



Nevada Association of School Administrators (NASA)

Summary: Administrative Training Funds, Fiscal Year, 2023-2024

The Center for Educational Excellence (CEEI) VIII

Statewide Council for the Coordination of the Regional Professional Development Programs

Dr. Jeffrey Geihs, Executive Director, NASA

Dr. Greta Peay, Deputy Executive Director, NASA



The Center for Educational Excellence (CEEI) VIII

Theme: Characteristics and Traits of *Exemplary Leaders*: From Good to Great

- School and District leaders must have a great understanding about the essentials of leadership that is necessary for optimal success in the teaching and learning environment. The CEEI VIII provided participants the opportunity to review rigorous and current research-based practices related to effective educational leadership behaviors and skills.
- The CEEI leadership institute addressed key leadership qualities referencing research via The Center for Creative and Elevated Leadership: as well as the continued focus on Social- emotional Learning.

Dates: Saturday, October 21, 2023, through February 7, 2024

Participants attended **24** Sessions and received **6** Contact Units.



The Center for Educational Excellence (CEEI) VIII

**Sessions were synchronous.
All sessions were virtual.**

October 21, 2023 - February 7, 2024



Fiscal Year 2023-2024 Accomplishments: Measurable Objectives

Objective 1

Increase the number of educators trained via the NASA CEEI VIII using the **2022-2023** fiscal year as base line 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:

- There was an increase of **29** additional educators participating in the NASA CEEI VIII.
- **350** educators participated and completed the NASA CEEI VIII.
- **310** participants were teachers and other licensed personnel. (**286 teachers and other licensed personnel were trained during the 2022-2023 fiscal year.**)
- **40** participants were administrators. (**35 administrators were trained during the 2022-2023 fiscal year.**)



Fiscal Year 2023-2024 Accomplishments: Measurable Objectives

Objective 2

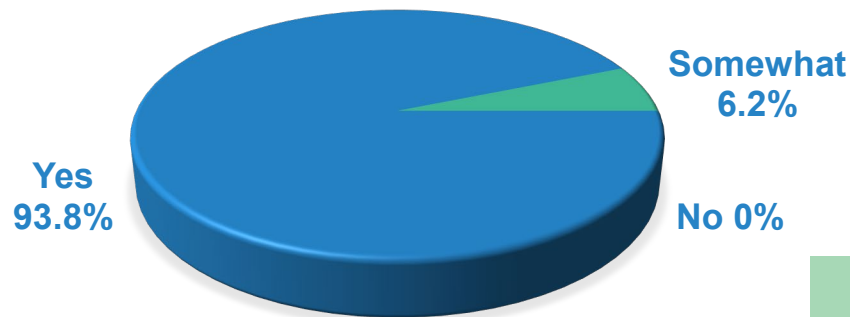
Provide opportunity for educators to receive 6 credits, 90 license renewal hours.

- NASA CEEI VIII provided the opportunity for educators to earn 6 credits via the 24 CEEI VIII virtual sessions for a total of 90 hours.
- To meet Objective 2, NASA CEEI VIII sessions were structured as follows:
 - 6 six-hour sessions
 - 18 3-hour sessions

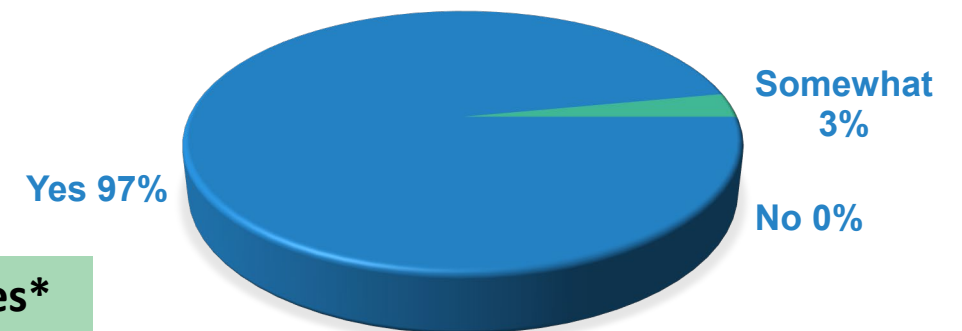
Evaluation Feedback, 2023-2024 Fiscal Year

- Formative and summative assessments were conducted to ensure the CEEI VIII 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 VIII 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



Out of 300 responses

<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>

“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!”

“This was my first time taking the CEEI institute and it was incredibly insightful!”

“I enjoyed how all the sessions offered real life, usable examples of how to be a better leader, regardless of your position.”

“Loved all the presenters! A fabulous opportunity for professional development.”

“This should be required of everyone who wants to be an administrator and a teacher leader.”

“I have participated in other leadership institute- this one allowed for more networking and learning from others.”

“This 90-hour Leadership was well worth it, and it went by amazingly fast.”

“Every session provided personal and professional growth learning opportunities.”

“Fantastic presenters. I love that school district superintendents were a part of this.”

Hear From Past Attendees...



Patsy Hester
2nd Grade Educator



Program Status, 2023-2024 Fiscal Year:

- **Total Number of CEEI VIII Participants:** 350
- **Timeline:** Saturday, October 21, 2023, to Thursday, February 7, 2024. (Every session was completed with a **98%** participant attendance rate.)
- **Total Sessions:** **24** sessions for a total of **90** hours. **6** six-hour sessions and **18** 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 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?

Reflection: "To live as human is a *gift*, to treat others as human is *divine*"

1. What are two characteristics of exemplary leaders?

Integrity. Integrity is an essential leadership trait for the individual and the organization. It's especially important for top-level executives who are charting the organization's course and making countless other significant decisions. Our research shows that integrity may actually be a potential blind spot for organizations. Make sure your organization reinforces the importance of honesty and integrity to leaders at various levels.

Respect. Treating people with respect on a daily basis is one of the most important things a leader can do. It will ease tensions and conflict, create trust, and improve effectiveness. Respect is about more than the absence of disrespect, and it can be shown in many different ways, but often starts with being a good listener.

Synthesis:

Leaders with integrity act in accordance with their words (i.e. they practice what they preach) and own up to their mistakes, as opposed to hiding them, blaming their team, or making excuses. Abraham Lincoln is an iconic example of a leader who demonstrated integrity despite the significant challenges he faced during his presidency.

CEEI #8 FINAL GROUP 25 REFLECTION:

[10 Characteristics of a good leader-LINK](#)

[PDF of Final CEEI Reflection](#)

What are two characteristics of exemplary leaders?

One characteristic of an exemplary leader that can assist us as a school leader is integrity. Integrity is behaving in alignment with a set of strong values or principles. Providing reliability, honesty, loyalty, and trustworthiness while at the same time showing transparency, empathy, and inclusiveness allows others to feel safe and ready to be a part of the process.

Another characteristic of an exemplary leader are ones that practice gratitude. This is a significant part of being a great leader because someone who shows appreciation to their colleagues during the process of building a school or continuing to grow a school, just continuing excellence can foster positive growth through gratitude. Leaders need to express gratitude to their staff for being there, for working, and encouraging them to reach beyond their own limits.

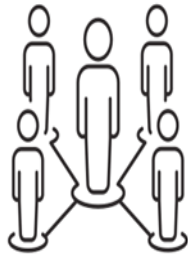
People tend to work harder if they know they have someone who appreciates their hard work and what they do. If staff members feel that they are valued, they will

CEE VIII 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





CEE VIII Presenters

AJ Adams	Traci Davis	Andrea Johnson	Colin Seale
Kaweeda Adams	Jhone Ebert	Adam Lane	Dr. Summer Stephens
Leo Amador	Dr. Susan Enfield	Robert Mars	Heather Thaxton
Dr. John Anzalone	Tracy Fisher	Kevin McPartlin	Michelle Trujillo
Debbie Brockett	Margaret Folker	Jillyn Pendelton	Wayne Workman
Sean Buchanan	Dr. Peter Gorman	Dr. Zachary Robbins	Dr. Cynthia Glover-Woods
Bill de la Cruz	Dr. Cynthia Johnson	Dr. Samuel Scavella	Tiffany Young



2023-2024 Fiscal Year Funds Utilized

Operating Expenses Completed

Educational Consultants: CEEI VIII Virtual Sessions

✓ \$48,800.00

Session Leaders: CEEI VIII Virtual Sessions

✓ \$1,200.00

Total Expenses for CEEI VIII Virtual Sessions

✓ \$50,000.00

Total Budget Request for 2023-2024

✓ \$50,000.00



NASA CEE VIII Budget

Quantity	Title	Unit Cost	Total Amount
7	OC320-Educational Consultants	\$500.00	
2	OC320-Educational Consultants	\$1,000.00	
1	OC320-Educational Consultants	\$1,300.00	
2	OC320-Educational Consultants	\$1,500.00	
7	OC320-Educational Consultants	\$2,000.00	
1	OC320-Educational Consultants	\$4,000.00	
2	OC320-Educational Consultants	\$5,000.00	
1	OC320-Educational Consultants	\$11,000.00	
		Total:	\$48,800.00
Quantity	Title	Unit Cost	Total Amount
2	OC340- Session Leaders	\$600.00	\$1,200.00
		Total:	\$1,200.00

Object Code 300 Total: \$50,000.00



Fiscal Year 2023-2024 Accomplishments: Collaboration

- NASA CEEI VIII 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 VIII 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 VIII **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 Grant.**
- **Educators were eligible to participate due to the collaboration between NASA and Academic Freedom.**



Extra Credit Option

NASA Center for Educational Excellence Institute VIII

October 21, 2023 - February 7, 2024

While increasing social emotional learning during NASA CEEI VIII, participants qualify for Academic Freedom's *Independent SEAD Study*.

Independent studies help participants make meaning of new information by practicing it in their daily life/work, reflecting on goals, and planning implementation strategies.

AF & CEEI VIII offer this NASA-exclusive and grant-funded Independent Study for all CEEI VIII participants to demonstrate social, emotional, and academic development knowledge and skills. Participants will earn an AF Certificate of Completion worth either 3 continuing education credits (45 license renewal hours) or 3 college/university course credits (additional purchase).

No registration required.

To being, email **Access Code CEEI8** to tara@afreedom.org

Tara Madden-Dent, Ph.D.; SEAD Professor

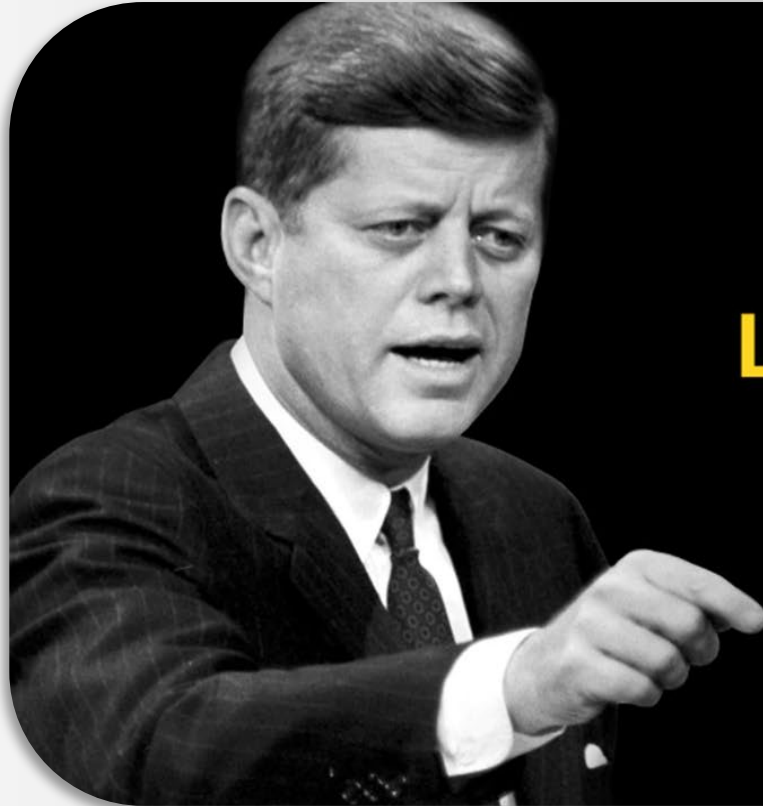
www.afreedom.org



NASA and Academic Freedom Collaboration



A
NASA
Belief



Leadership and learning are
indispensable to one another.

-John F. Kennedy