

## **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.

### **Southern Nevada Regional Leadership Summit**

#### **Targeted Statewide Audience**

The Institute proposes funding a Southern Nevada Regional Leadership Summit during the 2025-2026 school year. Education leaders, business/community leaders, and advocates from across the state may select to attend the summit. The summit will offer topics that are most relevant to 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 75 participants will attend the Northern Nevada Regional Leadership Summit in-person.

#### **Scope of Work**

The Institute staff is working with the Southern Nevada Regional Professional Development Program to determine areas of need and topics of interest that would be most relevant to educators and education advocates in Nevada. Additionally, the Institute is engaging these stakeholders in developing an overall theme for the Southern Nevada Regional Leadership Summit. The proposed one-day summit will focus on the theme *Artificial Intelligence and the Future of Schoolwide Literacy*. The Institute will then work 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.

While 2025-2026 topics have been tentatively determined awaiting further feedback and collaboration with SNRPDP, this proposal includes sample materials from a previous summit held during the 2021-2022 school year in Elko, Nevada. While some of the details will change, the samples provide a format of scope for consideration.

The proposed budget for the Southern Nevada Regional Leadership Summit is \$18,792.00. This includes instructional and support services: Keynote/guest speaker(s) \$7,000; Lead and support project personnel (Institute) \$7,658; third party evaluation services \$1,250; travel expenses \$2,400; and Summit materials, including books requested by speaker(s) \$484.

#### **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

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.

### **Leadership Alumni Networking Opportunities**

#### **Targeted Statewide Audience**

The Leadership Institute of Nevada has over 400 Executive Leadership alumni (administrators) and over 400 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 nationally recognized authors and 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 Geoffrey L. Cohen, Stanford Professor and Author of *Belonging: The Science of Creating Connection and Bridging Divides* and Michael Horn, Co-Founder and Fellow at the Clayton Christensen Institute for Disruptive Innovation, Professor at Harvard, and Author of *Reopen to Reinvent: Creating Schools for Every Child*.

Geoffrey Cohen Outcomes:

- **Deepen Understanding of Belonging:** Equip participants with research-based insights into how belonging influences student achievement, educator well-being, and school culture.
- **Identify Barriers to Connection:** Support participants in recognizing systemic, cultural, and interpersonal practices that contribute to feelings of exclusion or disconnection in schools.
- **Apply Practical Belonging Strategies:** Introduce evidence-based techniques (such as affirming feedback, perspective-taking, and inclusive rituals) and guide participants in adapting them for their local contexts.
- **Strengthen Inclusive Leadership:** Explore how leaders can cultivate cultures of trust and psychological safety that bridge divides across race, culture, and generational differences.

- **Engage in Reflective Practice:** Provide interactive opportunities for participants to examine their own experiences of belonging and exclusion, and to connect those reflections to their professional roles.

Michael Horn Outcomes:

- **Examine Systemic Assumptions:** Support participants in identifying outdated practices and assumptions within their schools and districts that limit student learning and well-being.
- **Apply Reinvention Frameworks:** Introduce participants to Horn's practical models (such as mastery learning, discovery-driven planning, and threat-rigidity vs. opportunity) and guide them in applying these frameworks to local challenges.
- **Strengthen Culture and Safety:** Explore how redesigning structures and expectations can build cultures of psychological safety, relational trust, and improved well-being for both students and educators.
- **Foster Collaborative Innovation:** Create opportunities for educators and leaders to work in small groups, testing Horn's ideas against real challenges, and co-developing strategies for sustainable reinvention.

The proposed budget for the Leadership Academy Alumni Network convenings is \$31,208.00. This includes instructional and support services: Keynote/guest speaker(s) \$7,000; Lead and project support personnel \$7,658; Venue rental (two venues) \$15,000; and, third party evaluation services \$1,250.

### **Assessment of the Scope of Work**

The Institute will contract with third party evaluators to assess the overall effectiveness of the Summit and Convenings and their 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 Alumni events 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 Summit and Convenings will be generated, analyzed and provided by a third party evaluator so that overall effectiveness is impartial and comprehensive.

**Proposed Budget**

The proposed budget for the Leadership Academy Alumni Network convenings and Summit is \$50,000.00. This includes instructional and support services: Keynote/guest speaker(s) \$24,250; Lead and project support personnel \$19,250; Venue rental \$2,500; supplies \$1,000; staff travel \$500; and, third party evaluation services \$2,500.

**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).