

NEVADA DEPARTMENT OF EDUCATION
SB 497 ADVISORY TASK FORCE ON
SCHOOL LEADER MANAGEMENT

THURSDAY, AUGUST 23, 2018, 1:00 PM

MEETING LOCATIONS:

Office	Address	City	Meeting Room
Department of Education	9890 S. Maryland Pkwy	Las Vegas	Board Room (2 nd Floor)
Department of Education	700 E. Fifth St	Carson City	Board Room

SUMMARY MINUTES OF THE REGULAR MEETING (*Video*

Conferenced)

ADVISORY TASK FORCE MEMBERS PRESENT:

In Las Vegas:

Joyce Woodhouse
Robert Blakely
Dana Bickmore
Zac Robbins
Edgar Flores

In Carson City:

David Carter
Lisa Krasner
Phil Sorensen

Via Telephone:

Adam Young

DEPARTMENT STAFF PRESENT:

In Las Vegas:

Dena Durish, Deputy Superintendent
Kathleen Galland-Collins, Education Programs Supervisor
Kim Bennett, Administrative Assistant

In Carson City:

None

LEGAL STAFF PRESENT:

Senior Deputy Attorney General David Gardner

AUDIENCE IN ATTENDANCE:

In Las Vegas:

Kim Mangino, Clark County School District
Meredith Smith, Nevada Succeeds
Bill Garis, CCASA
Lisa Rustic, Clark County School District
April Key, Clark County School District
Jeff Geihs, Nevada Association of School Administrators
Jana Wilcox-Lavin, Opportunity 180

Carson City:

Kimberly Smerkers Bass, NSHA Coalition
Mary Pierczynski, NASS

Agenda Item # 1 – Call to Order; Roll Call; Pledge of Allegiance

Chair Woodhouse called the meeting to order at 1:05 pm.

Roll call was taken and is reflected above. It was determined that quorum was met.

Chair Woodhouse led the Pledge of Allegiance.

Agenda Item # 2 – Public Comment #1

Carson City:

Dr. Steve Canavero, NDE Superintendent of Public Instruction, provided public comment to speak to agenda items 7, 8 and 9. He stated that very early after the Legislative session, this Task Force was created. The Department had an obligation under AB469 to review the responsibilities, skills and competencies necessary to serve as a principal under the reorganization of the Clark County School District. He hopes that as this body discusses agenda items 7, 8 and 9, and as support and additional direction may be needed, he says to please relay that to his team and Deputy Superintendent Dena Durish, and we will work to help support you on those particular recommendations. He does see a desire from his perspective to have those recommendations, and to work with the Commission to ensure that we are ready to go, and work with NSHE to provide appropriate training and support for the principals in the summer as they begin to open up the next school year. Given that this would be the most logical timeline for the report, it would be the most convenient timeline. If it could be done sooner, that would be fantastic. It takes a while to stand these things up with our higher education partners as well as our districts and principals. He is here to support this body in any way he can, and appreciates the opportunity to address everyone with this public comment.

Chair Woodhouse thanked Dr. Canavero for his comments today, and said we will be in touch as we need further information. She noted that his team has been outstanding, and we will keep working with everyone.

Las Vegas:

None

Agenda Item # 3 – Flexible Agenda Approval

Motion: Member Blakely made a motion to approve a flexible agenda. Motion was seconded by Member Flores.

Motion carried unanimously.

Agenda Item # 4 – Approval of March 20, 2018, April 17, 2018 and May 15, 2018 Minutes

The members took a moment to review the 3 sets of meeting minutes.

Motion: Member Robbins made a motion to approve the minutes from the May 15, 2018, meeting as written. Motion was seconded by Member Blakely.

Motion carried unanimously.

Motion: Member Robbins made a motion to approve the minutes from the April 17, 2018, meeting as written. Motion was seconded by Member Flores.

Motion carried unanimously.

Motion: Member Robbins made a motion to approve the minutes from the March 20, 2018, meeting as written. Motion was seconded by Member Flores.

Motion carried unanimously.

Agenda Item # 5 – Nevada Department of Education Updates

Dena Durish, Deputy Superintendent, Educator Effectiveness and Family Engagement

- **Clark County SB 469 - Implementation of the Reorganization:**

There was an SOT meeting last night, and there is a larger body meeting next week. In the conversations, the requirement for the Department to look at different requirements for precinct administrators versus principals as the traditional role in other districts was discussed. That reference is in Section 42 of the bill; Dena will confirm the section and exact wording. Dr. Canavero asks that this group consider this information and recommendations. By extension, although not completely in the bill, it would also apply to principal supervisors.

Member Bickmore asked for clarification of the name being used for the two principal positions. Dena states the original intent is that the district would be organized into precincts. A principal is a precinct leader, and there is a legal difference and the roles are also different according to the bill. The implementation contract was recently jointly submitted by Superintendent Canavero and the CCSD Board.

Agenda Item # 6 – Nevada Association of School Administrators (NASA) Overview and Professional Development Opportunities

Dr. Jeff Geihs, NASA President, attended to present information on school administrators. It is the only professional organization for school administrators in Nevada. NASA has over 700 members currently. Of the 700 members, they cross six statewide component professional organizations throughout the State; Nevada Association of School Superintendents (NASS), Private, Charter and Parochial School Administrators (PCPSA), Nevada Central Office Association (NCOA), Retired School Administrators and Allied Members (RSAAM), Nevada Elementary School Principal's Association (NESPA), and Secondary School Principal's Association of Nevada (SSPAN). They have seven conferences/workshops yearly. They also have a full time lobbyist that provides comprehensive weekly email updates and a bi-weekly brief email with updates describing legislative actions and pending legislation. They are in partnership with the Public Education Foundation (PEF) to develop and initiate a Nevada Leadership and School Innovation Professional Development Program statewide. They provided a recent newsletter for the Council to review.

They have a meeting with Dr. Jesus Jara, Clark County School District Superintendent, in two weeks. They have learned Dr. Jara has partnered with the Florida Association of School Administrators to have leadership development opportunities to build leaders and aspiring leaders. They want to take NASA to heights Nevada has not seen before, and this is just the beginning of working with the Nevada school districts.

Member Flores asked how expensive it is for a teacher to attend, and how do they find out about it. Dr. Geihs says there is a website, as well as a quarterly newsletter. Additionally, all principals in the state are emailed asking them to share with teachers. The cost varies, it is nominal, and schools can pay for their participants.

Chair Woodhouse asked Dr. Geihs to come back after he meets with Dr. Jara with updates for this Task Force. Dr. Geihs would be delighted.

Dena will email the presentation documents to the members as they were not ADA compliant for posting.

Agenda Item # 7 – Licensed School Administrator Data Presentation

Kathleen noted that Mike Arakawa, NDE Educator Licensure Program Officer, provided the data being presented. She reviewed the information with the Task Force, which is broken down by district and position. She allowed time for the members to review the data.

Member Bickmore asked if the numbers are correct in the percent minority. Kathleen explained the data, and noted she used the traditional data categories for this presentation. Kathleen states she is in process of researching the national trend of building administrators to students to see where we are and can compare to.

Kathleen asked Mr. Arakawa to share the data regarding number of administrative licenses that are not in an administrator position. The numbers are 1,798 employed in a non-administrative position but not as an administrator. There are a total of 5,193 valid administrator licenses.

Member Bickmore asked to have the information put into a document.

Member Robbins asked if the data could be disaggregated in terms of the minority percentage. Kathleen states all groups, excluding white, were combined into one minority group. Member Robbins would like to see it further separated out. Kathleen will present at the next meeting.

Member Robbins feels the disaggregated data is absolutely critical to see how much of a pipeline we have and to what degree in the different population groups. Kathleen will have this information at the next meeting.

Member Sorensen asked for clarification of the total administrator minority to the student minority data. Kathleen can provide an update at next meeting.

Dena encourages the Task Force to think about what we have learned, what we will do with it now, and what can this Task Force take action on, as that is the next step. The Legislative Council Bureau puts out yearly information in the Report of Accountability that includes some of this data, such as salaries and training. Kathleen added that researching building administrator data on a national level is a challenge, but she will keep working on it.

Member Carter asked to look at number of teachers by minority classification by district, and use those numbers in the data to look at as a potential body of administrators to be added to the pipeline.

Mike Arakawa confirmed that the Department does have this demographic data on all teachers that can be provided.

Member Robbins states that by disaggregating the data to look at what “minority” means, we have insight into how we are recruiting a diverse workforce. If we are thinking of recruitment and attending to the college and career readiness of all pupils, his opinion is that recruitment is a key area to make sure we are recruiting a workforce that is strong enough to ensure college and career readiness of all students in Nevada.

Member Blakely agrees with Member Robbins about disaggregating the data, and noted it is at the bottom of what this group is trying to accomplish.

Chair Woodhouse appreciates the work on the data.

Agenda Item # 8 – Administrative Position Descriptions and Compensation Schedules

Kathleen described the data to the members in detail regarding building principal position descriptions and compensation ranges. Job descriptions varied between the districts; some general and some more specific. There are some unique outliers but, in general, most job descriptions are very similar. The Task Force members took some time to review the data provided.

Member Bickmore believes it would be helpful if we knew how these job descriptions align with the NEPF standards for administrators. Kathleen can provide that information at the next meeting.

Member Blakely feels the goal is to end up with a standard template for the State that applies to all districts.

Member Bickmore states there may be some things that are common across the districts. However, the data will vary by district, and there needs to be flexibility as they are all unique. She is concerned about aligning evaluations with priorities with the NEPF. There should be some similarities, but should differ by district.

Member Carter asked about the highest salary for building principals, and is the doctorate included. Kathleen states she calculated by lowest/entry level an administrator can make, and highest they can make with the education required per district. He would be interested in seeing what the highest salary without the extra education would be to compare with. He would like to know the 3rd level of highest salary that includes the doctorate. Dena said there’s another conversation around compensation schedules, but we could possibly look into it. Kathleen says we can look at how Nevada salaries compare with other building principals nationwide.

Member Robbins remembered that at a previous meeting we wanted to see how the administrative salaries in Nevada to compare with other administrators across the nation as part of the task of recruiting more administrators into the profession, and getting people to make the choice to go into administration, and is it worth it for them.

Member Krasner noted there are only 8 counties out of 17 represented in the data. She asks if we could get a few more counties’ data for a better representation of salary ranges. Kathleen will reach out to the counties for the additional information. Dena states there is a link to a State website to all collective bargaining agreements in the State; the school district report is broken down by teacher, administrative, and other groups as negotiated. She will share the report template.

Chair Woodhouse says we will give it our best shot to get the data now that the school year has started.

Member Robbins feels we all know we need the most outstanding educators in the classroom. We recognize the dual need to have extraordinary, talented, and competent school leaders. It is the school leaders that empower the best and brightest educators to make a difference in the classroom in Nevada.

*Chair Woodhouse called for a 5 minute recess at 2:09 pm, back in order at 2:20 pm.
Flexible agenda imposed, moved to Agenda Item # 10.*

Agenda Item # 9 – Draft Report Template Review

Kathleen reviewed and described the template that was used similarly by the SB 474 Task Force. She noted that some of the report was already started for the group, but the bulk of the report is in Section IV under Recommendations. We are moving closer to our deadline, and suggests agendizing this as an agenda item at the next meeting to discuss recommendations.

Chair Woodhouse agrees and would like this to be an agenda item, and asks the members to look back at previous meeting minutes and materials so we can get started and everyone is comfortable with what we are sending forward.

Agenda Item # 10 – Task Force Planning Work Session and Future Agenda Items

Member Bickmore asked about data on how districts recruit administrators, as one of our charges are recruitment.

Chair Woodhouse asks if Dr. Geihs and the other districts could let this Task Force know how they recruit for administrators. Kathleen stated there is an upcoming meeting with the human resource district leaders and could check into it.

Flexible agenda imposed, moved to Agenda Item #9

Agenda Item # 11 – Additional Task Force Member Comments

Member Bickmore noted she was not in attendance when the professional development piece was discussed, and states that the trends around the country is actually the development of the supervisors of principals in preparing them to work with the professional development of the principal, and not just the evaluation of the principal. We talk about professional development as conferences and training, but there is some research and work about professional development that is ongoing for the long range within the districts, such as mentoring or collaborative help for administrators that have been in their positions for some time.

Chair Woodhouse asked if there is any research out there about professional development.

Member Blakely remembers that in a State Board meeting, professional development was discussed and recommends we look at that.

Agenda Item # 12 – Public Comment # 2

Las Vegas:

Jana Wilcox-Lavin, Executive Director, Opportunity 180, wanted to comment on the professional development conversation. There is an opportunity in Elko County in collaboration with The New Teacher Project (TNTP); they have been leveraging and braiding different State funds, to be able to leverage a principal manager and principal training program that may be of value to look at. It is a long-term effort focused on building out a strong competency based professional development program linking the superintendent, the principal managers, principals and associate principals.

Carson City:

None

Agenda Item # 13 – Adjournment

The meeting adjourned at 2:37 pm.