

**Statewide Council for the Coordination of the  
Regional Professional Development Programs  
Request for Proposal  
2024-2025 Fiscal Year**

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence IX (CEEI)**

Presented by: Nevada Association of School Administrators (NASA)  
Dr. Jeff Geihs, Executive Director, NASA  
Dr. Greta Peay, Deputy Executive Director, NASA

**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.

**Beliefs**

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) IX**

With the approval of state funds, the Nevada Association of School Administrators (NASA) developed an institute within the organization dedicated solely to high-quality leadership development. The Center for Educational Excellence Institute (CEEI) represents a focus on excellent professional development for all stakeholders. Previous CEEI sessions have included strategists, facilitators and teacher leaders, coordinators, directors, site-level administrators, and central office administrators. CEEI Presenters are individuals who are national experts, Nevada Department of Education experts, NASA board members, state, local and district leaders, and presenters who have relevant work experience.

With the approval of state funds, NASA will provide the CEEI in a virtual format. The CEEI will be 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 will benefit from and will be able to attend the CEEI IX Virtual Leadership Institute. The theme for CEEI IX is **Educational Leadership for 2024 - 2025: The Leader in Me.**

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.

To support the theme for CEEI IX, **Educational Leadership for 2024 - 2025: The Leader in Me**, the CEEI Virtual Leadership Institute is structured using research based on Stephen Covey's *7 Habits of Highly Effective Educational Leaders*. The CEEI IX session topics will focus primarily on the best practices established by the Covey Leadership Institute's Executive Challenge, with an emphasis on the habits and traits of effective leaders to enhance culture and climate which will optimize student growth, social emotional learning, and academic knowledge. There will be an additional focus on workplace culture to increase student achievement.

### **The 7 Habits of Highly Effective People**

- Habit 1: *Be Proactive*
- Habit 2: *Begin With the End in Mind*
- Habit 3: *Put First Things First*
- Habit 4: *Think Win-Win*
- Habit 5: *Seek First to Understand, Then to Be Understood*
- Habit 6: *Synergize*
- Habit 7: *Sharpen the Saw*

In addition to the **7 Habits of Highly Effective People**, CEEI IX will also address the 8<sup>th</sup> Habit as defined by Stephen Covey, *finding your voice and inspiring others to find theirs.*

In this virtual institute, participants will gain the knowledge and skills of essential leadership roles and responsibilities necessary for optimal success. Current relevant and rigorous leadership core competencies will be addressed giving participants the opportunity to reflect, disseminate research-based knowledge related to effective educational leadership behaviors and skills. Principles of Culturally Responsive Leadership behaviors with a focus on excellence for equity will be the driving focus for the institute. The CEEI IX will also address Social Emotional Learning and Academic Competency-Based Education content with a focus on educational equity and the traits of highly effective school leaders.

In CEEI III to CEEI VIII, the Nevada Department of Education team provided Social and Emotional Learning professional learning, which provided valuable relevant information to address successful student outcomes. The Nevada Department of Education (NDE) will continue its focus on Social, Emotional, and Academic Development (SEAD). During the CEEI, the State Department experts will continue to integrate SEAD through a student-centered competency-based educational approach as a reminder of the need for equitable learning and decision-making to benefit every student. Such critical information forms the backdrop of all learning for CEEI IX.

CEEI IX will commence on **Saturday, October 12, 2024**, and conclude on **Thursday, February 12, 2025**. Participants will receive a total of six **(6)** credits and **90** license renewal hours. All presentations will be provided virtually with sensitivity to accommodations required by participants. NASA will utilize closed captions for all CEEI IX virtual sessions.

### **Scope of Work**

This section includes the presenters and the objectives to be met through virtual presentations.

NASA believes it is best practice to engage both school and district administrators to serve as Session Leaders for participants. With the approval of grant requested funds, NASA expects to engage two (2) Session Leaders. Session Leaders will be responsible for one to four sessions based on the allocated time of the presenters.

Session Leaders are responsible for: collaborating with their designated presenter(s); attending their assigned session(s); monitoring reflective assignments provided to their designated cohort; providing quality mentoring to participants to ensure assignments are understood; and guiding participants towards successful outcomes for all intended learning outcome expectations.

To maintain consistency with Session Leaders and their cohorts, Dr. Greta Peay will provide a one-hour training session with Session Leaders prior to the beginning of the institute kick-off. Such training will provide an overview of expectations and successful learning outcomes for each participant, as follows:

## **Key Takeaways and Outcomes**

By the end of this institute, participants will have the tools and knowledge needed to foster student learning and growth, and to improve educator’s instructional and leadership practice.

The focus for the CEEI IX is in alignment with the Nevada Leadership Standards

<b>Key Takeaway and Outcomes</b>	<b>Nevada Standard</b>
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.

## **Expected Learning Objectives**

Participants will have the opportunity to:

- Engage in a needs assessment to identify their leadership style.
- Explore the 7 Habits of Effective Educational Leadership research.
- Review the correlation of the 7 Habits of Effective Leadership related to the Social-emotional Learning core competencies.
- Identify the behaviors needed to enhance trust in the teaching and learning environment.
- Examine Emotional Intelligence (EQ) and identify best practices to enhance their EQ competencies.

## **Expected Learning Outcomes**

By the end of the CEEI IX, participants will be able to:

- Assess their own practices related to the characteristics and traits of exemplary leadership.
- Incorporate key concepts and personal reflections from the CEEI IX sessions.
- Connect the course work to their own work and life.
- Identify culturally competent behaviors, beliefs, and attitudes.
- Apply the lessons and course content to teaching and leadership practice.
- Model key essential leadership traits, specific behaviors, mindset, and practices that will enhance and elevate educational equity.

Presenters are responsible for providing agenda(s), materials, deliverable reflection assignments, and intended outcomes.

### **Facilitators of Learning/Presenters for the CEEI IX Virtual Sessions:**

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

### **Session Leaders for the CEEI IX Virtual Sessions:**

- Rosanne Richards
- Wanda Washington

*\*In the event of unforeseen circumstances, we respectfully reserve the right to secure an equitable alternate presenter.*

The approved funding to NASA will be used to cover the cost of twenty-six (26) facilitators of learning/presenters and two (2) session leaders. All funds will be utilized and 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.

The CEEI IX will have two participant cohorts. One cohort will be for teacher-leaders and the other for administrators. This decision was based on the feedback and comments from previous CEEI sessions.

The calendar is divided into twenty-five **(25)** sessions which comprise ninety **(90)** hours of virtual learning and sixteen **(16)** hours of reflective deliverables. Assignments include quality time with session leaders, along with ongoing activities, training and network opportunities remains the forefront of planning and implementation. The CEEI IX will also embed a focus on mental well-being and mindfulness activities for adults, and students during the reflective deliverables.

CEEI presenters will disseminate research-based knowledge related to effective educational leadership behaviors and skills. The Nevada Department of Education priorities will be integrated in various presentations.

1. **Anticipated Number of Participants:** 350
2. **Timeline:** Saturday, October 12, 2024 - Thursday, February 12, 2025.
3. **Total Sessions:** Twenty-five **(25)** sessions for a total of ninety **(90)** hours, inclusive of five **(5)** six-hour sessions and twenty **(20)** three-hour sessions.
4. **Credits:** Six **(6)** credits. Ninety **(90)** hours of virtual learning with presenters and sixteen **(16)** hours of deliverables, which include small group discussion/reflections and time with Session Leaders for support, questions, and networking with colleagues.
5. **Total Deliverables:** Sixteen **(16)** hours. Session Leaders will each have thirty **(30)** minutes of collaboration time with their teacher and/or administrative cohort. The thirty **(30)** minutes of time may be delivered by whole group and/or small group format, and/or two-way communication via text messages, Google/Zoom meetings, and/or emails.
6. **Success Measure Outcomes:** Participants will complete virtual sessions and deliverables in alignment with the Nevada Department of Education guidelines. Participants will submit a written group reflection in small groups during the final CEEI IX virtual session. The purpose of the reflection is for participants to demonstrate understanding of the characteristics and traits of an exemplary education leader that impact change and equitable action to enhance student growth; both academically and socially.

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: *The Leader in Me*  
**Saturday, October 12, 2024 – Thursday, February 12, 2025**

**Saturday, October 12, 2024**  
**9:00 AM - 3:30 PM**

**Introduction and CEEI IX Expectations**

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

**Panel Discussion: State Superintendent and Local School District Superintendent**

- Jhone Ebert, Nevada State Superintendent of Instruction
- Dr. Brenda Larsen-Mitchell, Interim Superintendent, Clark County School District

**CEEI IX Session - The Leader in Me: Seeking to Understand Students**

Mr. Byron Stringer, Chief Executive Officer and Founder, Vision Theatrical Foundation

This session will describe the various things that students are faced with in today's time and how the seven (7) habits, as described by Stephen Covey, will assist when navigating some of the challenges. The session will also include students giving educators the opportunity to hear, through student voices, what they need to be successful in the teaching and learning environment; as well as some of the challenges youth are faced with in the 21<sup>st</sup> Century.

**In-Class Group Reflection** facilitated by Dr. Greta Peay and the primary CEEI IX Session Leader using guiding reflection questions.

**Wednesday, October 16, 2024**  
**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Aligned Systems, Part I**

Dr. Peter Gorman, Former Superintendent, Charlotte-Mecklenburg School System, North Carolina

Student achievement, at scale, focused on offering equitable opportunities for all students. Sessions will utilize presentations, videos, large and small group discussions, readings, and activities. Dr. Gorman will lead participants through how the highest functioning teams have aligned their beliefs, vision, mission, theory of action, policies, strategic plan, budget, accountability system, and evaluation system in a climate of psychological safety and felt accountability to achieve results for all students in an equitable fashion.

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 – Thursday, February 12, 2025**

**Thursday, October 17, 2024**  
**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Aligned Systems, Part II**

Dr. Peter Gorman, Former Superintendent, Charlotte-Mecklenburg School System, North Carolina

Student achievement, at scale, focused on offering equitable opportunities for all students. Sessions will utilize presentations, videos, large and small group discussions, readings, and activities. Dr. Gorman will lead participants through how the highest functioning teams have aligned their beliefs, vision, mission, theory of action, policies, strategic plan, budget, accountability system, and evaluation system in a climate of psychological safety and felt accountability to achieve results for all students in an equitable fashion. Both Part I and II will share with participants how to align systems through the lens of the seven (7) habits.

**In-Class Group Assignment: 6:30 PM - 7:30 PM**

Submit Assignment Reflection (One to two-page, double-spaced reflection).

*\*This assignment will be completed in class using the specific criteria discussed during the session.*

**Wednesday, October 23, 2024**  
**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Creating a Culture to Inspire Educators and Students**

Kent Julian, National Certified Speaking Professional

Treating people with respect daily is one of the most important things a leader can do. It will ease tensions and conflict, create trust, and improve effectiveness. Creating a culture of respect with an equity mindset is about more than the absence of disrespect. This session will focus on Habit 1 via Stephen Covey's *7 Habits of Effective Leadership*. Participants will receive current research-based tips on how to be proactive to motivate and inspire other people.



**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Tuesday, October 29, 2024**

**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Defining Your Compass and Your Map**

Kent Julian, National Certified Speaking Professional

Understanding your WHY is the best way to understand your greatest strength and the strengths of those around you. This session will focus on Habits 2 and 3; *Begin with the End in Mind* and *Putting First Things First*. Participants will receive tips and best practices on how to write their own professional and personal mission statement, set attainable goals, and define their compass related to the teaching, learning environment, and educational leadership.

**In-Class Group Assignment: 6:30 PM - 7:30 PM**

Submit Assignment Reflection (Writing Your Mission Statement- Defining Your Compass).

*\*This assignment will be completed in class using the specific criteria discussed during the session.*

**Tuesday, November 5, 2024**

**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Establishing an Inclusive Teaching and Learning Environment, Part I**

Dr. Shante Porter, Counselor, Clark County School District

The *7 Habits of Highly Effective People* are based on principles of effectiveness for people of all ages. The seven (7) habits can support us as we strengthen our school community to promote diversity, equity, and inclusion (DEI). This session will address how to build a more inclusive and equitable class and school culture through the seven (7) habits.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Wednesday, November 6, 2024  
4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Establishing an Inclusive Teaching and Learning Environment, Part II**

Jackie Wyatt, Principal, Clark County School District

The seven (7) habits can support us as we strengthen our school community to promote diversity, equity, and inclusion (DEI). This session will address how to build a more inclusive and equitable class and school culture through the lens of a school-site principal.

**In-Class Group Assignment: 6:30 PM - 7:30 PM**

Submit Assignment Reflection (One to two-page, double-spaced reflection).

*\*This assignment will be completed in class using the specific criteria discussed during the session.*

**Tuesday, November 12, 2024, and Wednesday, November 14, 2024  
4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: The Impact of Emotional Intelligence**

Dr. Cynthia Glover-Woods, Educational Consultant and Former Chief Academic Officer, Riverside County Office of Education, California

Emotional intelligence is the ability to recognize, understand and manage our own emotions, as well as those of others. Participants will explore the six core skills of emotional intelligence-Self-awareness, Awareness of Others, Authenticity, Emotional Reasoning, Self-management, and Positive Influence. Participants will also have the opportunity to explore how the seven (7) habits are in alignment with the six core skills of emotional intelligence.

**In-Class Group Reflection: 6:30 PM - 7:30 PM** facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions.

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Saturday, November 16, 2024**  
**9:00 AM - 3:30 PM**

**CEEI IX Session - The Leader in Me: Leadership via Mentoring and Coaching, Part I**  
AJ Adams, Principal, Clark County School District, Nevada

CEEI participants will explore theoretical foundations of adult development and learning as it pertains to the mentorship process. Participants will learn various practical techniques and strategies to use as an educator, aspiring leader, and leader. The session will also share how to use the seven (7) habits during the mentoring and coaching process.

**In-Class Group Reflection: 3:00 PM - 3:30 PM**, facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions (***Mindfulness and Mental Well-being Activity***).

**Tuesday, November 19, 2024**  
**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Increasing Social- emotional Learning**  
Tracy Fisher, Retired Principal and Former Social-emotional Academic Development Specialist, Nevada Department of Education, Nevada

*The Leader in Me* and the seven (7) habits is an approach to fostering social and emotional learning adopted by more than 3,000 schools across the globe. *The Leader in Me* and seven (7) habits support schools in fostering social and emotional learning and empowering students to take on leadership roles in their school. This session will address the five (5) core competencies of Social-emotional Learning (SEL) and the importance of SEL competencies in the workplace, teaching, and the learning environment, with a focus on how to use the seven (7) habits to enhance SEL.

**In-Class Group Reflection: 7:00 PM - 7:30 PM facilitated** by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions (***Mindfulness and Mental Well-being Activity***).

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Wednesday, November 20, 2024**

**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Transforming Schools Through the 7 Habits**

Jeffrey Hernandez, CEO, National Academic Educational Partners

*The 7 Habits of Highly Effective Leadership* provides a common language and mindset regarding school transformation. Social norms are informal understandings that govern what people should and should not do within an organization. This session will focus on the traits and characteristics of transformational leadership and how the seven (7) habits can assist transformational leaders.

**Saturday, November 23, 2024**

**9:00 AM - 3:30 PM**

**CEEI IX Session - The Leader in Me: Leadership via Mentoring and Coaching, Part II**

AJ Adams, Principal, Clark County School District, Nevada

CEEI participants will explore theoretical foundations of adult development and learning as it pertains to the mentorship process. Participants will learn various practical techniques and strategies to use as an educator, aspiring leader, and leader. The session will also share how to use the seven (7) habits during the mentoring and coaching process.

**In-Class Group Reflection: 3:00 PM - 3:30 PM** facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions. (***Mindfulness and Mental Well-being Activity.***)

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Tuesday, January 7, 2025**

**4:30 PM - 5:30 PM**

**CEEI IX Session - The Leader in Me: Awareness and Understanding the Importance of School Safety**

Tony York, Retired School District Police Officer, and Director of Safety, Academica Nevada

Keeping schools safe allows children to look forward to being in an encouraging environment which promotes social and creative learning. When their basic safety needs are not met, children are at risk of not feeling comfortable at school and may stop showing up, or they may remain on edge throughout the day. *The Leader in Me* and the seven (7) habits is a definite connection to school safety. Schools and school districts must have systems in place to reduce negative situations regarding student and adult safety. This session will focus on best practices and strategies to enhance school safety.

**In-Class Group Reflection: 5:30 PM - 6:00 PM**, facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions.

**6:00 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Exploring the Use of Artificial Intelligence (AI) and Technology: Win-Win for Students.**

Scott Hensley, Google Workplace Consultant and Google Certified Trainer

This session will address the crucial tips that educators should be aware of regarding technology in a proactive and safe way to enhance student growth. The sole purpose is to increase participants' awareness about AI and technology in the 21<sup>st</sup> century. The seven (7) habits will be incorporated to show the correlation of AI and technology as a win-win for students.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Wednesday, January 8, 2025  
4:30 PM - 7:30 PM**

**CEEI IX Session 1, 4:30 PM – 6:30 PM - The Leader in Me: Seek to Understand Teachers' Performance**

Heidi Gavrilles, Principal, Washoe County School District

CEEI participants will engage in an interactive discussion which analyzes and synthesizes best practices on how to seek to understand other's point of view. This session will address how principals can use the seek to understand habit to develop a collaborative approach to the teacher performance evaluation process. In addition, the sessions will address the importance of building trust and a culture of excellence and professionalism regarding the appraisal process.

**CEEI IX Session 2, 6:30 PM – 7:30 PM - The Leader in Me: Exploring *Habit 8: Finding Your Voice***

Dr. Lisa Morris-Hibbler, Managing Partner and Co-founder, JBM Strategic Partners

The central idea of Habit 8 is the need for steady recovery and application of the whole person paradigm, which holds that persons have four bits of intelligence - physical, intellectual, emotional, and spiritual. Denial of any of them reduces individuals to things, causing many problems. This CEEI session will focus on ways to find your voice while inspiring others to find their voice, especially students.

**Tuesday, January 14, 2025  
4:30 PM – 7:30 PM**

**CEEI IX Session 1, 4:30 PM - 6:00 pm - The Leader in Me: The Impact of 7 Habits on School Culture and Climate**

Dr. Tyrone Burton, Founder- Passion Driven Leadership

CEEI participants will engage in an interactive discussion addressing the impact of the seven (7) habits on school culture and climate. The session will focus on the steps and best practices to create a responsive and compassionate teaching and learning environment, and workplace environment.

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Tuesday, January 14, 2025 (continued)**

**CEEI IX Session 2, 6:00 PM - 7:30 PM - The Leader in Me: *The Impact of the 7 Habits via an Equity Mindset, Part I***

Dr. Samuel Scavella, Assistant Superintendent, Clark County School District

This session will address the impact of the seven (7) habits regarding an equity mindset. Participants will receive information that will assist with learning to take initiative, develop a mission, vision, and values within your organization from an equity mindset. This CEEI session will address one essential question:

- *How do we build the capacity and expertise of educational leaders to equip them to be equity-centered instructional leaders?*

**Wednesday, January 15, 2025**

**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Crisis Response Through Habits 1,2, and 6**

Kevin McPartlin, Assistant Superintendent, Clark County School District

At the conclusion of this session, participants will understand:

- the thought processes a school leader must employ when challenges arise to bring about positive outcomes;
- the internal communication process (with staff and central office) and external communication process (with students, parents, and the community) a school leader must employ when challenges arise that may impact a school;
- the resources and support available to school leaders while addressing challenges;
- the importance of truly knowing a school community (makeup, history, pockets of leadership) to move a school through challenges;
- to evaluate the level of equity-based decision making occurring at their own school site;
- to evaluate their own level of preparedness to handle high profile challenges while maintaining integrity; and,
- the effectiveness of using Habits 1, 2, and 6 when responding to crisis.

**Nevada Association of School Administrators (NASA)**  
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Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Tuesday, January 21, 2025**

**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: Team Building Through the Foundation of the 7 Habits**

Robert Mars, President, and Founder, Robert Mars & Associate and Former Associate Superintendent, Clark County School District, Nevada

This CEEI session will address how leaders can enhance team building using the seven (7) habits. CEEI participants will engage in an interactive discussion about being proactive to achieve effectiveness.

**Wednesday, January 22, 2025**

**4:30 PM - 7:30 PM**

**CEEI IX Session - The Leader in Me: The Impact of the 7 Habits on Student Achievement**

Dr. Jesse Welsh, Chief Executive Officer, Nevada State High School and Former Superintendent of Schools, Arizona

The outbreak of the novel coronavirus (COVID-19) has affected many areas of human life. It has brought about massive changes to the educational sector as institutions worldwide were forced to close and students were required to learn from home via online learning. Students were reported to display reluctance and lack of motivation during the online lessons which led to a negative impact on their academic performance during the pandemic. This CEEI session aims to explore the impact of Stephen Covey's *7 Habits of Highly Effective People* on students' academic performance.

**In-Class Group Reflection: 7:00 PM – 7:30 PM**, facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions.



**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Saturday, January 25, 2025  
9:00 AM - 3:30 PM**

**In-Class Group Reflection: 9:00 AM – 9:30 AM**, facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions. (***Mindfulness and Mental Well-being Activity.***)

**CEEI IX Session I, 9:30 AM-12:00 PM - The Leader in Me: Building Your Leadership Pipeline**

Adam Lane, Principal, and Founder of Leading Lane Consulting

This session will share the journey of building a positive school climate via the presenter's experience. The session will focus on the seven (7) habits and the impact of the habits when assisting others to reach their leadership goals. The session will also address how personal and professional achievement is achieved by those who adopt the habits.

**CEEI IX Session 2, 1:00 Pm-3:00 Pm - The Impact of the 7 Habits via an Equity Mindset, Part II**

Tiffany Young, Director, Department of Defense, High Sierra STARBASE PROGRAM and Former Equity and Diversity Director, Washoe County, Nevada

This session is a continuation of the January 14<sup>th</sup> CEEI, addressing the impact of the 7 habits regarding an equity mindset. Participants will receive information that will assist with learning to take initiative, develop a mission, vision, and values within your organization from an equity mindset. This CEEI session will address one essential question:

- *How do we build the capacity and expertise of educational leaders to equip them to enhance a culturally responsive teaching and learning environment?*

**In-Class Group Reflection: 3:00 PM – 3:30 PM**, facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions. (***Mindfulness and Mental Well-being Activity.***)

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**Wednesday, January 29, 2025**

**4:30 PM - 7:30 PM**

**CEEI IX Session 1, 4:30 PM - 6:30 PM - The Leader in Me: Tips to Drive Powerful Conversations**

Dr. Summer Stephens, Former Superintendent of Schools, Churchill School District, Nevada

This session will emphasize and share best practices regarding Habit 5, listening actively and with empathy. The session will focus on the difference between hearing people and active listening and how this can be achieved via Habit 5.

**CEEI IX Session 2, 6:30 PM – 7:30 PM - The Leader in Me: Educational Equity and the 7 Habits**

Dr. Rose Owens-West, Equity Project Director, Western Educational Equity Assistance Center

The seven (7) habits can support educational leaders as they strengthen the school community to promote educational equity. This session will share best practices about building a more inclusive and equitable teaching and learning environment through *The 7 Habits of Highly Effective People*.

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Saturday, February 1, 2025**  
**9:00 AM - 3:30 PM**

**CEEI IX Session - The Leader in Me: The 7 Habits and the Role of a School District Superintendent**

- **9:00 AM – 9:30 AM - In-Class Group Reflection** facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions.  
*(Mindfulness and Mental Well-being Activity.)*
- **9:30 AM – 10:30 AM** - Dr Zachary Robbins, Marysville School District, Marysville, Washington
- **10:30 AM – 11:00 AM - In-Class Group Reflection** facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions.
- **11:00 AM – 12:00 PM** - Dr. Debbie Brockett, McMinnville School District, Oregon
- **1:00 PM – 2:00 PM** - Sean Buchanan, School District Superintendent, Geary Public Schools, Oklahoma
- **2:00 PM – 2:30 PM - In-Class Group Reflection:** facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions.
- **2:30 PM – 3:30 PM** - Dr. John Anzalone, School District Superintendent, Camas, Washington

CEEI participants will have the opportunity to learn and interact with various School district Superintendents about their role regarding the seven (7) habits.

**Tuesday, February 4, 2025**  
**4:30 PM - 7:30 PM**

**CEEI IX Session 1, 4:30 PM - 6:00 PM - The Leader in Me: Enhancing Mindfulness and Mental Well-being for Adults**

Trish Tutton, Author, and Mindfulness Educator

After years of working in cultures where stress and burnout were seemingly the only way to success, Trish suffered a shocking loss and things became clear: stress is unavoidable, but it does not have to dictate our lives. As a speaker and mindfulness teacher, Trish has taught the skills to become UNSHAKABLE and THRIVE amidst change and challenge to over 10,000 people across North America. She is passionate about helping folks become more resilient and less stressed with simple but impactful mindfulness techniques. This CEEI session will focus on the experiences of the presenter and how she used SEL practices and mindfulness to overcome challenges. The presenter will also emphasize the importance of self-care, so participants are able to better serve students.

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Tuesday, February 4, 2025 (continued)**  
**4:30 PM - 7:30 PM**

**In-Class Group Reflection: 5:30 PM - 6:00 PM**, facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions. (*Mindfulness and Mental Well-being Activity.*)

**CEEI IX Session 2, 6:00 PM - 7:30 PM - The Leader in Me: Family and School Partnerships**

Dr. Rochelle Hooks, Education Department Chair, College of Southern Nevada

This CEEI session will share the impact of using the seven (7) habits to create a true partnership between families and school staff. The session will also focus on strategies for equitable family engagement. The principles of family engagement and community partnership will be addressed and how the seven (7) habits can enhance the partnership.

**Tuesday, February 11, 2025**  
**4:30 PM - 7:30 PM**

**CEEI IX Session 1, 4:30 PM – 6:00 PM - The Leader in Me: Enhancing Psychological Safety, Part I**

Bob Gerye, Leader of the EdExcellence Group

Psychological safety, a positive climate and culture is recognized as a key differentiator in successful team performance and a fundamental component for respect. Education leaders must understand psychological safety because it can help to create an environment where their staff and students feel safe to take risks and learn from their mistakes. When individuals have psychological safety, they feel included, valued, and respected. This session will dive into some of the ways to create a psychologically safe environment by incorporating the seven (7) habits.

**In-Class Group Reflection: 6:00 PM – 6:30 PM**, facilitated by Dr. Greta Peay and the Primary CEEI IX Session Leader using guiding reflection questions.

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Tuesday, February 11, 2025 (continued)**

**4:30 PM - 7:30 PM**

**CEEI IX Session 2, 6:30 PM – 7:30 PM - The Leader in Me: Enhancing Psychological Safety, Part II**

Leonardo Amador, Principal, Clark County School District, Nevada

This segment of the CEEI February 11<sup>th</sup> session. It is a continuation of addressing the impact of the seven (7) habits regarding psychological safety. CEEI participants will hear information from the presenter via a school-site principal's lens about the impact of the seven (7) habits related to psychological safety. This CEEI session will address one essential question:

- *What is your role as an educational leader to enhance psychological safety in the teaching and learning environment?*

**Wednesday, February 12, 2025 - FINAL CEEI IX SESSION**

**4:30 PM - 7:30 PM**

**CEEI IX Session 1, 4:30 PM - 5:30 PM- The Leader in Me: Why it Matters for the 21<sup>st</sup> Century Educational Leader**

Dr. Tammy Malich, Director of Youth Development and Social Initiatives, City of Las Vegas

Dr. Malich will summarize the CEEI IX sessions and the importance of the seven (7) habits for both an educational institution and a non-educational organization. This session will also share the impact of using the seven (7) habits and why it is **crucial** for 21<sup>st</sup> Century educational and non-educational leaders to understand and display these habits as leaders.

**In-Class Final Group Assignment: 5:30 PM – 7:20 PM**

Submit Assignment Reflection (One to two-page, double-spaced reflection).

The final group written reflection is due on **Wednesday, February 12, 2025**, and will be completed during the CEEI Session.

Participants will submit a **1–2-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?

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Wednesday, February 12, 2025 - FINAL CEEI IX SESSION  
4:30 PM - 7:30 PM**

**In-Class Survey Completion: 7:20 PM- 7:30 PM**

Participants will complete a CEEI IX survey via a Google Survey Link.

- [https://docs.google.com/forms/d/e/1FAIpQLSfRMcuF6wH41DWeIWbzxez9mq4riSzohDiTcogsZy4OSdlQwg/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSfRMcuF6wH41DWeIWbzxez9mq4riSzohDiTcogsZy4OSdlQwg/viewform?usp=sf_link)

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies - Session Leaders**



**Rosanne Richards, Director College, Career, Equity, and School Choice Unit and President Elect, Nevada Central Office Association, Nevada**

I am Rosanne Richards and currently serve as the College, Career, Equity, and School Choice Unit Director. I have been with the Clark County School District since August 2003, and always put the needs of students at the forefront of my work. I began teaching at the elementary level and moved to middle school early in my career. I taught middle school English Language Arts and Publications for several years at Molasky Junior High School.

I worked for the Southern Nevada Regional Professional Development Program as an English Language Arts Secondary Literacy Trainer and then became a Dean of Students at the middle school level in August 2012. After serving as a Dean of Students, I joined the Instruction Unit as a Coordinator and then served as the Academic Unit Director. Additionally, working in central office and in the field, I know the importance of supporting schools at all levels with a first-rate balance of leadership. Additionally, working in central office and in the field, I know the importance of supporting schools at all levels with a first-rate balance of leadership.



**Wanda Washington, Recruiting Projects Coordinator, Washoe County School District, Nevada**

Wanda V. Washington holds an M.Ed. with an emphasis in Administration and Supervision and possesses an endorsement in gifted and talented education. Previously served as the Program Coordinator for the Gifted and Talented Education Programs with the Washoe County School District (WCSD) in Reno, Nevada, Ms. Washington currently serves as a Central Office Administrator/Recruiting Projects Coordinator with the Human Resources – Talent Acquisition Division. Ms. Washington’s leadership includes serving as a District Curriculum Specialist in Kentucky, Assistant Principal/Principal in Tennessee, High School Principal, and Principal on Special Assignment serving with the directors of CTE, SPED, GT, and Behavior.

Ms. Washington served as the lead for the WCSD Gifted and Talented Advisory Panel (GTAP) sub-committees for curriculum development, policy and regulation development for gifted education, a member of the WCSD Equity and Diversity Task Force

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies - Session Leaders (Continued)**

Development Committee, Ms. Washington has been a guest speaker and co-presenter at local, state, and national conferences. Ms. Washington actively advocates, partners, and collaborates with the legislature, national organization leaders, the school board, universities, community leaders, donors, fellow administrators, teachers, and students to provide funding and implementing the changes necessary for the success of gifted programming.

**Biographies – Presenters**



**AJ Adams, Principal, Clark County School District, Nevada**

For nearly 25 years, AJ Adams has dedicated his life to serving the nation's 5<sup>th</sup> largest school district, the Clark County School District. Throughout his career, he has been afforded a multitude of opportunities including teaching special education, serving as a K-12 Principal, Associate Superintendent, and lobbying Legislators as an education advocate.

As President of NASA, AJ has extensive experience collaborating with the community, local government municipalities, and state legislators to develop meaningful partnerships to provide cutting edge leadership development integrated with his passion of coaching and mentoring leaders. AJ is a graduate of the Harvard Business School Public Education Leadership Program, an alumnus of the PEF Executive Leadership Academy, an alumni of NASA's CEEI, and most recently he obtained a Certificate in Educational Finance through Georgetown University and is a Certified Executive Mindpower Coach. Additionally, he is a Nationally Certified NAESP Principal Mentor and serves on the CCASAPE Board. Currently, he is the instructional leader of a large, urban high school in Las Vegas, and he has two children of his own who both attend schools in Clark County.



**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Leonardo Amador, Principal, Clark County School District**

Leonardo Amador is in his twenty-sixth year in education and in his seventh year as Principal at Von Tobel Middle School in Las Vegas, NV. Leonardo has served in multiple roles as support staff, licensed and administration during his career in the Clark County School District. His school serves approximately 1,000 sixth through eighth-grade students in a predominantly low socioeconomic neighborhood located in the northeast part of the Las Vegas valley. Leonardo received his B.A. in Special Education and M.A. in Educational Leadership from the University of Nevada, Las Vegas. In 2019, Leonardo received recognition by Clark County Commissioners as an Outstanding Latino in Education. He has been married for twenty-three years to a fellow special education teacher and has three wonderful kids that all attend schools in Clark County School District.



**Dr. John Anzalone, Superintendent, Camas School District, Washington**

Dr. John Anzalone develops, implements and maintains strategic planning processes for district functions, assures laws and regulations of the Office of Public Instruction for the State of Washington and the district are faithfully executed, assists the Board in the identification of student achievement goals and implements programs designed to achieve and evaluate progress toward meeting those goals, supervises the development of systems for budget development, participates in all board meetings by assisting the board in the development of the meeting agenda, by preparing background materials and analyses of issues brought to the board, and by preparing recommendations on all issues brought to the board for decisions. Dr. Anzalone holds an Ed.D. in Educational Leadership. He also has a master's degree in administration, and a BA in Elementary.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Dr. Debbie Brockett, Superintendent. McMinnville School District, McMinnville, Oregon**

Dr. Debbie Brockett was named superintendent of the McMinnville School District in March 2021. She comes to the district from Clark County School District in Nevada, where she most recently served as a Region Superintendent, overseeing 108 PK-12 schools, including two Career and Technical Academies, a virtual learning academy, and several magnet schools. She began her career in Clark County School District, where she was a special education teacher and coach. She then moved into administration and served as dean of students, assistant principal, and principal. As the principal of Las Vegas High School, she improved the Advanced Placement course offerings, increased the career and technical pathways, and consistently increased the graduation rate for all student groups.

Dr. Brockett has been active in improving student achievement at the school, district, and state level and served on various boards and associations. She also extends her passion for teaching to National University, where she is an adjunct professor in the school leadership and special education departments.



**Sean Buchanan, Superintendent, Geary Public Schools, Oklahoma**

Sean Buchanan is an author, international speaker, consultant, and public-school superintendent. He has become a leading expert in forming connections with and motivating educators through leveraging the power of human connection. His student-first philosophies have been presented to, and implemented by, thousands of educators both nationally and internationally. Mr. Buchanan was born and raised in Oklahoma and has dedicated his life to inspiring educators and driving student achievement.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Dr. Tyron Burton, Founder of Passion Drive Leadership**

Dr. Tyron Burton is an author, international speaker, consultant, and Founder of Passion Driven Leadership. With over 40 years' experience in education Dr. Burton is recognized and sought after as a proven leader in education. He has served as a Distinguished Principal, mentoring other Principals in his proud state of Louisiana. He has worked as a School Turnaround Specialist, successfully helping, and supporting Principals in turn around schools in Louisiana, Florida, Georgia, Cayman Island and Connecticut. He has served as an adjunct professor teaching aspiring principals to lead.



**Tracy Fisher, Former Social Emotional Academic Development Specialist, Nevada**

Tracy Fisher is an M.Ed. in special education, general education, and administration. She was a former Social Emotional Academic Development Specialist in the Office for a Safe and Respectful Learning Environment at the Nevada Department of Education.

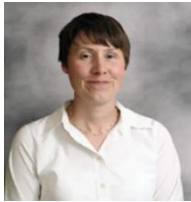
Tracy is a native Nevadan who was born in Reno and raised in Gardnerville. She recently retired from a 30-year career in the Washoe County School District where she served children K-12th as a teacher, transition specialist, dean, assistant principal, and principal.

Her greatest learning experiences have come from her students, and her two sons, Connor, and Brandon.

Tracy believes there is nothing more rewarding than empowering our youth to be the best they can be.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Heidi Gavrilles, Principal, Bohach Elementary School, Nevada**

Mrs. Gavrilles has served in the Washoe County School District for 24 years. She has led three different schools and served as a central office principal on special assignment working with capital projects. She has also worked as an adjunct faculty with the University of Nevada, Reno for five years. Her current school has been among the highest achieving elementary schools in the state and district over the four years it has been open. She believes that public education is essential to the social and economic prosperity of our communities.



**Bob Gerye, Leader of the EDEXcellence Group**

Bob Gerye, Leader of The EdExcellence Group, brings over 50 years of experience to schools, as a building principal and a district leadership development administrator for the 5th largest school district in the U.S. Honored as an NASSP Principal of the Year, Washburn University Alumni Fellow, Jeffrey Lawrence International Award for Leadership in Arts Education, Las Vegas Chamber of Commerce Community Achievement Award for Education, and the Clark County School District Education Hall of Fame, Bob is known as an innovator and designer of unique school programs and reforms. In addition, he has developed, mentored, and coached hundreds of new administrators via his university teaching experience in Masters' programs for educational administration, educational consulting services, and advisory programs for middle and high school advisory curriculum. "Changing the world, one school at a time!"

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Dr. Peter Gorman, Former Superintendent, Charlotte-Mecklenburg School System, President and Chief Executive Office of Peter Gorman Leadership Associates, LLC., Charlotte, North Carolina**

Dr. Peter Gorman is Superintendent in residence with the District Administration Leadership Institute with more than 30 years of experience in education and business. He is also Chief in residence with Chiefs for Change guiding the Future Chiefs program working to build a pipeline of “Future Chiefs” for states and districts. He is the author of the book “Leading a School District Requires Clarity, Contact, and Candor. An Aligned System to Increase Student Achievement at Scale.”

Dr. Gorman’s career began as a second-grade teacher in Orlando, Florida. He worked as a teacher, principal, and district-level administrator in Orange, Seminole and Osceola counties in Florida before becoming superintendent of schools in Tustin, California. In 2006, Dr. Gorman became superintendent of Charlotte-Mecklenburg Schools in North Carolina. Under his leadership, the district won the 2011 Broad Prize in Urban Education, which recognizes increases in student achievement gaps. Twenty members of the Charlotte Mecklenburg Leadership Team during his tenure have been appointed as superintendents nationally.



**Scott Hensley, Google Workspace Administrator and Google Certified Trainer**

With an impressive three-decade tenure, I have dedicated my career to the education and advancement of literacy technology. My journey has allowed me to collaborate with a diverse audience, including students, educators, administrators, and business leaders, both locally in Southern Nevada and on a national scale.

As a certified Google Trainer, my mission is to equip schools, school districts, and individuals with transformative knowledge in information literacy and innovative educational technology. I have honed my skills in delivering engaging instruction that empowers learners to thrive in the digital age.

I am a Google Workspace Administrator consultant. I partner with numerous nonprofit organizations to optimize their digital workflows and enhance productivity.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**

My commitment to lifelong learning and passion for technology-driven education continue to drive my career. I look forward to connecting and collaborating with like-minded professionals who share my vision for empowering individuals and organizations through the effective use of technology.



**Jeffrey Hernandez, Chief Executive Officer and Founder, National Academic Education Partners**

With a successful track record of transforming more than 57 low performing schools and improving the quality of teaching and learning at every stage of his 25-year career as a district and school educator and leader, Mr. Jeffrey J. Hernandez brings his diverse experience and unique methods into every facet of school improvement with an unparalleled commitment to children and schools. Mr. Hernandez began his career in Miami-Dade County Public Schools in 1988 as a school secretary and quickly rose through the educational ranks as a teacher, assistant principal and principal in multiple settings including elementary and secondary schools. He continued his transformational career as Miami-Dade's Regional Administrative Director for Curriculum and Instruction where he oversaw the operations and reform of 62 schools and dramatically improved student achievement on a systematic level that resulted in 20 low-performing schools improving their school performance grade under Florida's A+ Plan and No Child Left Behind Accountability System. He was then appointed as State Regional Director of the Florida Department of Education and spearheaded the implementation of key strategies including data-driven instructional decision-making and the selection of enrichments and interventions needed to increase student performance. This resulted in 15 out of 16 State Intervene Schools improving their school performance under Florida's Differentiated Accountability Plan. In 2008, he returned to the district level as the Chief Academic Officer of Palm Beach County, the 12th largest school district in the nation, where he oversaw the instructional operations of 210 schools and transformed 10 struggling schools into high performing educational institutions, most of them becoming A's and B's under Florida's Accountability Program.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Kent Julian, Certified Speaking Professional (CSP)**

Kent Julian is a lot of things... family man, champion swim coach, **CSP** professional speaker, fish taco lover, and proud bald guy. Yet, this has not always been the case. Kent started out as an at-risk child with severe learning challenges and SAT scores so low that he had to take Development Studies just to get into college—on probation. Now, with his expertise in leadership, corporate culture, and employee engagement, he is privileged to speak, write, and consult leaders and teams all over the country on what it takes to create what he calls “DREAM-to-DO” culture.



**Adam Lane, Principal, Haines City Schools, Florida**

Adam Lane has worked in K-12 public education since 1995. Sixteen of these years at the high school level, eight years at the middle school level and one year at the elementary level. In that time, he has held various positions, including teacher, department head, athletic coach, athletic trainer, athletic director, assistant principal, International Baccalaureate coordinator and principal. He was selected as the 2022 National K-12 Dive Principal of the Year, 2022 Florida National Association of Secondary School Principals (NASSP) Principal of the Year, is the President for the Florida Association of Secondary School Principals (FASSP) and serves as an Educational Consultant & Presenter for Leading Lane.



**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Robert Mars, President and Founder, Robert Mars and Associates, Nevada**

Robert Mars began his 30-year career in education serving as a middle school and high school math teacher in the Clark County School District. He then worked as a dean of students and assistant principal before being promoted to middle school principal and then a high school principal. After serving as a principal for ten years, Robert was promoted to an Associate Superintendent where he supervised 25+ schools, over 30,000 students, and a combined budget of over \$200 million. Robert spent the final two years of his career in CCSD, going back to his roots, as a high school principal.

Throughout his career, Robert has served on the boards of the Nevada Association of School Administrators, Clark County Association of School Administrators and Professional Employees, and Secondary School Principals Association of Nevada. He also served as the Nevada State Coordinator for the National Association of Secondary School Principals. He has remained actively involved in the legislative process and travels to Carson City as well as Washington DC on behalf of educators to speak with elected officials and advocate for increased educational funding. Most recently, Robert served on the Nevada's State Superintendent of Instruction Blue Ribbon Commission and currently serves on the Nevada Competency Fellowship. Upon his retirement from CCSD, Robert founded and is the President of Robert Mars & Associates which provides consulting, training, and professional development to schools and works with businesses and non-profit organizations interested in expanding their footprint in education. He also works with Westar as an Assessment Coordinator for NAEP.



**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Kevin McPartlin, Assistant Superintendent, Clark County School District, Nevada**

Originally from Detroit (MI), Kevin McPartlin moved to Nevada in 1997 and began his career teaching all levels of math at Las Vegas High School in east Las Vegas. During his twenty-five years in education, he has had the privilege of working with students and communities in every corner of the Las Vegas valley. Now, in his sixteenth year as a principal, he is the longest serving high school principal in the 5<sup>th</sup> largest school district in the country.

In 2011, McPartlin was named principal at Arbor View High School in northwest Las Vegas. Kevin focuses on achievement gaps between subgroups and promoting initiatives related to inclusion and equity for all students. As part of these efforts, McPartlin implemented an Advisory Program to promote positive relationships, personal wellness, and life skills. He removed structures and processes that potentially hindered students from accessing higher level courses and programming. He currently serves as the Assistant Superintendent, Education Services Division, Clark County School District, Las Vegas, Nevada.



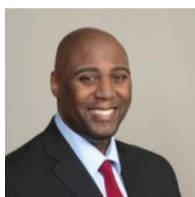
**Dr. Shanate Porter, Counselor, Clark County School District, Nevada**

Dr. Shanate Porter is an educational leader in the Clark County School District, serving as a Professional School Counselor at Edwards Elementary School. As a school counselor, she works to maximize student success, promoting access and equity for all students. With over 11 years of professional experience in the education system, Dr. Porter has served in multiple settings such as residential-based school settings, as a specialty classroom teacher, and in traditional school settings. Dr. Porter received her bachelor's in psychology at Georgia State University, and working as a Pre-K teacher she received her Master's in School Counselor at Mercer University. As she worked as a

**Nevada Association of School Administrators (NASA)**  
**Center for Educational Excellence (CEEI) IX**  
Educational Leadership for 2024 - 2025: The Leader in Me  
**Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**

School Counselor in both traditional school settings and transitioned to the residential school setting, she realized that she had a calling to build equity in educational systems nationwide and went back to Mercer University to graduate with her second Masters of Education specializing in Educational Leadership.



**Dr. Zachary Robbins, Superintendent, Marysville School District, Washington**

Dr. Zachary Scott Robbins is the Superintendent of the Marysville School District in Washington State and the author of [\*Restorative Justice Tribunal and Ways to Derail Jim Crow Discipline in Schools\*](#). He has “turned around” schools in Boston and Las Vegas and is honored to be the 2022 Nevada High School Principal of the Year. Dr. Robbins was the 2021 City of Las Vegas African American Trailblazer in Education Award Recipient, and in 2021 he was the President-Elect of the Secondary School Principals Association of Nevada. He publishes [commentary and news articles for various media outlets](#) and makes frequent radio and television appearances to discuss politics and education.

Dr. Robbins and his team established the first restorative justice program in Nevada. His school was a training hub in restorative practices for Nevada educators. He coached state leaders in restorative practices on behalf of the Nevada Department of Education and informed education policy development. Dr. Robbins continues training teachers and school leaders in restorative practices through online courses he has developed and through occasional consulting engagements.

Articles by and about Robbins

- <https://www.lasvegasnevada.gov/News/Blog/Detail/2021-african-american-trailblazer-service-awards-winners>
- <https://www.k12dive.com/news/learning-policy-institute-outlines-strategies-to-improve-equity-through-res/609205/>

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Dr. Samuel Scavella, Assistant Superintendent, Clark County School District, Nevada**

Dr. Scavella's work has been recognized and featured in various publications. Additionally, he has contributed as a guest writer for educational books, sharing his insights and expertise with a broader audience. Currently, Dr. Scavella serves as Assistant Superintendent in the Equity and Diversity Education Department in the Clark County School District. He leads efforts to promote equity, diversity, and inclusion across the district. His focus remains on nurturing and challenging children and youth to unlock their potential and develop essential qualities such as kindness, honesty, productivity, and service. With his extensive experience, commitment to student success, and emphasis on equity and diversity, Dr. Scavella plays a critical role in driving positive change within the district and ensuring that every child has an opportunity to thrive and achieve in school environments that are conducive for learning.



**Dr. Summer Stephens, Former Superintendent, Churchill County School District, Nevada**

Dr. Summer E. Stephens, former Superintendent for Churchill CSD & Past-President of the Nevada Association of School Superintendents (NASS); Serves on the Nevada State Board of Education; 2023 Nevada Superintendent of the Year

Summer engages staff, students, and the community in collaborative conversations and activities designed to promote excellence and innovation. With a passion for personalized learning, Summer has successfully implemented systems of blended and online learning, voice and choice, self-paced learning, project-based learning, and design thinking. A specific focus of her work has included bridging the gap between courses traditionally identified as core and CTE, working to ensure that systems have opportunities and pathways for all students to engage in future-ready work. She is a strong advocate for schools at the state and national level, collaborating with legislators to ensure equitable funding and opportunities for learners, and the community.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Byron Stringer, Retired Police Officer, Chief Executive Officer and Founder, Vision Theatrical Foundation**

R. Byron Stringer is a creative playwright, who uses challenging experiences that he has witnessed as a 26-year police veteran of the Las Vegas Metropolitan Police Department. He brings awareness about the troubles our youth go through daily. Byron taught the D.A.R.E Program (Drug Abuse Resistance Education), the G.R.E.A.T Program (Gang Resistance Education and Training) and for 12 years collaborated with teachers in the Clark County School District. From working Patrol, Recruiting and Undercover, he said it is hard to summarize all that he has amassed on paper and said it is far easier to show it in the passion in which he serves people.

For over three decades Mr. Stringer has been credited for saving the lives of thousands of young people who were in desperate situations. R. Byron Stringer, the founder of Vision Theatrical Foundation Inc. helps our kids make better choices by using the message of the Toe Tag Monologues. “*The Toe Tag Monologues uses drama to help kids get through their own drama.*” R. Byron’s goal is to take the Toe Tag Monologues into Schools, Juvenile Detention Centers, and communities across our country.



**Dr. Jesse Welsh, Chief Executive Officer, Nevada State High School**

Dr. Jesse Welsh currently serves as the Chief Executive Officer of Nevada State High School, a public early college charter school with nine campuses across the state of Nevada. He has been in K-12 education for over 28 years in a wide variety of roles. He is a graduate of Ithaca College, where he earned a B.A. in secondary mathematics education, and a graduate of the University of Nevada Las Vegas, where he earned both his M.A. and Ph D.Ed. in K-12 Leadership.

**Nevada Association of School Administrators (NASA)  
Center for Educational Excellence (CEEI) IX  
Educational Leadership for 2024 - 2025: The Leader in Me  
Saturday, October 12, 2024 - Thursday, February 12, 2025**

**Biographies – Presenters (Continued)**



**Jackie Wyett, Principal, Clark County School District, Nevada**

Jackie Wyett currently holds the position of Principal at Lois Craig Elementary School. As she embarks on the upcoming 2024-2025 school year, it will mark her third year serving as a principal and her sixth year working in administration. Her journey in education began in the academic year of 2013-2014. Lois Craig Elementary is distinguished as a Leader in Me school, where the principles of the 7 habits of highly effective people and students are integrated into daily practice. Jackie attributes her swift progression into administration to her unwavering passion for enhancing the lives of all students and her commitment to instigating impactful changes within the school district. Jackie Wyett has earned a bachelor's degree in business administration, as well as master's degrees in Elementary Education and Administration and Supervision.



**Dr. Cynthia Glover Woods, Educational Consultant and Former Chief Academic Officer, Riverside County Office of Education, California**

Cynthia Glover Woods has served California districts located in Los Angeles County and Riverside County. She has worked as an instructional assistant, teacher, curriculum specialist, principal, professional development coordinator, curriculum director, and assistant superintendent of instructional services. She also served as the Chief Academic Officer of the Riverside County Office of Education, a position she held until her retirement. As chief academic officer, she led the county office's Educational Services division with a focus on equitable learning environments, student academic achievement, and post-secondary readiness. She facilitated the provision of services to school districts and charter schools in the areas of curriculum, data and assessment, educational technology, equity and access, college readiness, teacher, and administrator credentialing.

Dr. Glover Woods currently serves as a member of the California State Board of Education. She is also a member of the College Board National Academic Assembly and serves as a board member for multiple community-based organizations and committees.

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**Biographies – Presenters (Continued)**



**Tony York, Director of Safety, Academica Nevada**

Tony York is the Director of School Safety for Academica Nevada (2018 – current). Academica is a service provider for Public Charter Schools. Prior to joining Academica, he worked 28+ years with the CCSD Police Department. Serving 25 years in the Command Staff, Tony progressed through the duties and ranks of the Department before Honorably retiring as a Police Captain in 2018. He has over 35 years of experience in Nevada School Safety.

He has extensive experience in training (teaching), community-oriented policing, emergency management, firearms, school safety, special events, policy/procedure development, school administrator leadership, threat assessment and crisis response. He is a veteran of the United States Air Force, holds a master's degree (Public Administration), a Bachelor of Arts Degree (Criminal Justice), and associate degree (Industrial Security).



**Dr. Tiffany Young, Director, Department of Defense, High Sierra STARBASE Program**

Dr. Young is a mother of two beautiful children, KaPreace (25) and Anthony (20). She is an advocate for families, community, young women, and education. As a resident of the Reno/Sparks community for over 25 years, she has been a spokesperson for the community, diversity and equitable practices, student achievement, and community and economic development. She is a public speaker, trainer, business owner, workshop facilitator and community collaborator at heart. Ms. Young is the former Director of Equity and Diversity for the Washoe County School District (WCSD) and has recently been appointed the Program Director for the Department of Defense High Sierra STARBASE program. Her work has been within systems to support and clarify the role of Equity and cultural competency interwoven into all schools, departments, and systems.

She leads work around programs and policies that must addressed through an equitable and culturally responsive lens, as well as creating and facilitating professional learning around Equity and Cultural Competency and owns her own consulting business, Tiffany Young Consulting LLC. Dr. Young is a Fulbright Specialist with U.S. Department of State, Bureau of Educational and Cultural Affairs.

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