

Overview of the application process of the Nevada State Teacher and Education Support Professional Recruitment and Retention Advisory Cabinet (SB71)

38 applications were received:

29 Teachers

9 Educational Support Professionals

All applications received by the Nevada Department of Education are included.

Applicants are organized by school district, then by role.

Each school district has a tab below in alphabetical order.

Current Task Force members seeking reappointment are **bolded** and are listed first on their respective district tab.

New applicants are listed next and in alphabetical order by first name within their role.

Teachers are listed first, followed by Education Support Professionals

Applicants eligible for selection are highlighted in green.

Applicants with eligibility at the discretion of COE are highlighted in yellow.

Applicants from county school districts **not** eligible for selection per NRS are listed last and in white on their respective district tab.

Per NRS 391.494:

1. Each member of the Task Force must:

(a) Be a licensed teacher or an education support professional with at least 5 consecutive years of experience teaching or serving as an education support professional, as applicable, in a public school in this State;

(b) Be currently employed as a teacher or an education support professional and actively teaching or serving as an education support professional, as applicable, in a public school in this State, and remain employed as a teacher or an education support professional, as applicable, in a public school in this State for the duration of the member's term; and

(c) Not be currently serving on any other education-related board, commission, council, task force or similar governmental entity.

Per NRS 391.492:

The Nevada State Teacher and Education Support Professional Recruitment and Retention Advisory Task Force consists of the following 20 members:

- One licensed teacher or education support professional employed by each school district located in a county whose population is less than 100,000, appointed by the Joint Interim Standing Committee on Education;

- Two licensed teachers or education support professionals employed by each school district located in a county whose population is 100,000 or more but less than 700,000, appointed by the Joint Interim Standing Committee on Education; and

- Three licensed teachers or education support professionals employed by each school district located in a county whose population is 700,000 or more, appointed by the Joint Interim Standing Committee on Education.

To the extent practicable, the Joint Interim Standing Committee on Education (COE) shall appoint 10 licensed teachers and 10 education support professionals to the Task Force.

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Application Breakdown

	Teachers	Education Support Professionals
Total Eligible Applicants	27	8
Total Applicants Eligible at Discretion of COE	1	1
Total Ineligible Applicants	1	0
Members seeking reappointment	Carson City: Nicole Whitsett Lander: Sandra Ayers Lincoln: Dr. Sherry Spencer Washoe: Dr. Natalia Callahan Storey: Viengkhone Peabody	
Total Eligible Applicants by District in a County	Carson City: 1 Churchill: 2 Clark: 13 Douglas: 0 Elko: 2 Esmeralda: 0 Eureka: 0 Humboldt: 1 Lander: 1 Lincoln: 1 Lyon: 1 Mineral: 0 Nye: 1 Pershing: 1 Storey: 1 Washoe: 3 White Pine: 0	Carson City: 1 Churchill: 1 Clark: 2 Douglas: 1 Elko: 2 Esmeralda: 0 Eureka: 1 Humboldt: 0 Lander: 0 Lincoln: 0 Lyon: 0 Mineral: 1 Nye: 0 Pershing: 0 Storey: 0 Washoe: 0 White Pine: 0
Total Eligible Applicants by position	PreK: 1 Elementary: 17 Middle: 2 High School: 8 Middle/High School: 2 Special Education: 1 CTE: 2 Fine Arts: 4 Social Studies: 2 Mathematics: 0 English/Language Arts: 4 Sciences: 1 Library/Media Science: 1 Gifted and Talented: 1 Credit recovery: 1 All content (Elem): 17	Paraprofessional: 3 School police officer: 0 School nurse: 1 School counselor: 0 School psychologist: 0 School social worker: 0 Driver of school buses: 1 Secretary: 1 Member of the custodial or maintenance staff: 0 Worker in food services: 0 Other: 3
Racial/Ethnic Identity	African American/Black: 3 Alaska Native: 0 Asian: 2 Caucasian/White: 23 Middle Eastern/North African: 0 Native American/American Indian: 0 Native Hawaiian or Pacific Islander: 1 Prefer not to answer: 2 Prefer to self-identify: 0	African American/Black: 1 Alaska Native: 0 Asian: 0 Caucasian/White: 5 Middle Eastern/North African: 0 Native American/American Indian: 0 Native Hawaiian or Pacific Islander: 1 Prefer not to answer: 2 Prefer to self-identify: 0
What is your gender identity?	Female: 21 Male: 7 Non-binary: 0 Prefer not to answer: 1 Prefer to self-identify: 0	Female: 7 Male: 2 Non-binary: 0 Prefer not to answer: 0 Prefer to self-identify: 0
Do you identify as Hispanic and/or Latino/a?	Yes: 3 No: 24 Prefer not to answer: 2	Yes: 1 No: 8 Prefer not to answer: 0
Are you a veteran or a military dependent?	Yes: 3 No: 25 Prefer not to answer: 1	Yes: 0 No: 9 Prefer not to answer: 1

District	Carson City	Carson City
Reappointment	Yes	
Title	Mrs.	Ms.
First Name	Nicole	Kerri
Last Name	Whitsett	Finn
Eligible	Yes	Yes
Position	Classroom Teacher	Educational Support Professional
Grade level/ content	Elementary; Music	School Nurse
Total Years Experience	7	13
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	After serving one term, I realize how important our work is to inform state decisions at legislative sessions. We accomplished so much over the last two years and I would love to help contribute to future work and success.	I am passionate about advocating the importance of ESPs and the the many roles we hold, ESPs keep our students healthy, safe, engaged, supported, and challenged so that they can be academically successful. Schools cannot operate properly, teachers cannot be the teachers they need to be, and students cannot get the education they deserve without ESPs. based on the many roles we hold, ESPs keep our students healthy, safe, engaged, supported, and challenged so that they can be academically successful. I have advocated for public education not only at the district level but at the legislative level, testifying and advocating for proper funding in education and for the safety and rights in the workplace for ESPs state wide. I have organized members, parents, and school district personnel to come to the legislator to show their support toward the future of public education. My relationship with the school board trustees, superintendent and district personnel has built a professional working relationship like no other.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Grand Canyon University, Master of Education in Educational Administration, 2018-2020 Duquesne University, Bachelor of Science in Music Education, 2013-2017 Canon-McMillan High School, Diploma, 2009-2013	Western Nevada College, Carson City, NV 2012-EMT Basic Certificate Carson High School, Carson City, NV- Diploma 1995
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher, Edith W Fritsch Elementary School, Casron City, NV, 2017-2024, Grades K-5, Music	2012–Present; Clinical Aide/EMT; Carson City School District 2009-2011; Office Specialist; Student Support Services; Carson City School District 2007–2008; Noon Aide; SFA tutor; Mark Twain Elementary Monitor students in the lunchroom and on the playground. Tutor students in the areas of reading and Math. Assist teachers with Pee Chees, making copies for teachers, creating bulletin boards.
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Music endorsement, K-12, 2017-2025 School Administrator, K-12, 2023-2025 Will be earning ELAD at the end of this school year	Emergency Medical Technician-Basic 2012-Present Lead CPR Instructor for the Carson City School District-2019-2022
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Mentoring new teachers; 2023-2024 STEM leadership team; 2023-2024 Carson Leadership Academy participant (for current or aspiring administrators); 2022-2024 MTSS team (frequently delivering trainings, attending PLCs); 2021-2024 School Leadership team; 2018-2024	National Education Association-Education Support professional of the year for Nevada-2022/2023 Carson City School District-Education Support professional of the Year-2021/2022 Pioneer Academy- Education Support Professional of the Year-2021/2022 Carson Educational Support Association-President 2019-2023 Lead Contract Negotiator for the Carson Educational Support Association-2019-2023 Carson City School District Education Support Professional Representative - Benefits Committee Superintendent’s School Naming Committee representative 2018-Present Carson City Health Services Personnel Association-President 2016-2018
Boards, Councils, Commissions, Task Forces	Nevada Teacher Recruitment & Retention Advisory Task Force; 2022-2024	
Racial/Ethnic Identity	Caucasian/White	Caucasian/White
Gender Identity	Female	Female
Identify as Hispanic/Latino	No	No
Veteran or Miliary Dependent	No	No

District	Clark	Clark
Reappointment		
Title	Mrs.	Miss
First Name	Ali	Cherry
Last Name	Jun	Williams
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	Elementary Fine Arts - Music	Elementary; Grade 1
Total Years Experience	20	16
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	<p>I strongly believe teacher retention is a critical factor in the overall effectiveness of an education system. It directly impacts the quality of instruction, student outcomes, and the well-being of both teachers and students. Promoting teacher retention should be a priority in education policy and practice.</p> <p>When teachers stay in their roles for an extended period, they can provide consistent and high-quality instruction to their students. This consistency is essential for effective learning and academic progress. Teacher turnover can disrupt the learning environment, causing anxiety and uncertainty among students. Retained teachers create a stable and familiar classroom atmosphere that fosters a sense of security and trust.</p> <p>Not to mention, High teacher turnover can be costly for schools and districts. Recruiting, hiring, and training new teachers require resources that could be better allocated to other educational needs when retention rates are higher.</p> <p>It's more important now than ever to help recruit and keep our quality educators!</p>	<p>Improving teacher retention directly benefits school systems and students. Education leaders should focus on the following areas to help stem the tide of teacher turnover:</p> <p>Mentorship: Teachers who are assigned mentors in their first year are more likely to return in their second year. Mentorship programs pair new teachers with experienced ones, providing new teachers with access to advice on navigating the daily challenges of the profession.</p> <p>Compensation: When teachers are adequately paid, they are more likely to remain in their positions. Promotion schemes and pay raises can be part of integral teacher retention strategies. Professionals need to see the potential room for growth in their field.</p> <p>Teaching conditions: Working conditions in schools can be affected by access to technology and supplies, as well as basic amenities such as air conditioning. School districts can consider increasing their budgets for these expenses to improve overall satisfaction among their teachers.</p> <p>School climate: Teachers experiencing burnout may feel as though the burden of education rests squarely on their shoulders. When schools strive to build a culture of positivity and supportive teamwork, these feelings of isolation—and the tension and conflict such feelings may foster—can dissipate.</p> <p>Autonomy and growth opportunities: School districts can allow teachers to apply their skills to developing educational strategies that play to their strengths as an educator. Doing so not only can make them more comfortable in their role, but it can also enable them to grow stronger in the role. This in turn can prepare them to take on leadership roles in education.</p>
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Syracuse University, NY Master of Music Education 2004 Syracuse University, NY Bachelor's Degree in Music Education 2003	Doctorate in Education - Curriculum and Instruction University of Phoenix, Spring 2008 – Present Master of Arts in Education – Multicultural/Bilingual Education Northern Arizona University, Fall 2000 – Summer 2002 Bachelor of Arts in Education – Elementary Education University of Arizona, Fall 1997 – Spring 1999 Liberal Arts – Transfer Credits Pima Community College, Fall 1994 – Spring 1997
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Tyrone Thompson Elementary School, NV; 2022-Present K-5 Music Specialist/Director Beverly Mathis Elementary School, NV; 2017-2022K-5 Music Specialist/Director Evelyn Stuckey Elementary School, NV; 2010-2017 K-5 Music Specialist/Director Aldeane Ries Elementary, NV; 2006-2010 K-5 Music Specialist/Director Greenport UFSD, NY; 2004-2006 K-12 Music Specialist/Director	Clark County School District, Teacher (kindergarten through fourth grade general education), 2007- Present, Las Vegas, Nevada International School of Stuttgart, Teacher (junior kindergarten general education), 2006- 2007, Stuttgart, Germany British School of Bucharest, Teacher (preschool general education), 2005-2006, Bucharest, Romania Kansai International School, Teacher (second/third general education), 2004-2005, Osaka, Japan English Language Center, English Teacher (preschool to adults English), 2004, Osaka, Japan Flowing Wells School District, Teacher (third/fourth grade general education), 1999- 2003, Tucson, Arizona Flowing Wells Extension Program, Homework Club Sponsor (2nd - 6th grade general education), 1999- 2001, Tucson, Arizona Dependable Personnel, Guest Teacher (preschool general education), 1997-1998, Tucson, Arizona
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.		Nevada, K-8 Elementary Education, Bilingual and Standard, 2007-2029 English as a Second Language, K-12, 2001-2029 Early Childhood Endorsement, Birth-Age 8, 2013-2029 Arizona, Standard Elementary Education, K-8, 1999-2019
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Nevada Future of Learning Competency Fellow (2023) NV Superintendent's Teacher Advisory Cabinet (2022-Present) Lowell Milken Center for Unsung Heroes Fellow (2022) Milken Educator Award (2021) Heart of Education Nominee (2019-22) SW Distinguished Star (2008, 2011, 2012)	Grant writer, union representative, interview committee member, training seminar teacher, grade level chair, Nevada Collaborative Teaching Improvement Program team member, Common Core State Standards Regional Professional Development Program teacher leader, and Equity & Diversity Education liaison.
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White	African American/Black; Caucasian/White; Native American/American Indian
Gender Identity	Female	Female
Identify as Hispanic/Latino	No	No
Veteran or Military Dependent	No	No

District	Clark	Clark
Reappointment		
Title	Mrs.	Mr.
First Name	Crystal	Dillon
Last Name	Blume	Booker
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	Elementary; Grade 4	High School; English, Resource
Total Years Experience	9	5
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I would like to serve on the Nevada Teacher and Educational Support Professional Recruitment & Retention Advisory Task Force because I feel that it is important to improve the state of education in Nevada. There are some hard truths that we need to face in Nevada when it comes to education and I believe that I have some ideas that would go a long way to improving education in Nevada. I think that my ideas would help with teacher retention and increase the morale of teachers across the board. I believe that we can work together to change the way that people think about education in Nevada and in the process encourage more people to want to be teachers and keep the valuable educators that we already have in the state. I also think that my education and teaching experiences within Clark County School District give me a unique viewpoint and have given me the understanding necessary to really make a difference.	I would like to serve on the Nevada Teacher and Educational Support Professional Recruitment & Retention Advisory Task Force, because we are in the process of undergoing a teacher shortage unlike any other ever seen in Nevada, and this cannot persist if we truly value student academic, social, and overall life outcomes. All students deserve to have a classroom teacher within their presence who can couple expertise and resources in a way which assures their success, and much of my experience and “outside school” work of late mirrors a devotion to meeting this very ideal. In my relatively novice experience in education—having taught for just 5-years now—I have developed key and keen insight into some variable reasons why a teacher might want to leave the profession in general, and the profession in Nevada in particular. In addition to my own perspectives as well as those I can garner in my school context, I am privy and member to a number of spaces where teacher recruitment and retention, and successful student outcomes resultant therein, are of vital concern (Teach Plus, the Nevada Department of Education, and Teach For America to name a few). From this variety of spaces, I can bring a multifaceted approach to the issue that spans much further than mere perspective, thereby informing Nevada governance and policy in a way conducive of results that are multilateral in nature. It is my duty as an educator to assure all students be taught in environments equipped for learning.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Grand Canyon University, Masters in Educational Leadership, 2021-2023 The University of Phoenix, Bachelor of Science in Education, 2012-2014	University of Nevada, Las Vegas, Master of Education (M.Ed.) in Special Education, 2019-2021 University of Nevada, Las Vegas, Bachelor of Arts, Political Science, 2011-2015 Cheyenne High School, Advanced Honors Diploma, 2007-2011
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	John F. Mendoza Elementary School, Las Vegas, NV 2020-2023, Grade 4, All Subjects Sister Robert Joseph Bailey Elementary School, Las Vegas, NV 2019-2020, Grade 4, ELA John F. Mendoza Elementary School, Las Vegas, NV 2017-2019, Interventionist K-5, ELA - provided Tier 3 instruction to students John F. Mendoza Elementary School, Las Vegas, NV, 2015-2017, Grade 4, All Subjects	Teacher, Cheyenne High School, N. Las Vegas, NV 2019-2024, Grades 9-12, Resource English (co-teach/co-taught in English, geoscience, geometry, and government)
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.		Special Education Generalist Endorsement, K-12, 2023-2027 Special Education Generalist Endorsement, K-12, 2019-2023
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Mentored New Teachers/Support personnel with EOD; 2020-2023 Served on school SOT; 2021-2022 Served on the school academic committee; 2021-2023 Served as school canvas champion; 2020-2023	Serving on Target Group Improvement Plan Leadership Team (TGIP); 2023-2024 Mentored/Mentoring new teachers/support personnel; 2022-2024 Serving on School Discipline Served on Instructional Leadership Team (ILT); 2021-2022 Served on School Accreditation Team, 2021-2022 Served on Wellness Team, 2020-2022 Educator Ambassador - Nevada Future of Learning Network, 2023-2024 (Non-governmental) Teach Plus National Policy Advisory Board, 2023-2024 (Non-governmental)
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Prefer not to answer	African American/Black
Gender Identity	Prefer not to answer	Male
Identify as Hispanic/Latino	Prefer not to answer	No
Veteran or Military Dependent	Prefer not to answer	No

District	Clark	Clark
Reappointment		
Title	Ms.	Mr.
First Name	Jennifer	Jeremy
Last Name	Grodman	Heckler
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	High School; Fine Arts - Dance, PE, Health	Elementary; Library
Total Years Experience	14	13.0
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I am passionate about high quality education. I see students floundering daily, and I blame the "machine" or the "big business" of education as part of the problem. I see first hand that schools just want a warm body in a classroom, and I see how badly the teacher shortage is harming kids. We need to recruit and retain high quality teachers now more than ever. I feel we are at a breaking point. So many teachers quit each year; it is very alarming. I think I have some good insights for finding and keeping teachers, and I hope to be chosen to share my ideas. Public education seems to be at a point where it is either going to implode, or we can make it into something better. Teachers are at the heart of education and we need new ways of getting and keeping them.	Like many other states across the country Nevada has difficulty recruiting and retaining good teachers and support professionals. Schools in Nevada offer unique challenges for teachers and support professionals. As a teacher I have had the unique experience of working at the elementary, middle and high school levels, first as a social studies teacher, and now as a school librarian. I can relate much of those experiences and share that with the group. As President of the Clark County School Librarians Association, I meet with colleagues from every age group who discuss the triumphs and struggles as educators. School librarians offer a unique perspective on what goes on at each school site. At the elementary level where I teach, many have support professionals working with them and have first hand perspectives on their experiences. I also meet with every teacher and class and see the challenges of each teacher through my interactions with them. I feel their stories are important in understanding the challenges of retaining teachers. Because most of my experience has been in Title 1 schools, I understand the struggle of schools and communities that lack resources and contribute to high teacher turnover. As a parent in the Clark County School District, I have experience from both a professional and parental perspective that I think would benefit the group.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Western Governors University, Masters of Science, Curriculum and Instruction, 2022 University of Denver, Masters in Liberal Arts, Arts Development and Program Management; Concentration in Nonprofit management, 2013-2016 University of Nevada, Las Vegas, Bachelors in Fine Arts, Dance 2001-2005	Grand Canyon University, Master of Education, Teaching English to Speakers of Other Languages, 2010-2011 Grand Canyon University, Master of Education, Education Administration, 2009-2010 University of California, Riverside, Single Subject Teaching Credential, History, 1997-1998 California State University, San Bernardino, Bachelor of Arts, History, Minor Communication Studies, 1993-1997 Corona Centennial High School, Diploma, 1989-1993
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher, Ernest Becker Middle School, Las Vegas, NV 2022-Current, Grades 6-8, PE and Health Teacher, Northwest Career and Technical Academy, Las Vegas, NV 2020-2022, Grades 9-12, Dance and PE Teacher, Desert Oasis High School, Las Vegas, NV 2017-2020 Grades 9-12, Dance and PE Teacher, Fertitta Middle School, Las Vegas, NV 2013-2017 Grades 6-8, Dance Spring Valley High School, Las Vegas, NV 2010-2013 Grades 9-12, Dance	Teacher-Librarian, J.T. McWilliams Elementary School, Las Vegas, NV 2023-present, Grades K-5, Library Teacher-Librarian, Edmundo "Eddie" Escobedo, Sr. Middle School, Las Vegas, NV, 2022-2023, Grades 6-8, Library Teacher-Librarian, Robert Lunt Elementary School, Las Vegas, NV 2018-2022, Grades K-5, Library Teacher, Frank F. Garside Junior High School, Las Vegas, NV, 2015-2018, Grades 6-8, US History/World Geography Teacher, Fort Campbell High School, Fort Campbell, KY, 2012-2015, Grades 9-12, World History, AP US History, Digital Photography, Journalism Teacher, East Career and Technical Academy, 2009-2012, Grades 9-12, AP US History, US History, Journalism Teacher, Marvin M. Sedway Middle School, North Las Vegas, NV, Grade 7, US/NV History Teacher, J. T. McWilliams Elementary School, Las Vegas, NV, Grades 4-5, Intermediate Resource Room
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Secondary Health Science endorsement, grades 7-12, 2023 Secondary Physical Education endorsement, grades 7-12, 2020 Secondary Dance endorsement, grade 7-12, 2010	School Library Media Specialist endorsement, K-12, 2018-2026 Journalism and Communications, 7-12, 2015-2026 English Language Acquisition and Development (ELAD) endorsement, 7-12, 2015-2026 School Administrator, K-12 2009-2026 Social Studies, 7-12, 2006-2026 US and World History, 7-12, 2006-2026
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Worked for the NV Dept of Education in 2023 developing statewide curriculum for secondary dance. Worked for the International Baccalaureate program in 2020 as an examiner in their dance division.	President Clark County School Librarians Association 2023-2024 President Elect Clark County School Librarians Association 2021-2023 Robert Lunt Elementary School Delivered staff development training on Library programs and services 2021 Fort Campbell HS Continuous School Improvement Chair 2013-2015 Fort Campbell HS Department Chair Social Studies Department 2012-2013
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White	Caucasian/White
Gender Identity	Female	Male
Identify as Hispanic/Latino	No	No
Veteran or Military Dependent	No	Yes

District	Clark	Clark
Reappointment		
Title	Ms.	Mrs
First Name	Lizbeth	Marci
Last Name	Rodriguez	Kutzer
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	Elementary; Grade 3	Middle School; English/Language Arts
Total Years Experience	5	7
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I would like to serve on the Nevada Teacher and Educational Support Professional Recruitment & Retention Task Force because I am confident that I can provide vital recommendations that can lead to a higher retention rate and recruitment. This is my sixth year teaching and I have not thought about leaving the teaching profession. Needless to say, being an educator is a highly demanding profession. There are many attributes as to why I continue to be an educator. From having a sense of agency within my working environment to having support from multiple sources throughout the campus, I will contribute knowledge on how we can retain educators as well as recruit others to the education field. I consider myself an advocate for new teachers. They are the ones that need the most support and I have experience with providing them with advice both professionally and personally. Although new teachers need multiple types of support in different areas, so do veteran teachers. I take pride in working with veteran teachers and coming up with ways in which we can facilitate their job as teachers. I am confident I will be an exceptional addition to the Nevada Teacher and Educational Support Professional Recruitment & Retention Advisory Task Force.	As a teacher in the largest district in Nevada, I have experienced firsthand the negative impact that the absence of a licensed teacher has on students. The classroom environment is the most essential part of a child's education, and every child in Nevada deserves to be taught by a fully qualified, licensed, professional educator. I also believe that teachers can be wonderful recruiters for the profession by working with preservice teachers and potential candidates to ensure they have what is needed to successfully enter our difficult yet rewarding field. I believe my experience and education has prepared me to serve as an example of a teacher leader.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Nevada State University, Bachelors of Arts, Elem. Ed with a Concentration in Special Education, 2014-2018 Chaparral High School, Diploma, 2010-2014	University of Wyoming, Principalship Certificate, 2015 University of Phoenix, Masters of Education, Early Childhood Education, 2006-2008 University of Wyoming, Bachelor of Arts, Elementary Educatio, 2000-2004 Muskegon High School, Diploma, 1985-1988
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher, Myrtle Tate Elementary School, Las Vegas, 2023- Present, Grade 3, All subjects Teacher, Myrtle Tate Elementary School, Las Vegas, 2022-2023, Grade 1, All subjects Teacher, Myrtle Tate Elementary School, Las Vegas, October 2018-2022, SLD Self Contained Grades 3-5, All subjects Teacher, Myrtle Tate Elementary School, Las Vegas, July 2018-October 2018, Grade 2, All Subjects	Teacher, Grade 6, Jack L. Schofield Middle School, Las Vegas NV 89123, English Language Arts, current Teacher, Grade 5, Rex Bell Elementary School, Las Vegas NV 89102, all subjects, 2019-2023 Teacher, Grades 3 and 4, Bertha Ronzone Elementary School, Las Vegas NV 89108, all subjects 2017-2019 Teacher, Grades 3 and 5, Cottonwood Elementary School, Casper WY 82604, all subjects, 2013 - 2017 Teacher, Grade 2, Midwest K-12 School, Midwest WY 82643, all subjects, 2005-2013
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Nevada State University, Bilingual endorsement, K-12, January 2023-June 2023	National Board Certified Teacher - Middle Childhood Generalist, 2017 - current Administrator, Grades K-12, 2016 - current Educator, Grades K-6, 2004 - current
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Delivered staff development training on Culturally and Linguistically Responsive Teaching Practices; 2023- Present Nevada State Mentoring Institute; 2022-2023 Kiwanis Club of North Las Vegas Site Co-Lead; 2021-2023 Mentored new teachers/support personnel; 2021- Present Delivered staff development training on strategies learned at the Ron Clark Academy; 2020 Special Olympics Unified Champion Schools Liaison; 2019-2022	Facilitator, National Board for Teaching Standards candidate cohort, 2022 - current Served on school leadership team, 2018 - 2023 Mentored preservice teachers, 2019 - 2023
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White	Caucasian/White
Gender Identity	Female	Female
Identify as Hispanic/Latino	Yes	No
Veteran or Military Dependent	No	Yes

District	Clark	Clark
Reappointment		
Title	Dr.	Mrs.
First Name	Marlon	Megan
Last Name	Neal	Roadifer
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	High School; Hospitality and Tourism	Elementary; Fine Arts - Art
Total Years Experience	15	9
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	<p>Clark County School District (CCSD) has many faults like most large districts, but working with task force would hopefully enable me to help make change keeping the teachers in the classroom. Being on the task force would allow me to assist teachers' retention in the field of education research, and work on some factors such as school characteristics and teacher demographics affect whether teachers stay in their schools. Teachers who have moved to different schools or leave the profession before retirement are the teachers what we need to come up with a plan for, so we can keep the profession employed with license teachers instead of substitutes who are not sometimes familiar with the subject they are covering.</p> <p>An adaptive approach to bring teachers in and have workshops to keep their interest, where there are strategies available for new and seasoned teachers to gather new innovative ideas for their students. Allowing teachers, a safe space to vent about situations in their own building or classrooms is key, but to turn those situations around making effective key decisions on how to turn that problem into a workable strategy. This task force could visit certain schools that are struggling to keep staff, and work with them on useable ideas to somehow ease the frustration on the climate in the classroom.</p>	<p>I am deeply passionate about the future of education in Nevada, and I believe that serving on the Recruitment & Retention Advisory Task Force is a crucial step toward ensuring a brighter future for our students. Nevada's educational system faces numerous challenges, including teacher shortages and high turnover rates among educational support professionals. These issues directly impact the quality of education our students receive, and I am committed to being part of the solution. I am dedicated to finding innovative ways to attract and retain highly qualified teachers and support staff in our schools.</p>
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	<p>Nova Southeastern University, Doctorial of Education, Ed.S, 2011-2021</p> <p>University of Phoenix, Master's in Education w/Curriculum Instruction, MAED.C, 2007-2009</p> <p>University of Phoenix, Master's in Business Administration, MBA, 2005-2007</p> <p>University of Phoenix, Bachelor in Business Management, BSBM, 1998-2003</p>	<p>Art of Education University, Master of Arts, Art Education, 2023-present</p> <p>Touro University, GATE endorsement, 2019</p> <p>Black Hills State University, Bachelors in Science, Art Education, 2006-2010</p> <p>Spearfish High School, Diploma, 1998-2002</p>
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	<p>Teacher, Valley High School, Las Vegas, NV 89169, Grades 11-12, NAF & CSN Hospitality courses, Clark County School District, Las Vegas, NV 2022-2024.</p> <p>Teacher, Eldorado High School, Las Vegas, NV 89102 Grades 09-12, STEM Robotics courses, Clark County School District, Las Vegas, NV 2016-2022.</p> <p>Teacher, Biltmore Continuation High School, Las Vegas, NV 89101, Grades 09-12, Business Related Classes, Clark County School District, Las Vegas, NV 2008-2016</p>	<p>2016-Present; Teacher, Jay W. Jeffers Elementary School, Las Vegas, K-5, Visual Arts</p> <p>2015-2016; Teacher, Raul Elizondo Elementary School, North Las Vegas, K-5, Visual Arts</p> <p>2014-2015; Itinerant Teacher, Myrtle Tate Elementary School, Las Vegas, K-5, Visual Arts</p>
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.		<p>Gifted and Talented Education endorsement, k-12, 2022-2028</p> <p>Art, k-12, 2014-2028</p>
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	<p>Coordinator/Instructor for Academy of Hospitality and Tourism; 2022- Present</p> <p>Department Chair for CTE Department; 2017-2019</p> <p>Mentored New Teachers/support personnel 2010-2016</p> <p>Delivered staff development training/working with ECS department for computer on site; 2010-2016</p> <p>The Black Community Organizations Network</p> <p>Academy of Hospitality and Tourism (AOHT)</p> <p>Magnet Schools of American (MSA)</p>	<p>Mentored new teachers; 2017, 2018, 2023</p> <p>Presented at district professional development: 2023</p> <p>Informal professional development; 2022-2023</p> <p>Served on school organizational team; 2018-2019</p> <p>Served on school leadership team; 2017</p>
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	African American/Black	Caucasian/White
Gender Identity	Male	Female
Identify as Hispanic/Latino	No	No
Veteran or Miliary Dependent	No	No

District	Clark	Clark
Reappointment		
Title	Ms.	Mr.
First Name	Rachel	Todd
Last Name	Orabka	Moulton
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	High School; 9-12 ELL, English/Language Arts	High School; Social Studies
Total Years Experience	16	14
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	<p>I would like to serve on the Nevada Teacher and Education Support Professional Recruitment and Retention Advisory Task Force because I've been teaching in Clark County for a long time and I've seen a lot change. Teaching is harder than ever now and teachers are leaving the profession in droves. I want to help with that, and I think I have the insight to do it.</p> <p>I arrived in Las Vegas in the First Great Teaching Shortage in 2006 after meeting with an elementary principal at a recruitment event in the Midwest. I have made Las Vegas my home and am raising my children here. I've taught at the same school for as long as I've lived in Las Vegas. I've had more supervisors than I can count. It is because of this experience that I would be perfect for this task force.</p>	<p>I would like to serve on this Task Force so that I can be a voice of my professional peers. As a Nevada and Las Vegas native, I feel very strongly about the importance of recruitment and retention when it comes to our educators. We need to find and keep educators and sometimes in order to do that, people need to think outside of the box, which may include having some uncomfortable conversations. I'm willing to do both of these things if it means Nevada is able to thoroughly and progressively educate our rising generation. As a parent of 3 students in the Clark County School District, I am seeing education through multiple lenses. My parent lens has reaffirmed my teaching lens that teachers can be a key to the future success of all of Nevada's children and students. By recruiting and retaining high quality educators, our students are given the opportunity to succeed and show not only the country, but the whole world the value that Nevada places on education.</p>
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	<p>University of North Texas, Masters of Library Information Science, 2023-current</p> <p>Sierra Nevada University, MA ELAD, 2017-2019</p> <p>Harris Stowe State University, teacher licensure, 2001-2003</p> <p>University of Michigan, BS Creative Writing and Comparative Literature, 1994-1998</p>	<p>Touro University Nevada, MEd School Administration, 2012 - 2014</p> <p>UNLV, Bachelor of Science in Secondary Education - Social Science, 2008 - 2010</p> <p>Brigham Young University - Idaho, 2007 - 2008</p> <p>College of Southern Nevada, 2006</p> <p>Las Vegas High School, Diploma, 1999 - 2003</p>
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	<p>Teacher, Canyon Springs High School, North Las Vegas, NV 2006-current, Grades 9-12 ELL, English</p>	<p>Teacher, East Career & Technical Academy, Las Vegas, NV, 2016 - Present, Grade 11, United States History Honors, Advanced Placement, Dual Enrollment History 101/102 (through Nevada State University)</p> <p>Teacher, Roy W. Martin Middle School, Las Vegas, NV, 2010 - 2016, Grade 7, United States History</p>
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	<p>English Language Acquisition and Development (ELAD), standard, 7-12, 2009-2024</p> <p>English, standard, 7-12, 2006-2024</p> <p>Russian, standard, 7-12, 2012-2024</p>	<p>Clark County School District Preparatory Leadership Academy, 2016</p> <p>School Administrator endorsement, K - 12, 2015 - Present</p> <p>Secondary Social Studies, 7 - 12, 2010 - Present</p>
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	<p>I am my school's Student Success Advocate for ELL students 2014-current. I teach teachers ELL strategies during staff developments and have taught the district's ACLA trainings.</p> <p>I am part of the AED team at school, 2014-current.</p>	<p>East Career & Technical Academy School Organization Team - 2020 - Present</p> <p>Mentored field observation student(s); 2020 & 2023</p> <p>Jenkins Elementary School School Organization Team - 2019 - Present</p> <p>East Career & Technical Academy Social Studies Department Chairperson - 2020 - Present</p>
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White Native American/American Indian	Caucasian/White
Gender Identity	Female	Male
Identify as Hispanic/Latino	No	No
Veteran or Military Dependent	No	No

District	Clark	Clark
Reappointment		
Title	Mr.	Mrs.
First Name	Marcus	Erica
Last Name	Leon	Nungaray
Eligible	At discretion of COE	Yes
Position	Classroom Teacher	Educational Support Professional
Grade level/ content	Elementary; Grade 4	High School; Secretary
Total Years Experience	12	6
5 Consecutive years	1 year classroom teacher, 4 years paraprofessional	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	My passion for education has been a driving force in my life, fueling my dedication to ensuring that every student in Nevada has access to a high-quality learning experience. I firmly believe that education is the cornerstone of personal and societal growth, and it has the power to shape individuals' lives for the better. Throughout my career, I have consistently sought innovative solutions to address the challenges facing education, particularly in teacher recruitment and retention. I have a proven track record of thinking outside the box, leveraging technology, and implementing creative strategies to improve educational outcomes. My commitment to fostering an environment where educators are valued, supported, and inspired to excel aligns perfectly with the goals of the Nevada Teacher and Educational Support Professional Recruitment & Retention Advisory Task Force. If chosen, I am confident in my ability to contribute fresh perspectives and innovative ideas to the task force's mission, ultimately making a positive impact on education in Nevada.	I want to serve in the Nevada Teacher and Educational Support Professional Recruitment & Retention Advisory Task Force to help retain and recruit support professionals by providing information and guidance to the task force and keeping educators for our students. My experience as a support professional would be an asset to the task force and would bring insight into the daily challenges support professionals face. My positions have helped me gain valuable information on what essential support professionals require to keep them. Advising the task force on what policies and assembly bills are effective or need work would greatly help retention. My work experience included working with special needs students in the classroom and now as the office registrar assisting parents. My contributions to the profession have helped all stakeholders in all the school sites where I have been employed. I participate in several School Organization Teams as a support professional and parent. Being a bilingual support professional gives the task force insight into the barriers parents and staff face with children whose first language is not English. My collective goal is to contribute to developing effective strategies and policies that enhance the overall quality of education by ensuring a stable and qualified teaching workforce in Nevada.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Grand Canyon University, Masters in Educational Administration, 2023-2024 University of Nevada, Las Vegas, Bachelor of Science, Elem. Ed. 2022 College of Southern Nevada, Las Vegas, Associate of Arts, English 2017 Coshocton High School, Coshocton, OH, Honors Diploma, 2010	College of Southern Nevada, General Studies, 1996-2000 Valley High School, Diploma, 1993-1996
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher-Librarian, Robert Lunt Elementary School, Las Vegas, NV 2018-2022, Grades K-5, Library Paraprofessional, Myrtle Tate Elementary School, Las Vegas, NV 2014-2020	Clerical, Las Vegas High School, Clark County, NV 2022-2023 Clerical, Harney Middle School, Clark County, NV 2022-2023 Paraprofessional, O'Callaghan Middle School, Clark County, NV 2019-2023 Extended School Year Summer. Paraprofessional (Autism Program), Keller Middle School, NV 2018-2022 Paraprofessional (Autism Program) , Whitney Elementary, NV 2017-2018
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Elementary, All Subjects, Grades K-8	
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Mentor new teachers; 2020-2023 Teach Leadership Club; 2020-2023 Develop and Present professional development on writing across content areas, using Envisions Mathematics and HMC Into Reading.;2023 Presented numbers professional developments to staff on various instructional topics; 2014-2023 Selected for Cohort 8 of Leadership Institute of Nevada; 2023	Served as a Support Staff Member, School Organization Team, Keller Middle School, 2020-2021, 2021-2022 Served as a Parent, School Organization Team, Adams Elementary, 2021-2022, 2022-2023,2023-2024 Served as Support Staff Member, School Organization Team, Harney Middle School 2022-2023 Served as a Parent Member, School Organization Team, East Career Technical Academy 2023-2024 Education Support Professional-At Large for Nevada State Education Association
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White	Prefer not to answer
Gender Identity	Male	Female
Identify as Hispanic/Latino	No	Yes
Veteran or Military Dependent	No	No

District	Clark
Reappointment	
Title	Mr.
First Name	Rodney
Last Name	Bell
Eligible	Yes
Position	Educational Support Professional
Grade level/ content	High School; Paraprofessional
Total Years Experience	7
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I have a passion for education and its redevelopment platforms, serving all community and students. I am open minded to exploring new opportunities for academics success for students, staff, and the community.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Cimarron- Memorial High School- 2009 University of Nevada Las Vegas - 2015- current
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Campus Security Monitor - 2016-2017 Liberty High School. Student Success Advocate - Athlete Coordinator - 2018-2022 Liberty High School. Administrative School Secretary - Eldorado High School 2022-2023 school year. School Safety Monitor Palo Verde High School 2023-2024 school year. Director Assistant - Extended School Year 2021- current (Director Bernadette Hawkins)
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Support Staff Leadership Academy - 2017 CCSD Security Training - 2015 School Organization Team President 2021-2022 School Year at Liberty High School.
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Liberty High School special projects 2021 and 2022 Library High School Quad renaming dedication for the 20th anniversary 2023 of its first Principal. SOT President Liberty High School 2021-2022 School Year. Clark County Spring Valley Town Advisory Board Member 2019-2022 Letter to Dr. Jara to support current Principal Bellow for Principal of the Year(currently Principal of the year).
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	African American/Black
Gender Identity	Male
Identify as Hispanic/Latino	No
Veteran or Military Dependent	No

District	Churchill	Churchill
Reappointment		
Title	Mr.	Mrs.
First Name	E. Andrew	Katy
Last Name	Campbell	Loop
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	High School; Grade 9 English/Language Arts	Elementary - K-1
Total Years Experience	27	25
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I have several reasons for which I apply to the Nevada Teacher and Educational Support Professional Recruitment & Retention Advisory Task Force. First, I have witnessed and would like to help retain very talented new teachers in my school district who sometimes leave. Of those who departed, and some a few years into their assignments, they cite reasons such as (a) inadequate beginning pay with a growing family as a deterrent, and (b) perceived complacency among veteran teachers whose approach does not match the new teachers' energy, flexibility, and innovation. The second reason why I am applying to this Advisory task force is that I have a vested interest in the field--not just in my state, but also in my local community. Lastly, I have a breadth of experience, not just with the past fifteen years working in Churchill County School District (as a Special Education teacher and also Regular Education teacher). I feel strongly that both these experiences and my own comprehension of complex situations may be assets possibly brought to the group. Thank you for the consideration.	I would like to serve on the Nevada Teacher and Educational Support Professional Recruitment and Retention Advisory Task Force because I have seen many changes over the years that have affected the teaching profession and I want to be a positive part of retaining teachers and support staff for the benefit of our students and future generations.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Grand Canyon University. Phoenix, AZ. Master of Science in Leadership, 2020-2023. Grand Canyon University. Phoenix, AZ. Master of Education, 2006-2008. ITT Technical Institute. Portland, OR. Networking, non-degree seeking, 2001-2002. Casa Balthasar. Rome, Italy, and Retz, Austria. Literature, non-degree seeking, 1994-1996. University of Notre Dame. Notre Dame, IN. Bachelor of Arts, 1988-1992. Jesuit High School. Portland, OR. Diploma, 1984-1988.	University of Nevada, Reno, Masters of Science, Literacy Studies, 2002-2004 Northern Arizona University, Bachelor of Science, Elementary Education, 1991-1995 Churchill County High School Diploma, 1991
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher, Churchill County High School, Fallon, NV. 2021- Present, Grades 9, 10, 11, 12, English, all Freshmen this year. Teacher, NV State Department of Correction, LLC, Pershing County School District. Lovelock NV. Summer, 2021. Adults. Math and Computers. Teacher, Churchill County Middle School, Fallon, NV. 2011- 2021. Critical Life Skills, all subjects for seven years with years as Inclusion teacher, grades 6, 7 & 8, all subjects. Teacher, Western Nevada College (WNC), Fallon, NV 2019- 2021, Night classes for Adults, American Sign Language and Italian. Teacher, E.C. Best Elementary School, Fallon, NV. 2008-2011. Inclusion teacher for Grades 3, 4, 5 & 6, Math and English. Paraprofessional and Custodian. Washington State for the Deaf and Hard of Hearing, Vancouver, WA. 2005-2008. K-12, mostly support of students with dual condition of deafness with Autism. Paraprofessional. Vancouver School District, Vancouver, WA. 2001-2005. Pre-K through 12 grade (for Special Education, long term assignments) and inclusive of Juvenile Detention Center. Teacher. Pacific Crest Academy, Camas, WA. 1999-2001. Grades 4-5, combined class. All subjects, homeroom setting.	Literacy Specialist, Lahontan Elementary, Fallon, NV 2021-current, Grade K-1, Reading Teacher, Lahontan Elementary, Fallon, NV 2020-2021, Kindergarten, All Literacy Specialist, Lahontan Elementary, Fallon, NV 2019-2020, Grade K-1, Reading Teacher, Lahontan Elementary, Fallon, NV 2017-2019, Kindergarten, All Teacher, Oasis Academy Charter School, Fallon, NV 2011-2017, First Grade, All Teacher, Northside Elementary and West End Elementary, Fallon, NV 2004-2011, Fourth Grade, All Literacy Specialist, Northside Elementary, Fallon, NV 2000-2004, Grade K-3, Reading Teacher, Gardnerville Elementary/Scarselli Elementary, Gardnerville, NV, 1998-2000, Kindergarten, All Teacher, Whiteriver Elementary, 1996-1998, Grade 1, All
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Teacher License, Generalist, K-12, 2008-Present Teacher License, Alternative Education, 7th - Adult, 212 -Present	Specialist in Social, Emotional and Academic Development (SEAD) endorsement 2022-2023 National Board Certification Literacy: Reading-Language Arts-Ages 3-12: Early and Middle (Renewal) 2021 National Board Certification Literacy: Reading-Language Arts-Ages 3-12: Early and Middle 2016
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Professional Development, Instructed Licensed Staff and Paraprofessionals with data collection software (RethinkEd.com) 2018-2021 Training of Sheriff Department, all members, Recognizing traits of disabilities and offered interventions used in the school district, Spring, 2017, particularly those with autism. Churchill County Search and Rescue Board Treasurer, and active member. Fallon, NV. 2020-present. Domestic Violence Intervention (DVI), Inc. Board. Fallon, NV. President of Board, 2014-2020. Technological Crime Advisory Board, Carson City, NV. Gubernatorial Appointment, two terms, 2016-2022. Churchill County Education Association, Vice President, Fallon, NV. 2019-2022. Council for Exceptional Children, Arlington, VA. 2008-2020.	NV Portrait School Design Team Fellow 2022-2024 NWRPDP National Board Candidate Support 2023-2024 NV Portrait Pilot Project 2023 NV Path to Reading Excellence in Elementary Grades (PRESS) cohort #4 2023 School Implementation Specialist 2021-2023 Virtual National Board cohort reader 2021-2023 National Board Jumpstart program training in Wisconsin 2022 NDE Read By Grade 3 Literacy Lifeline Cohort 2022 Dare to Lead Summer Summit 2022 NDE Statewide Review Panel ELA Instructional Material Adoption member 2022 Teachers Leading Change Northern NV cohort 2021-2023 NWEA Literacy Summit presenter 2022 Dyslexia Certificate Program Level 1, Dyslexia Training Institute 2017 Cell (Comprehensive Early Literacy Learning) trained 2007
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White	Caucasian/White
Gender Identity	Male	Female
Identify as Hispanic/Latino	No	No
Veteran or Military Dependent	No	No

District	Churchill
Reappointment	
Title	Ms.
First Name	Karina
Last Name	Keeler
Eligible	Yes
Position	Educational Support Professional
Grade level/ content	Grant Coordinator
Total Years Experience	5
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I would like to serve on the Nevada Teacher and Educational Support Professional Recruitment & Retention Advisory Task Force to aid and provide my unique perspective and knowledge to those at the State level who are able to influence and provide support to the educational institutions in Nevada. I have been given the opportunity to work in most aspects of the educational system as a Substitute Teacher, Substitute Secretary, Substitute and Permanent Paraprofessional working with Special Needs students and currently work as a Grant Coordinator. Ultimately I would like to be able to help all of the school districts in Nevada as we navigate the challenges in providing quality education to all students.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Saint Leo University, Associates of Arts, 2007 - 2021 Samuel Clemens High School, Diploma 1983-1984 Thomas Doherty High School 1981-1983
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Grant Coordinator, Churchill County School District, Fallon NV, Feb 7, 2022 - Present Paraprofessional, Churchill County Middle School, Fallon NV, Grades 6-8, Oct 21, 2019 - February 4, 2022 Substitute Paraprofessional, Secretary and Teacher, Churchill County School District, Fallon NV, K-12, October 15, 2018 - October 18, 2019
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	No other endorsements.
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Nevada Classified School Employees And Public Workers Association (NCSEAPWA), Treasurer, April 2023 - Present
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Female
Identify as Hispanic/Latino	No
Veteran or Military Dependent	No

District	Douglas
Reappointment	
Title	Mr.
First Name	Louie
Last Name	Trio
Eligible	Yes
Position	Educational Support Professional
Grade level/ content	Driver of School Buses
Total Years Experience	12
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I have been the Douglas County School Bus Drivers Employee Association President for 8 years. I am currently the Nevada Classified School Employee and Public Workers Association (NCSEA) President and have served on the State Association executive Board for 7 years. I serve on these associations because I am passionate about improving support staff working conditions which are one of the biggest issues for recruitment and Retention of school support staff. I have experience working with 7 different school support staff employee associations which helps me to understand a wide range of issues with recruitment and retention of school support staff.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Grace Davis High School, Modesto CA 1980-1985 Diploma California State University - Stanislaus 1985-1988
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	2017-Present Special Ed School Bus Driver Douglas County School District 2014 - 2017 General Ed School Bus Driver Douglas County School District 2012-2014 Substitute Bus driver Douglas County School District
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Class B CDL with P & S endorsement 2012-Present
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	2014-2022 NCSEA Chapter #6 Douglas Bus Drivers Association - President 2016-2018 NCSEA State Board Member at Large 2018-2022 NCSEA State Vice President 2022-Present NCSEA State President
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	Prefer not to answer
Gender Identity	Male
Identify as Hispanic/Latino	No
Veteran or Military Dependent	No

District	Elko	Elko
Reappointment		
Title	Mrs.	Ms.
First Name	Dale	Karleighn
Last Name	Beach	Goodall
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	High School - English	Library/Media/Computer Science
Total Years Experience	15	15
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I would like to serve on the Nevada Teacher and Educational Support Professional Recruitment and Retention Advisory Task Force because I have a passion for education. I have a genuine passion for education and a strong belief in its transformative power. Serving on the task force would allow me to contribute to the improvement of education in Nevada, working towards creating a positive and enriching environment for both teachers and students. I am committed to addressing challenges. I'm aware of the challenges faced by teachers and educational support professionals in Nevada, and want to actively contribute to finding solutions. Joining the task force provides an opportunity to address issues such as recruitment and retention, fostering a more sustainable and supportive education system. I have a desire for positive impact: I am driven by a desire to make a positive impact on my community and see myself serving on the task force as a way to influence policies and initiatives that can enhance the overall quality of education. Improving recruitment and retention can lead to a more stable and effective educational system. I want to advocate for teachers and support professionals. I see the task force as a platform to voice concerns, suggest improvements, and work toward policies that benefit these valuable professionals. I bring experience and expertise. I have lived in Elko for thirty years and taught in Elko County for fifteen years. My insights will be valuable in shaping effective strategies for recruitment and retention based on a deep understanding of the educational landscape. I am an active member of the community. Serving on the task force is another way to contribute directly to the betterment of my community.	Teaching is a work of passion and far more than just a profession. Teaching is a part of who I am and pervades most aspects of my daily life. It is also a profession where we rely greatly upon one another to grow and learn, for support in tough times, and to create impact outside of just our classroom and the children we work with. In recent years I have seen an alarming change. While our love for our students and commitment to their learning is still strong, the daily stressors wear in a way that leaves many of us asking what other profession could we join and telling new teachers it's just not worth it anymore to be an educator. Only 5 years ago these are thoughts that may have happened on a particularly difficult day, but are far more pervasive as of late. I want to be part of the Advisory Task Force to be part of a solution on a larger scale. The concerns I experience are not unique to me, my position, experience, or district. Across the board we are seeing educators throw their hands up and leave the field. It's bigger than just compensation, support, or training and to be part of the solution and attract and retain the kinds of teachers our kids deserve, we have to work on a large systems level to make changes that this valuable profession needs to recover and thrive.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Arkansas State, Master of Science in Education, Secondary, Special Education Instructional Specialist 4-12, 2010-2012 Great Basin College, Bachelor of Arts Elementary Education, Special Education Endorsement, Great Basin College, 2007-2009 Great Basin College, Associate of Arts, Associate of General Studies, 2003-2007 Douglas High School, High School Diploma, 1987-1991	University of Idaho, Library Endorsement, 2018-Present Sierra College, Truckee/Reno, TESL Endorsement, 2008-2009 University of Nevada, Reno, Bachelor of Science and Masters of Education, 2004-2008
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	(2021-current) Teacher, Elko High School, Elko, NV 89801, Grades 9-12, English (2020-2021) Teacher, Adobe Middle School, Elko, NV 89801, Grade 7, English (2009-2020) SPED Teacher, Elko High School, Elko, NV 89801, Grades 9-12, Resource English and Study Skills (2007-2009) Substitute teacher, Elko County Schools, Elko, NV 89801, Grade K-12, all subjects	Elementary All Elementary Subjects, K-8, 2007-Present ELAD, K-8, 2013-Present
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Special Education Endorsement, K-12 2009-2027 English Endorsement, 9-12, 2021-2027	
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Served on EHS MTSS Team, 2021-current Sunshine Club Organizer, 2021-current Mentored GBC students for Promise Scholarship, 2020-current English Department Lead Teacher, 2022-current NCTE Member, 2023-current Faculty Scholarship Member, 2023-current	RISE District Mentor, SY 2023-2024 Accreditation Team, SY 2023-2024 Continuous Improvement Team, 2022-Present Literacy Strategist and Staff Development, 2018-Present Middle School Social Studies District Curriculum Team, 2016-2018 School Leadership Team, 2011-2013
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White	Caucasian/White
Gender Identity	Female	Female
Identify as Hispanic/Latino	No	No
Veteran or Military Dependent	No	No

District	Elko	Elko
Reappointment		
Title	Mrs.	Miss
First Name	Sarah	Colene
Last Name	Kingston	Paradise
Eligible	Yes	At COE Discretion
Position	Educational Support Professional	Educational Support Professional
Grade level/ content	Paraprofessional	Paraprofessional; Long term substitute 2023
Total Years Experience	5 1/2	27
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I am currently doing my student teaching in Elko County to become a licensed teacher, but I see a lot of flaws in the teacher recruitment and retention area for our district and state. I have been a paraprofessional for over 5 years in both Clark and Elko County. After a couple of years of being in the classroom, as well as an autism unit, I have learned so much and felt that I could begin my teaching career. I have successfully earned a bachelors in just one year and currently doing my student teaching. I truly believe that paraprofessionals make some of the best teachers as they are learning hands-on daily techniques for some of the most challenging parts of being a teacher, specifically classroom management and behavior resolutions. I am passionate about fighting for more training and financial assistance for support professionals like myself, to help obtain their teaching degrees and make Nevada one of the best states for education.	I have been in the school district for 27 years, I see the need for more improvement with holding and hiring staff. I have worked as detention aide, parent liaison & 6th long term substitute . I know we need teachers and paraprofessional . My vast knowledge of how the schools works and what I feel we need to make our students successful. I have been the President of ECSSO and the Vice-President
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Western Governors University, Bachelor of Arts, Elem. Ed. May 2023-present. Teacher of Record (long-term sub) while student teaching. Degree completion- Dec 2023. Western Governors University, Bachelor of Arts, Educational Studies Degree. Jan 22-Feb 23. Idaho State University, College of Technology. Attended Aug 2002-May 2003. No degree or certification completed. Century High School, Pocatello, ID. Diploma 2002	Owyhee Combined School graduated 1981 Haskell Jr College graduated 1984 AA
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Paraprofessional: Liberty Peak Elementary, Spring Creek, NV. Aug 2019- May 2023. Grades K-3, all subjects. Long-term substitute teaching kindergarten: Spring Creek, NV Aug 23- present. All subjects. Paraprofessional Substitute: Spring Creek Elementary, Spring Creek, NV. Apr 2019-May 2019. Various grades, as needed. One-on-one aide: Smalley Elementary, Henderson, NV. Aug 2018-Feb 2019. Autism Unit for student in 3 grade, assisted with other students in unit as well. Moved to Elko in Mar 2019. Resource Aide: Steve Schorr Elementary, Las Vegas, NV Feb-May 2018. Grades 3-5, all subjects. Position ended due to lack of need.	Paraprofessional for 27 years, Owyhee Combined school. 1997-2024 Detention 20 years, parent liaison7, 6th grade long term substitute for part of 2023 school year.
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Long-term substitute teaching kindergarten: Spring Creek, NV Aug 23- present. All subjects.	Substitute license 2023 spring
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Mentored new paraprofessionals, Liberty Peak Elementary, 2002-2023. Served on school staff senate team representing paraprofessionals, Liberty Peak Elem. 2022-2023. Staff Senate, Liberty Peak Elem. 2022-2023 PTA VP and Treasurer, Schorr Elementary, 2017-2019.	Served on school leadership team 2020-2022 Safety committee 2019-2023 ECSSO president ECSSO vice president current
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White	Native American/American Indian
Gender Identity	Female	Female
Identify as Hispanic/Latino	No	No
Veteran or Military Dependent	No	No

District	Esmeralda
Reappointment	
Title	
First Name	
Last Name	
Eligible	
Position	
Grade level/ content	
Total Years Experience	
5 Consecutive years	
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	
Boards, Councils, Commissions, Task Forces Beginning with most recent, list current or past membership on any boards, councils, commissions, task force, or similar governmental entities.	
Racial/Ethnic Identity	
Gender Identity	
Identify as Hispanic/Latino	
Veteran or Military Dependent	

District	Eureka
Reappointment	
Title	Mrs.
First Name	Suzann
Last Name	Lemaire
Eligible	Yes
Position	Educational Support Professional
Grade level/ content	Other
Total Years Experience	11
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I feel like public education has reached a pivotal point. It's time to take a hard look at what is working and what isn't. I'd like to be part of the positive voice that might help bring public education, teachers and families together. This task force seems like a place where I can start to have input.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Western Montana College, Bachelor of Education Elem.ED 1994-1997 College of Southern Idaho Associate of Arts 1992-1994 Battle Mountain High School diploma 1992
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Academic Interventionist Crescent Valley, NV 2019-present Grades k-6, all subjects Teacher, Eleanor Elementary School, Battle Mountain 2011-2017 Grades 6-8, math history Teacher, Vulture Peak Wickenburg AZ 1998-99 6th grade Social Studies Teacher, Kingman Academy for Learning, 1997-1998 6th grade, all subjects
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Female
Identify as Hispanic/Latino	No
Veteran or Military Dependent	No

District	Humboldt
Reappointment	
Title	Mr.
First Name	Jared
Last Name	Kifer
Eligible	Yes
Position	Classroom Teacher
Grade level/ content	Elementary
Total Years Experience	8
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	The number of teacher vacancies each year seems to grow while the number of retired teachers returning to the classrooms through an emergency status is ever increasing. In our district teachers are leaving excessively ill behaved students and a feeling of lacking support from site administrators up to the superintendent, school board, as well as state and federal laws and legislators. The hubris of elected officials that don't have any education background has created laws of good intent but lacking in a deep understanding in the public education process or current issues in schools. I'm also concerned about a growing number of new teachers that view teaching as a 9 to 5 job rather than a career that tends to be more of a calling than just a job. The problems with teaching recruitment and retention are fairly obvious. The solution requires creative and knowledgeable individuals, like myself, to slog our way out of this quagmire.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Southern Utah University - continuing education off and on 2019-2023 Great Basin College - Certificate of Elementary Education, 2014-2018 University of Nevada Reno, Bachelor of General Studies, 1996-2005 Western Nevada Community College - good times, 1990-1991 Robert McQueen High School, Diploma, 1987-1990
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher, Sonoma Heights Elementary School, Winnemucca, NV 2014-2022, Grade 3 - 2 years, Grade 2 - 5 years, All subjects Teacher, Paradise Valley School, Paradise Valley, NV, 2022-2024, Combined grades 2nd - 5th, All subjects.
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Elementary Education K-8, 2018-2028
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Elected to the Humboldt County Education Association (HCEA) for two terms (4years total) 2019-2023 Northern Central Nevada Historical Society Humboldt Museum (NCNHS) Board member - 2023 - currently serving Leadership role as a part of the data collection team 2021-2022 Lead my 2nd grade team of five teachers through implementing Google Classroom and other online resources during the COVID shutdown. Previous to teaching I was the operations manager of a trucking company with a freight brokerage on the side. 2008-2014
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Male
Identify as Hispanic/Latino	No
Veteran or Military Dependent	Yes

District	Lander
Reappointment	Yes
Title	Mrs.
First Name	Sandra
Last Name	Ayers
Eligible	Yes
Position	Classroom Teacher
Grade level/ content	High School; Science
Total Years Experience	12
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I feel that this is a worthy committee that has education and teachers as a priority. I look forward to continue being a voice for our district and rural Nevada.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	University of Wisconsin-Platteville, Bachelor of Science, Physical Education/Health Education, 1989-1994 Portage Turner High School, Diploma, 1985-1989
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher, Battle Mtn High School, Battle Mtn, NV 2015-present, grades 9-12, Health/Health Science/CTE Substitute Teacher, Lander County School District, Battle Mountain, NV, all grades, all subjects, 2014-15, 1996-97
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	K-12 Physical Education/Health Education Substitute
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Mentored new teacher; 2020-21
Boards, Councils, Commissions, Task Forces	Teacher Recruitment and Retention Advisory Task Force 2022-present
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Female
Identify as Hispanic/Latino	No
Veteran or Military Dependent	No

District	Lincoln
Reappointment	Yes
Title	Dr.
First Name	Sherry
Last Name	Spencer
Eligible	Yes
Position	Classroom Teacher
Grade level/ content	High School; Credit Recovery
Total Years Experience	10
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I want to return to this position to continue the work that we have already begun. I learned valuable information while on this task force, and my voice was heard as we suggested to the legislative council on issues the teachers in the classroom face. Staying on the task force will help with the continuity of the task force.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Grand Canyon University Bachelors of Education; English 2008-2010 Concordia University, Masters of Curriculum and Instruction; Reading Specialist and Literacy Coach 2011-2012 Northcentral University, Doctorate of Educational Leadership, 2018-2022
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	C.O. Bastian High School, Caliente, Nevada 2010-2023, 7-12 I started as a permanent substitute for the first 2 years 2014-2017 I was the Reading Specialist and English teacher 20-18-2023 I am the credit recovery specialist
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Professional-Secondary 7-12 12/18/2013 Reading 08/31/2030 Professional-Secondary 7-12 12/18/2012 English 08/31/2030 Professional-Special 7-A 12/18/2016 Alternative Education 08/31/2030 Professional-Special 7-12 12/18/2022 School Administrator 08/31/2030
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Accelerated Teacher 2018-present Survey Workgroup 2023-present R&R Advisory Task Force 2022-present President local teacher union 2023-present President Parent group 1995-2000 President Booster Club 2000-2010
Boards, Councils, Commissions, Task Forces	Statewide Teacher Recruitment and Retention Advisory Cabinet -2022- Present
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Female
Identify as Hispanic/Latino	No
Veteran or Military Dependent	No

District	Lyon
Reappointment	
Title	Mrs.
First Name	Bridget
Last Name	Perez
Eligible	Yes
Position	Classroom Teacher
Grade level/ content	High School; Social Studies
Total Years Experience	14
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	<p>I have seen firsthand how quality teachers and support can impact student success. We must identify and address the educational team's challenges to close the achievement gap. By identifying the root causes of recruitment difficulties and retention issues, we can continue strategizing ways to recruit and retain high-quality teachers and support staff.</p> <p>Teachers and support staff shortages have far-reaching and significant impacts on educational systems, institutions, students, and communities. Some of these include; Increased Class Sizes: With fewer teachers available, schools may need to increase class sizes to accommodate more students. Larger classes can lead to reduced individual attention, making it challenging for teachers to meet each student's diverse needs effectively.</p> <p>High Teacher Turnover: Shortages can contribute to high teacher turnover rates. Overworked teachers may experience burnout, leading them to leave the profession earlier than expected. This turnover disrupts continuity in education and can affect students' learning experiences.</p> <p>Increased Workload and Stress: Existing teachers may face increased workloads and stress due to having to cover vacant positions or teach additional classes. This strain can impact teacher morale, job satisfaction, and overall well-being.</p>
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	M.S. in Educational Leadership, Western Governors University 2020-2021 M.S. in Curriculum and Instruction, Western Governors University 2018-2019 Teaching Credential, California State University, San Bernardino 2000-2002 B.A. in Political Science with a Minor in History, California State University, San Bernardino 1991-1997
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Lyon County School District: Silver Stage High School Silver Springs, NV August 2011 to Present Social Studies Teacher: Secondary Teacher: US History, World History, Psychology, Sociology, Street Law, Economics, Affiliate Instructor with Western Nevada College: Hist 101, Hist 102, CPD 123, CRJ 104, SPP Team, Teacher Leader 2021-2022, 2022-2023, Track and Field Coach, Cheer Coach, Leadership Advisor, Activities Director Lyon County School District: Silver Springs Elementary School Silver Springs, NV August 2008 to June 2011 4th Grade Teacher-Standards and Assessment, Core Assessment Scoring Kingman School District: Black Mountain Middle School Golden Valley, AZ August 2006 to June 2008 6th Grade Teacher- Led the Social Studies and English Team for 6th grade Lyon County School District: Silver Stage Middle School Silver Springs, NV August 2004- June 2006 5th and 6th Grade Teacher 5th Grade Self-Contained Class, 6th Grade English, Science, and Social Studies Fontana Unified School District: Alder and Almeria Middle School Fontana, CA November 1999 to June 2004- 4th Grade Teacher, 6th Grade ELL Instructor, 6th Grade English and Social Studies, District Assessment Team COMMUNITY OUTREACH: Silver Springs/Stagecoach Hospital Board 2020 - Present; Silver Springs Community Advisory Board 2011-2022; Silver Springs Chamber of Commerce 2008-2012
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	All Elementary Subjects Professional K-8 Political Science Professional 7-12 Social Studies Professional 7-12 English Language Acquisition and Development (formerly TESL) Professional K-8 School Administrator Professional K-12 Alternative Education Professional 7-A
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Teacher Leader 2021-Present Nevada Department of Education Social Studies Instructional Materials Committee 2020-2021 Nevada Department of Education Social Studies Advisory Committee 2019-2020 Create lessons that meet the State of Nevada Social Studies Content Standards Silver Stage High School SPP Team 2011-Present Nevada Department of Education Ethnic and Diversity Teams 2018 Lyon County School District Curriculum Alignment Team 2018 Nevada Department of Education Social Studies Team 2016-2017 Nevada Department of Education Multi-Cultural Team 2015-2016
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Female
Identify as Hispanic/Latino	Yes
Veteran or Military Dependent	No

District	Mineral
Reappointment	
Title	Ms.
First Name	Ann
Last Name	Kee
Eligible	Yes
Position	Educational Support Professional
Grade level/ content	Other
Total Years Experience	20
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	<p>My professional history in education in Nevada dates back over forty years and started in the heart of rural Nevada. Over those forty years I've had the opportunity to work in a variety of positions that highly qualify me to represent Support Professionals from throughout Nevada. As my career in education winds to a close, I would appreciate the opportunity to contribute to the Professional Recruitment and Retention of future Nevada educators. I was the President of the Nevada Classified Support Employees Association for four years. NCSEA proudly represents over 500 school professionals in seven (Douglas, Churchill, Lander, Lincoln, Lyon, Mineral, Storey) Northern Nevada rural school district School Support Staff bargaining units.</p> <p>As President of NCSEA I followed the last two legislative session closely as it related to support employees. I also followed the workings of the Nevada Commission on School Funding for the last two years.</p> <p>I am the Data Specialist and Accountability reporter for Mineral County School District and understand the importance of the connection between student assessment results, demographics, and special populations and the Pupil Centered Funding Plan. My position with the district also requires an in-depth knowledge of the Nevada School Performance Framework.</p>
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	<p>Western Nevada Community College 1987-1990</p> <p>Sierra College, AA Degree in Early Childhood Education 1978-1980</p> <p>Carson High School and Lee Vining High School, Diploma 1974-1977</p>
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	<p>Infinite Campus Coordinator for Mineral County School District 2021-2023</p> <p>I am also the District Test Coordinator and Accountability representative.</p> <p>Hawthorne Elementary School Secretar 2005 to 2021</p> <p>21st Century Coordinator for MCSD 2002 to 2005</p> <p>grant funding and coordinated student substance programs between Mineral County School District and Mineral County Juvenile Probation 1997 to 2002</p> <p>From 1995 to 1997 I taught at Rites of Passage at the Schurz location. I worked with students located at the highest security level of juvenile offenders from California and other western states. This was located 17 miles out of Schurz (dirt road) in the Nevada desert. This was by far the most rewarding period of my educational profession.</p> <p>From 1991 to 1995 I worked with a variety of grant funded community organizations and Mineral County School District to offer community supports to students and families.</p> <p>I started my educational profession as a substitute teacher in Round Mountain in 1980. The school was a four room K-8th grade school at the time.</p>
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Substitute Teacher License 1980-Present K-12
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	<p>Nevada Portrait Team Leader 2023</p> <p>MCSD Restorative Practices Committee 2021-2023</p> <p>Hawthorne Elementary School PBIS Team 2017-2021</p> <p>ARL Mentor 2017-2021</p> <p>Nevada Classified Support Employees Association State Officer 2017-2023</p>
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Female
Identify as Hispanic/Latino	No
Veteran or Miliary Dependent	No

District	Nye	Nye
Reappointment		
Title	Ms.	Ms.
First Name	Rebecca	Bonnie
Last Name	Tate	Darrell
Eligible	Yes	No
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	Pre-K	Elementary
Total Years Experience	6	29
5 Consecutive years	Yes	No
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I came here from Illinois in 2017 and have the unique experience to understand what teachers may be looking for when teaching. I also work in early childhood so I know how we can draw teachers in for the younger students. I bring experience and having relocated know what that takes as well.	This is an exciting opportunity! I have been a teacher since 1992. I began my career in the Clark County School District as an elementary school teacher. As my own children grew up, I was fortunate enough to teach science in Middle School and then teach Art in High School. I retired for a few years and now have returned to the classroom in Nye county. My wide range of experience and my return to the classroom make me an ideal candidate to generate ideas for recruitment and retention of teachers. I love teaching! Since my return I have noticed that many things have changed. The curriculum, student behavior expectations, as well as the schools/administrations ability to support these behavior expectations. To retain and recruit teachers we need them to know they are respected, supported, and safe.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	National Louis University, Master of Education, Dual majors ELL/Special Education. 2014-2015, 2018-2019 Judson University, Bachelor of Arts, Early Childhood Education, 2002-2004 Lincoln Way High School, Diploma, 1989-1991	UNLV 2006 Southern Utah University 2002 Leslie College 2001-2002 - Masters Degree: Curriculum and Instruction National University - 32 Credits Student Teaching, etc. Florida State University 1992 - BFA in Art Bishop Verot High School, Fort Myers, FL. Diploma
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Early Childhood teacher, Amargosa Valley Elementary, Amargosa Valley, NV, 2017-present, Pre-K, All Subject Type 04 Teacher, Oak Park Elementary School. Aurora, IL. 2007-2008. 3 year-old Preschool. all subjects.	Manse Elementary School, Grade 4, General Education Desert Oasis High School 2006-2016 Photography/Art/Yearbook/AP 2-D Art Science Department Chairman/Science 6th Grade: 10 Years Harney Middle School - Opened School Del Webb Middle School - Opened School Courtney Junior High School - Opened School Treem Elementary School - 1st Grade 2 years and 4th grade 5 years.
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Early Childhood Special Education (ECSE) endorsement, ELL/Special endorsement, Birth through 2nd grade, 2017-2028 Early Childhood Special Education (ECSE) endorsement, Licensed Behavioral Specialist 1 (LBS1). ELL endorsement Type 04 (Birth through 3rd Grade) PEL State of Illinois, 2005- 2028	Currently - Elementary K-8
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Mentored new teachers/support personnel, 2019-2022 Delivered Professional development for RXPD at conference, 2022,2023 Delivered staff development on Art strategies, 2023 Superintendent Advisory Committee, 2023 NAEYC Magazine, Feature Teacher, Spring or Summer 2024	CCSD Alternate Route to Licensure Science Teacher 2005-2006 (Behavior Management in the Science Classroom) Science Department Chairman 1997-2006 Nye County Parks and Recreation Board 2019-2021
Boards, Councils, Commissions, Task Forces	None	None
Racial/Ethnic Identity	Caucasian/White	Caucasian/White
Gender Identity	Female	Female
Identify as Hispanic/Latino	No	Prefer not to say
Veteran or Miliary Dependent	No	No

District	Pershing
Reappointment	
Title	Mrs.
First Name	Emilee
Last Name	Houston
Eligible	Yes
Position	Classroom Teacher
Grade level/ content	Elementary School
Total Years Experience	18
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I would like to serve on the team because I have a passion for this job, and I want to help to continue bringing in and keeping quality educators so that we can provide students with the education they need and deserve. I come from a long line of educators, which I believe helps me to see the whole picture when it comes to education, and, which I believe plays a role in my love the for profession. I have lots of insight and would love to use it in a productive way to improve this field of work.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	University of Nevada, Bachelor of Arts, Elem. Ed., 2002-2006 Western Governors University, Masters, Curriculum and Instruction, 2022
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Lovelock Elementary School 2008- current Fernly Elementary School 2006-2008
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Standard NV license K-8; All elementary subjects
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Served on Positive Behavior Intervention Supports Team- Current
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Female
Identify as Hispanic/Latino	No
Veteran or Miliary Dependent	No

District	Storey
Reappointment	Yes
Title	Mrs.
First Name	Viengkhone
Last Name	Peabody
Eligible	Yes
Position	Classroom Teacher
Grade level/ content	Elementary
Total Years Experience	22
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	Teaching is my passions and throughout my teaching experience, I've seen a decrease in professionals in the education field. Many of my colleagues are leaving the profession due to many factors and I'd like to be on this task force committee to help retain professionals in this field.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	University of Nevada, Reno, Masters of Science, Special Education, 2009-2011 University of Nevada, Reno, Masters of Science, Elementary Education, 1999-2003 Southern CT State University, Bachelors of Science, 1993-1997 Killingly High School, Diploma, 1989-1993
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher, Storey County School District, 2009-2024, Pre-K, Early Childhood Special Education, Kindergarten , 1/2 Combination grades, 2/3 combination grades Paraprofessional, Washoe County School District, 2008-2009 Teacher, Washoe County School District, 1998-2006, PreK, Early Childhood
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	Elementary Education, K-8, 2010-2027 Early Childhood Special Education, 0-7, 2011-2027 Early Childhood, 0-7, 2002-2027
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	Student Teacher Mentor, 2022-2023 Student Teacher Mentor, 2024
Boards, Councils, Commissions, Task Forces	Teacher Recruitment and Retention Advisory Task Force, 2022-2024
Racial/Ethnic Identity	Asian
Gender Identity	Female
Identify as Hispanic/Latino	No
Veteran or Miliary Dependent	No

District	Washoe	Washoe
Reappointment	Yes	
Title	Dr.	Miss
First Name	Natalia	Esperanza
Last Name	Callahan	Ramos
Eligible	Yes	Yes
Position	Classroom Teacher	Classroom Teacher
Grade level/ content	Middle School; Gifted and Talented	Elementary; Kindergarten
Total Years Experience	21	12
5 Consecutive years	Yes	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I am reapplying to this position as served previously from 2022-23. Nevada's salary ranked among 50 states across years displaced 40th with adjustment to cost of living and inflation. Teacher vacancy rate is a huge issue especially post pandemic. My background in research and actively working as an educator on-site allows me to bring in a wealth of concrete knowledge in data on NV teachers & spending, as well as experiences being a teacher within Washoe County School District. Nevada's education system is a worthwhile investment, however, we need to provide incentivizing pathways to teaching, identify challenges and possible solutions to teacher recruitment and retention. I feel confident that my extensive experience in research, teaching and being a classroom teacher allows me to contribute to the Task Force's development of drafting recommendation to the Legislative Committee on Education and their underway efforts to support educator recruitment and retention with recommendations on issues such as implementing a minimum salary scale for licensed personnel that takes into account the cost of living, including an annual COLA increase that is in line with cost of living indices, increase in PERS so teachers have the options to retire prior to 30 years of service, and increase in funding for wrap around services like MTSS & Communities in Schools. This is in an effort to provide competitive compensation to recruit and retain educators in Nevada. During a national shortage of educators, appropriate and competitive compensation assures a dignified standard of living that is sustained to retain teachers long-term in the profession and makes Nevada more attractive to current and future educators.	Like many states, Nevada is experiencing a teacher shortage. Fewer people are entering the field of education, but an even bigger challenge is the inability to retain the teachers that we do have. Teacher shortages has continued to impact the number of unfilled positions, subjects that are hard to fill, and the diversity of teachers relative to the student body. I want to be part of the Teacher Recruitment and Retention Advisory Task Force to fulfill my professional responsibility and demonstrate leadership and commitment to the education community. I would be able to share my expertise and experience in the field of education and contribute to the improvement of the quality and diversity of the educator workforce. In addition, I want to learn from other stakeholders and collaborate on developing innovative and effective strategies to address the challenges and opportunities in attracting and retaining educators. I want to help our state and support teachers and schools.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	2007 – 2012 University of Nevada, Reno; Ph.D in Educational Leadership Dissertation Title: An Examination of Job Satisfaction among Urban High School Teachers – Nominated for the Distinguished Dissertation Award (National Council of Professors of Educational Administration, 2012). 2005 – 2007 University of Nevada, Reno; Masters of Art in Education Leadership with an emphasis in higher education 2002 – 2005 University of Nevada, Reno; Bachelors of Science in Mathematics and Secondary Education with a minor in general science	Western Governors University, Master of Science, Educational Leadership, 2023-Present Western Governors University, Master of Science, Curriculum & Instruction, 2022-2023 University of Nevada, Reno, Bachelor of Science, Elementary Ed., 2005-2010
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	July, 2023 – Present Gifted and Talented Itinerant Collaborative Teacher July, 2022 – July, 2023 Data Coach/Implementation Specialist Anderson Elementary School, Washoe County School District June, 2016 – August, 2022 Math Department Chair at Proctor Hug High School June, 2005 – August, 2022 Highly Qualified Math Teacher AP Calculus & GT Teacher – Washoe County School District. August, 2018 – June, 2020 New Mentor On-site Facilitator at Hug High School July, 2012 – December, 2015 University of Phoenix – Adjunct Professor & Teaching Faculty Member/Facilitator Sept, 2011 – Nov, 2012 21st Century Community Learning Program Instructor (4th, 5th & 6th grade) – Libby Booth Elementary School. January, 2011 – July, 2013 National Honor Society Adviser – Hug High School June, 2011 – Nov, 2011 National Association of Beginning Teachers (NABT) Coordinator – Northern Nevada. Sept, 2010 – May, 2011 Team-Up Enrichment Coordinator/Instructor (5th & 6th grade) – Rita Cannan Elementary School. June, 2009 – August, 2011 Math Instructor for the Deans Future Scholars Program – University of Nevada, Reno. June, 2004 – July, 2013 Summer school math instructor & A+ online facilitator/coordinator - Supplemental Credit, Washoe County School District. Sept, 2009 – May, 2010 Algebraic Thinking Site Facilitator – Washoe County School District. Department of Curriculum and Instruction. Jan, 2007 – June, 2009 Math Instructor – Truckee Meadows Community College. Mar, 2006 – August, 2006 Recreational Adviser – Northern Nevada Sierra Job Corps. Jan, 2002 – Jan, 2005 Counseling/Academic Advising Department (Academic Adviser) – Truckee Meadows Community College.	Teacher, Mt. Rose Elementary School, Reno, NV, 2023-Current, Kindergarten, All Subjects Teacher, Mt. Rose Elementary School, Reno, NV, 2022-2023, Kindergarten, All Subjects Teacher, Mt. Rose Elementary School, Reno, NV, 2021-2022, 1st Grade, All Subjects Teacher, Mt. Rose Elementary School, Reno, NV, 2020-2021, K-5 Distance Learning, All Subjects Teacher, Mt. Rose Elementary School, Reno, NV, 2019-2020, 2nd Grade, All Subjects Teacher, Mt. Rose Elementary School, Reno, NV, 2018-2019, 3rd Grade, All Subjects Teacher, Alice Smith Elementary School, Reno, NV, 2017-2018, 1st Grade, All Subjects Teacher, Alice Smith Elementary School, Reno, NV, 2016-2017, 1st Grade, All Subjects Teacher, Alice Smith Elementary School, Reno, NV, 2015-2016, Kindergarten, All Subjects Teacher, Alice Smith Elementary School, Reno, NV, 2014-2015, Kindergarten, All Subjects Teacher, Alice Smith Elementary School, Reno, NV, 2013-2014, Kindergarten All Subjects Teacher, Jessie Beck Elementary School, Reno, NV, 2012-2013 2nd Grade, All Subjects
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	August 2021 – July, 2023 Gifted Talented Certification Endorsement November, 2019 – November, 2030 Re-Certified National Board for Professional Teaching Standards (National Board Certified Teacher) – Mathematics/Adolescence and Young Adulthood. November, 2010 – November, 2020 National Board for Professional Teaching Standards (National Board Certified Teacher) – Mathematics/Adolescence and Young Adulthood. June 12, 2008 – October 13, 2026 State of Nevada School Administrator/Principal License. June 14, 2005 – October 13, 2026 State of Nevada Teaching License for Secondary Education – Mathematics Major Grades 7-12.	
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	April, 2023 – Present Member of the Nevada Educator Working Conditions Survey Workgroup June, 2022 – July, 2022 Summer School Intercession Facilitator WCSD July, 2022 – Present ESSER Community Stakeholder Committee Member (Elementary and Secondary School Emergency Relief \$120 million federal funding) June, 2019 – August, 2022 Scholarship Committee Member, Hug High School August, 2018 – June, 2020 New Mentor On-site Facilitator at Hug High School Sept, 2009 – May, 2010 Algebraic Thinking Site Facilitator – Washoe County School District. Department of Curriculum and Instruction. GT Itinerant Collaborative June, 2016 – August, 2022 Math Department Chair at Proctor Hug High School Data Coach/Implementation Specialist MTSS Data Suite; Student Profile (2.0) conferences, etc.	
Boards, Councils, Commissions, Task Forces	February, 2022 – Present Member of the Nevada Teacher Recruitment and Retention Advisory Task Force	None
Racial/Ethnic Identity	Asian	Prefer not to answer
Gender Identity	Female	Female
Identify as Hispanic/Latino	No	Yes
Veteran or Military Dependent	No	No

District	Washoe
Reappointment	
Title	Miss
First Name	Kerrian
Last Name	Neu
Eligible	Yes
Position	Classroom Teacher
Grade level/ content	Elementary; Grade 5
Total Years Experience	11
5 Consecutive years	Yes
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	I am concerned about the lack of teachers in our state, and the amount of teachers (including myself) that are actively looking for jobs outside of education. We need people that understand the issues that teachers face and why so many want to leave. As the building rep for WEA for my school, I know what we are facing and dealing with daily.
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	Sierra Nevada College, MA Education Woodbury University, BS of Graphic Design
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	Teacher, Incline Elementary School, Incline Village, NV, Grade 1 then Grade 5 ALL subjects, 2012-present Teacher, Dodson Elementary School, Reno, NV, Grade 5 ALL subjects, 2011-12
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	K-8 Teaching License GATE and Art endorsements
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	On leadership/MTSS teams at school WEA building rep. Staff Development trainer when needed Workshop presenter at conferences before 2012
Boards, Councils, Commissions, Task Forces	None
Racial/Ethnic Identity	Caucasian/White
Gender Identity	Female
Identify as Hispanic/Latino	No
Veteran or Military Dependent	No

District	White Pine
Reappointment	
Title	
First Name	
Last Name	
Eligible	
Position	
Grade level/ content	
Total Years Experience	
5 Consecutive years	
Reason for Applying Please explain why you would like to serve on the Task Force. (Maximum 250 words)	
Education Beginning with most recent, list colleges and universities attended including postgraduate studies. Indicate degrees earned and dates of attendance.	
Experience Beginning with most recent, list teaching employment history. Indicate time period, grade level, and subject area.	
Certifications and Endorsements Beginning with most recent, list certifications and endorsements.	
Leadership Beginning with most recent, list formal and/or informal staff development leadership activities.	
Boards, Councils, Commissions, Task Forces Beginning with most recent, list current or past membership on any boards, councils, commissions, task force, or similar governmental entities.	
Racial/Ethnic Identity	
Gender Identity	
Identify as Hispanic/Latino	
Veteran or Military Dependent	