

Statewide Council for the Coordination of Regional Professional Development Programs

Administrative Funds Grant – Leadership Institute of Nevada

Organization Overview

The Leadership Institute of Nevada (LION) is dedicated to improving and refining leadership across the state in education, business, and community agencies. This is accomplished through inspiring leaders and potential leaders to embrace the work that drives progress. Through inspiration, these leaders can be empowered through a shared vision to lead change. Change does not occur naturally but takes direct action toward a well-identified goal. Leaders introduce change, make connections with and among stakeholders, resolve conflicts, and collaborate with others to focus on the targets of success. LION is committed to providing leaders support through professional growth and development so these leaders can be the voice of tomorrow in our society. The Leadership Institute of Nevada seeks to transform education in Nevada to create excellent and equitable schools that allow all students to achieve.

RPDP funding would allow LION to concentrate this support on educational leaders by identifying the needs and common goals, coordinating improvement efforts, building capacity and assessing outcomes. Districts around the country are experiencing teacher shortages. Given that attrition accounts for nearly 90% of the demand for new teachers, strategies that address teacher retention are particularly important. Principal leadership plays a significant role in teacher turnover since lack of administrative support is a key factor in teacher decline. Part of this support is connecting teachers with community resources and political actions to acknowledge the importance of educators' voices in our state.

Funding would allow LION to assist leaders and potential leaders to establish a vision of academic success for all students, create a hospitable climate for all stakeholders, connect leaders as a community, create a learning culture, improve instruction and data analysis, develop systems for development, management, processes, and school improvement.

For the past twelve years, the Institute has incubated its leadership programming under the umbrella of The Public Education Foundation (PEF). As we emerge from the pandemic, the major roles of the Institute and PEF have diverged. In March 2022, the Institute separated and was established as an independent nonprofit 501(c)(3) Nevada corporation. Since that time, LION has offered high quality, timely and capacity-building professional development to leaders across Nevada.

LION provides good to great leaders in the education and private sector access to the nation's top thought leaders and practitioners. Each of the Institute's core programs reflects the following goals:

- To expose Nevada's leaders to new ideas and ways of thinking
- To shift mindsets around problem-solving for adaptive educational challenges
- To effectively convene stakeholders from throughout the Nevada landscape, bringing in nationally recognized leaders and respected local leaders
- To treat school leaders and teacher leaders with respect, trust, and professionalism
- To respond to changes in the education landscape with agility

The future depends on our children's ability to successfully navigate the challenges of an ever-changing and complex world. The Institute is dedicated to talent development, strategic investment, innovative problem-solving, social entrepreneurship, and public education reform.

Today we find ourselves in an unprecedented time. We have all come to realize how complex public education is. The Institute is committed to working together through a collective impact model and pledges to continue serving our community alongside other stakeholders.

Northern Nevada Regional Leadership Summit

Targeted Statewide Audience

The Institute proposes funding two (2) Northern Nevada Regional Leadership Summit during the 2024-2025 school year. Education leaders, business/community leaders, and advocates from across the state may select to attend the summits. The summits will offer topics that are most relevant to the northern parts of Nevada using feedback from previous summits and through conversations with professional development learning representatives in the region.

Anticipated Number of Participants

The Institute anticipates approximately 80 participants will attend the Elko Northern Nevada Leadership Summit in-person and approximately 200 participants will attend the Reno Northern Nevada Leadership Summit in-person.

Scope of Work

The Institute staff has been working with both the Northeastern Nevada Regional Professional Development Program and the Northwest Regional Professional Development Program to determine areas of need and topics of interest that would be most relevant to educators and

education advocates in the Northern, Western, and Eastern portions of Nevada. Additionally, the Institute engaged these stakeholders in developing an overall theme for the Northern Nevada Regional Leadership Summits, including The Science of Hope, Sessions I and II. The Institute is working in conjunction with regional representatives to design, create, and schedule all aspects of the Summit experience, including speaker outreach, venue scheduling, materials' development, purchasing keynote speakers' books, and event marketing.

The topic for the Northern Summit (Northeastern Nevada Regional Professional Development Program) in Elko, NV includes The Science of Hope (Session II) with Jamie Meade, which is a continuation from the work started in the 23-24 school year.

The topic for the Northern Summit (Northwest Nevada Regional Professional Development Program) in Reno, NV includes The Science of Hope (Session I) with Jamie Meade.

Proposed Budget

The proposed budget for both Northern Nevada Leadership Summits in Elko and Reno is \$30,000. This includes instructional and support services: Keynote/guest speaker \$13,000; Lead and project support personnel \$8,000; Travel reimbursement for LION staff \$6,000; and Third-party program evaluation \$3,000.

Assessment of the Scope of Work

Through the collection of data from pre and post participant surveys, focus group interviews and discussions, and individual participant feedback, the Institute will:

- Record those topics participants identified as most relevant/useful
- Identify areas where participants report growth (capacity) in their leadership skill
- Use feedback to customize future Summits to the needs of participants
- Identify topics for alumni continuance of professional development
- Gather useful qualitative data that informs decisions, expenditures, scheduling, venues, services and support

These data, along with grant summary report(s) provided at the conclusion of the Summits will be generated, analyzed and provided by a third party evaluator so that overall effectiveness is impartial and comprehensive.

Leadership Alumni Networking Opportunities

Targeted Statewide Audience

The Leadership Institute of Nevada has 370 Executive Leadership alumni (administrators) and 360 Teacher Leader alumni from across Nevada. Most still reside in Nevada and are actively engaged in the education community. The purpose of an alumni engagement network is to provide ongoing, high level professional development and to provide a safe space to network, share big ideas, challenge each other, and to partner on the implementation of transformational education practices. Therefore, the Institute proposes the development and implementation of two convenings targeted specifically for alumni of the Institute's Leadership Academies.

Anticipated Number of Participants

The Institute will host up to seventy-five (75) alumni at each of two in-person events, impacting nearly 150 Executive and Teacher Leader Academy Alumni.

Scope of Work

The Institute proposes that grant funding will be utilized to subcontract with two nationally recognized speakers for two separate convenings. The Institute will develop a workshop around each speaker and their topics. All topics will include a focus on supporting the Institute's mission: To identify, develop, and retain exceptional leaders in education; build innovative and entrepreneurial communities that include leaders from the public and private sectors; and drive significant systemic improvement in public education.

Tentative topics for the two alumni convenings include Zach Rausch, lead researcher and national speaker and author of *The Anxious Generation: How the Great Rewiring of Childhood is Causing an Epidemic of Mental Illness* and David Ehrlichman, author of *Impact Networks: Create Connection, Spark Collaboration, and Catalyze Systemic Change*.

Zach Rausch Outcomes:

- **Rise of Anxiety:** Explore how today's youth are experiencing unprecedented levels of anxiety, driven by factors such as social media, academic pressures, and economic uncertainty and delve into the psychological and societal roots of this anxiety epidemic.
- **Coddling Culture:** Discuss the "coddling culture" prevalent in modern parenting and education, where children are shielded from discomfort and failure and how this approach can hinder the development of resilience and coping skills, ultimately exacerbating anxiety.

- **Safetyism:** Introduce the concept of "safetyism," the belief that emotional discomfort should be avoided at all costs and, while well-intentioned, can stifle free speech, intellectual inquiry, and personal growth, contributing to a culture of fragility and anxiety.
- **The Great Rewiring of Childhood:** Rausch will reveal data surrounding how the great rewiring due to electronic devices is causing an epidemic of mental illness in our youth.
- **Pathways to Resilience:** Emphasize the potential for resilience and growth among the anxious generation and offer practical strategies for cultivating resilience, fostering meaningful connections, and finding purpose in a rapidly changing world.

David Ehrlichman Outcomes:

- **Build Relationships:** Embrace a living-systems approach to organizing. Impact networks bring people together to build relationships across boundaries; leverage the existing work, skills, and motivations of the group; and make progress amid unpredictable and ever-changing conditions.
- **Transformative Potential of Connections and Relationships in Driving Positive Social Change:** Learn to harness the power of networks, individuals and organizations to create a domino effect of impact that reverberates throughout society.
- **Network Building:** Develop insights from the fields of network science, community building, and systems thinking to provide a clear process for creating and developing impact networks.

Proposed Budget

The proposed budget for the Leadership Academy Alumni Network convenings is \$20,000.00. This includes instructional and support services: Keynote/guest speaker(s) \$8,000; Lead and project support personnel \$5,000; Venue rentals \$5,000; and Third-party program evaluation \$2,000.

Assessment of the Scope of Work

The Institute will assess the overall effectiveness of the convenings and its intended outcomes using data from post surveys, interviews, and qualitative data to include individual participant feedback.

- Record those topics participants identified as most relevant/useful
- Identify areas where participants report growth (capacity) in their leadership skill based upon the objectives listed by speaker(s)
- Use feedback to customize future Alumni convenings to meet the needs of participants

- Gather useful qualitative data that informs decisions, expenditures, scheduling, venues, services and support

These data, along with grant summary report(s) provided at the conclusion of the convenings, will be generated, analyzed and provided by the LION team.

Southern Nevada Regional Leadership Summit

The Southern Nevada Regional Leadership Summit follows the Northern format and objectives with focus placed on the leadership needs identified by leaders in the south. In the past, this Summit has been funded through the Institute's partnership with local businesses and agencies. However, this limited funding prohibits the ability of the Summit to reach maximum numbers of leaders in Southern Nevada. Should increased RPDP Council funds be available, these dollars would be used to expand leadership programming in the South to offer opportunities for professional development to more participants. With increased funds, it is the intent of the Leadership Institute to partner with the Southern Nevada Regional Professional Development Program to collaborate in delivering a Southern Summit event to meet the current needs of administrators and educators in the Southern Nevada region.

Assessment of the Scope of Work

The Institute will contract with third party evaluators to assess the overall effectiveness of the Summit and its intended outcomes using data from pre and post surveys, focus groups and interviews and qualitative data to include individual participant feedback.

- Record those topics participants identified as most relevant/useful
- Identify areas where participants report growth (capacity) in their leadership skill based upon the objectives listed by speaker(s)
- Use feedback to customize future Summits to the needs of participants
- Gather useful qualitative data that informs decisions, expenditures, scheduling, venues, services and support

This data, along with grant summary report(s) provided at the conclusion of the Summits will be generated, analyzed and provided by a third party evaluator so that overall effectiveness is impartial and comprehensive.

Alignment of Purpose

This request for funds conforms to Nevada’s Standards for Professional Development, Nevada Educator Performance Framework (leaders), the vision, mission and objectives of Leadership Institute of Nevada and Nevada requirements (ADA, State Assurance and other documentation as needed).

Appendix A: Proposed 2024-2025 Budget

		Total Budget
Alumni Convening (2)	Featured Guest Speakers (2)	\$8,000
	Venues (2)	\$5,000
	Third-Party Program Evaluation	\$2,000
	Project Directors (LION Staff)	\$5,000
Northern Nevada Leadership Summit (Elko)	Featured Guest Speakers	\$6,500
	Project Directors (LION Staff)	\$4,000
	Travel Expenses (LION Staff)	\$3,000
	Third-Party Program Evaluation	\$1,500
Northern Nevada Leadership Summit (Reno)	Featured Guest Speakers	\$6,500
	Project Directors (LION Staff)	\$4,000
	Travel Expenses (LION Staff)	\$3,000
	Third-Party Program Evaluation	\$1,500
Total		\$50,000