effective educational leadership behaviors and skills. To support the theme for CEEI VIII, “*Characteristics and Traits of Exemplary Education Leaders: From Good to Great,*” the CEEI Leadership Institute focus addressed key leadership qualities via research from The Center for Creative and Elevated Leadership, as well as the continued focus on Social-emotional Learning Competencies:

- Courage
- Delegation
- Empathy
- Gratitude
- Influence
- Integrity
- Learning Agility
- Respect
- Self-Awareness

CEEI VIII began on **Saturday, October 21, 2023**, and concluded on **Wednesday, February 7, 2024**. The calendar was comprised of **twenty-four (24)** sessions, inclusive of **ninety (90)** hours of virtual learning and **thirteen (13)** hours of reflective deliverables. Assignments included collaboration time with session leaders, along with ongoing activities, training, and networking opportunities. All presentations were provided virtually, with sensitivity to accommodations required by participants. NASA utilized closed captions for all CEEI VIII sessions.

The CEEI VIII was comprised of two participant cohorts. One cohort was geared towards teachers and teacher leaders; the other cohort was geared towards school-site and central office administrators. This decision was based on feedback and comments from previous CEEI sessions.

### **Fiscal Year 2023-2024 Accomplishments: Measurable Objectives**

#### **Objective 1**

Increase the number of educators trained via the NASA CEEI using the 2022-2023 fiscal year as base line data.

- Baseline Data:
  - **321** educators were trained during the 2022-2023 fiscal year.
  - Anticipated increase for the 2023-2024 fiscal year, an additional **20** educators to receive training.
- 2023-2024 Data:
  - **350** educators participated and completed the CEEI VIII.
    - **310** participants were teachers and other licensed educational personnel.
    - **40** participants were administrators.
  - Resulted in an increase of **29** additional educators' participation.

#### **Objective 2**

Provide opportunity for educators to earn **six (6)** credits, **90** license renewal hours.

- NASA CEEI VIII provided the opportunity for educators to earn **six (6)** credits via the **24** CEEI VIII virtual sessions, for a total of **90** hours; and, to earn **90** license renewal credits via the **24** CEEI VIII virtual sessions.
- To meet Objective 2, NASA CEEI VIII sessions were structured as follows:
  - **Six (6)** six-hour sessions.
  - **Eighteen (18)** three-hour sessions.

## Program Status

1. **Total Number of CEEI VIII Participants:** 350
2. **Timeline:** Saturday, October 21, 2023, through Thursday, February 7, 2024.
3. **Total Sessions:**

Twenty-four (24) sessions for a total of ninety (90) hours.

  - Six (6) six-hour sessions.
  - Eighteen (18) three-hour sessions.
4. **Total Deliverables:** Thirteen (13) hours. Session Leaders utilized 30-60 minutes of collaboration time with their teacher and/or administrative cohort. The collaboration time was delivered in whole group, small group, two-way communication via text messages, Google/Zoom meetings, and email formats.
5. **Credits:** **Six (6)** credits. **Ninety (90)** hours of virtual learning with presenters and **thirteen (13)** hours of deliverables, inclusive of small group.
6. **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 characteristics and traits of an exemplary leader that impact change and equitable action to enhance student growth; both academically and socially.
  - **EXAMPLE:** Participants submitted a **3–5-page reflection** to the primary CEEI Session Leader focusing on the following:
    - What are two characteristics of exemplary leaders?
    - How will the two characteristics you addressed assist you as a school or district leader?
    - Why are these characteristics critical for the 21st Century leader?
7. **Funding:** The **\$50,000** allocated to NASA was used to cover the cost of 23 facilitators of learning/presenters and the 2 session leaders. All funds were utilized and CEEI VIII was completed as planned.
  - Stipends to compensate CEEI speakers for design, preparation and/or delivery. All travel expenses (transportation, lodging, and per diems allowable rates) are included in the stipends, as well as the various time zones.
  - Individuals selected to serve as facilitators of learning/presenters are educational leaders with expertise on the international, national, state, university, and school district level. Several of the individuals are also superintendents serving Pre-K-12 rural, urban, and metropolitan school districts.
  - The selection process is to ensure representation of the various components of diversity, such as, but not limited to race, ethnicity, gender, geographic region, experience, age, etc.

**Program Status (continued)**

- The selection process is also a reflection of the Nevada Association of School Administrators (NASA’s) stance on diversity, equity, and inclusion listed below:
  - NASA’s diversity, equity, and inclusion philosophy helps us to reach our full potential. We believe in equity. We act on the diverse needs of our partners, communities, school districts, and the educators we serve by supporting the development of professional learning that is representative of and responsive to the needs of the entire state of Nevada.

<b>Educational Consultant</b>			
<b>Quantity</b>	<b>Title</b>	<b>Unit Cost</b>	<b>Total</b>
7	OC320 - Educational Consultants	\$500.00	\$3,500.00
2	OC320 - Educational Consultants	\$1,000.00	\$2,000.00
1	OC320 - Educational Consultants	1,300.00	\$1,300.00
2	OC320 - Educational Consultants	\$1,500.00	\$3,000.00
7	OC320 - Educational Consultants	\$2,000.00	\$14,000.00
1	OC320 - Educational Consultants	\$4,000.00	\$4,000.00
2	OC320 - Educational Consultants	\$5,000.00	\$10,000.00
1	OC320 - Educational Consultants	\$11,000.00	\$11,000.00
		<b>Total</b>	<b>48,800.00</b>
<b>Session Leaders</b>			
<b>Quantity</b>	<b>Title</b>	<b>Unit Cost</b>	<b>Total</b>
2	OC340 - Session Leaders	\$600.00	\$1,200.00
		<b>Total</b>	<b>\$1,200.00</b>

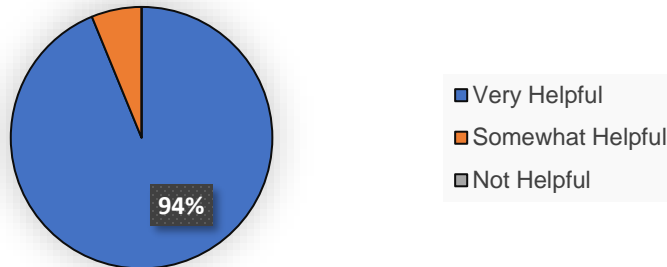
**Object Code 300 Total: \$50,000.00**

8. **Evaluation/Feedback:** Participants completed survey evaluations for each CEEI VIII session via Google. Survey responses were anonymous. Continual surveys, needs assessments, and reviews of compiled data will support modifications to future CEEI professional learning.

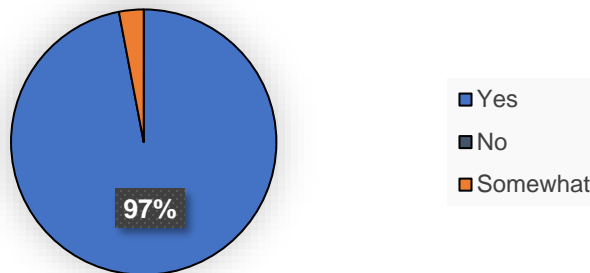
**Program Status (Continued)**

9. Refer to the final survey results from participants submitted on February 7, 2024.

*Graph 1. The material and content shared will enhance my knowledge.*  
300 responses



*Graph 2. The material and content shared was helpful and relevant.*  
300 responses



**10. Testimonies and Written Comments:**

<i>I can hardly wait for the next CEEI.</i>	<i>Amazing collaboration and content.</i>
<i>Everyone knows how awesome the NASA CEEI sessions are.</i>	<i>Immediately implemented what I learned in my school building!</i>
<i>Highly informative and helpful for me, my school, and my students.</i>	<i>I learned many tools and resources to be a great leader.</i>
<i>Applicable information to further my skillset as a leader.</i>	<i>A wonderful variety of presenters and topics!</i>
<i>Highly informative and well organized.</i>	<i>It gave me a TON of things to think about.</i>

**Program Status (Continued)**

<i>This was a great refresher and a reminder of why I chose to be a school leader.</i>	<i>CEEI VIII was content rich and has helped me improve, more importantly, reflect on, my practices.</i>
<i>This should be required of everyone who wants to be an administrator and a teacher leader.</i>	<i>Loved all the presenters. A fabulous opportunity for professional development.</i>
<i>I LOVE the variety of presenters.</i>	<i>Learned so much to support the school and the school community.</i>
<i>Fantastic Presenters. I love that school district superintendents were a part of this.</i>	<i>This 90-hour Leadership PL was well worth it, and it went by amazingly fast.</i>
<i>Every session provided personal and professional growth learning opportunities.</i>	<i>Collaboration was STRONG in the Zoom breakout rooms and we need to hear what others are doing that is successful.</i>
<i>I have participated in other leadership institutes- this one allowed for more networking and learning from one another.</i>	<i>This institute really helped me to reflect on what I am doing appropriately and what I need to improve as a school-site principal.</i>
<i>I enjoyed how they all coordinated and offered real life, usable examples of how to be a better educational leader, regardless of your position in a school or school district. Greatly beneficial -- thank you.</i>	<i>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!</i>

**Presenters for the CEEI VIII Virtual Sessions**

- AJ Adams, *Principal*
- Kaweeda Adams, *Former School District Superintendent*
- Leo Amador, *Principal*
- Dr. John Anzalone, *School District Superintendent*
- Debbie Brockett, *School District Superintendent*
- Sean Buchanan, *School District Superintendent*
- Bill de la Cruz, *Educational Consultant*
- Traci Davis, *Educational Consultant*
- Jhone Ebert, *Nevada State Superintendent of Instruction*
- Dr. Susan Enfield, *Former School District Superintendent*
- Tracy Fisher, *Educational Consultant*
- Margaret Folker, *Nevada Department of Education, Office of a State and Respectful Learning Environment*

### **Presenters for the CEEI VIII Virtual Sessions (Continued)**

- Dr. Peter Gorman, *Former School District Superintendent*
- Dr. Cynthia Johnson, *Executive Director*
- Andrea Johnson, *Educational Consultant*
- Adam Lane, *Principal*
- Robert Mars, *Educational Consultant*
- Kevin McPartlin, *Associate Superintendent*
- Jillyn Pendleton, *Director*
- Dr. Zachary Robbins, *School Superintendent*
- Dr. Samuel Scavella, *Associate Superintendent*
- Colin Seale, *Author, and Educational Consultant*
- Dr. Summer Stephens, *Former School District Superintendent*
- Heather Thaxton, *Principal*
- Michelle Trujillo, *Nevada Department of Education, Office of a Safe and Respectful Learning Environment*
- Wayne Workman, *Former School District Superintendent*
- Dr. Cynthia Glover-Woods, *Educational Consultant*
- Tiffany Young, *Director*

### **Session Leaders for the CEEI VIII Virtual Sessions**

- Roxanne Richardson, *Executive Director*
- Wanda Washington, *Coordinator*