



NEVADA LEGISLATURE
TECHNICAL ADVISORY COMMITTEE TO DEVELOP A PLAN
TO REORGANIZE THE CLARK COUNTY SCHOOL DISTRICT
(Section 26 of Assembly Bill 394 [Chapter 543, *Statutes of Nevada* 2015])

SUMMARY MINUTES AND ACTION REPORT

The eighth meeting of the Nevada Legislature's Technical Advisory Committee to Develop a Plan to Reorganize the Clark County School District was held on Tuesday, May 10, 2016, at 8 a.m. in Room 4401, Grant Sawyer State Office Building, 555 East Washington Avenue, Las Vegas, Nevada. The meeting was videoconferenced to Room 3137, Legislative Building, 401 South Carson Street, Carson City, Nevada. A copy of this set of "Summary Minutes and Action Report," including the "Meeting Notice and Agenda" ([Exhibit A](#)) and other substantive exhibits, is available on the Nevada Legislature's website at <http://www.leg.state.nv.us/interim/78th2015/committee/>. In addition, copies of the audio or video record are available through the Legislative Counsel Bureau's Publications Office (e-mail: publications@lcb.state.nv.us; telephone: 775/684-6835) and may be available online at <http://www.leg.state.nv.us/Granicus/>.

COMMITTEE MEMBERS PRESENT IN LAS VEGAS:

Senator Becky Harris, Chair
Marsha Irvin, Vice Chair
Assemblyman David M. Gardner
Hannah Brown
Stavan Corbett
Vikki Courtney
Carolyn G. Goodman, Mayor, Las Vegas
Andy Hafen, Mayor, City of Henderson
Brent Husson
Brian Knudsen
Duncan R. Lee
Ashok "Ash" Mirchandani
Larry Moses, Ed.D.
Mary Beth Scow, Commissioner, Board of Clark County Commissioners
Rich Shuman, Council Member, Boulder City Council
Pat Skorkowsky, Superintendent, Clark County School District

Daniel Stewart

John Vellardita

Linda E. Young, Ed.D., President, Board of Trustees, Clark County School District

COMMITTEE MEMBERS ABSENT:

Senator Michael Roberson

Kraig Hafen, Council Member, Mesquite City Council (Excused)

John J. Lee, Mayor, City of North Las Vegas

Tom Rodriguez

Allison Serafin

LEGISLATIVE COUNSEL BUREAU STAFF PRESENT:

Kelly S. Richard, Principal Research Analyst, Research Division

Karly O’Krent, Deputy Legislative Counsel, Legal Division

Julie Waller, Senior Program Analyst, Fiscal Analysis Division

Jaimarie Dagdagan, Program Analyst, Fiscal Analysis Division

Adam Drost, Program Analyst, Fiscal Analysis Division

Janet Coons, Principal Administrative Assistant, Research Division

Items taken out of sequence during the meeting have been placed in agenda order.

AGENDA ITEM I—CALL TO ORDER

Chair Harris called the meeting to order.

AGENDA ITEM II—OPENING REMARKS

Chair Harris stated there would be an open format for the presentations and members may ask questions at any time during the presentation.

AGENDA ITEM III—PUBLIC COMMENT

Chair Harris called for public comment. She reminded presenters they have three minutes to share their comments.

Lyndsey Dalley, Chair, Moapa Valley Community Education Advisory Board Task Force, stated Moapa Valley schools began seeking empowerment status ten years ago; he requested assistance from Superintendent Skorkowsky to begin the transition towards empowerment during the coming fall.

Courtney Sweetin, Break Free Clark County School District (CCSD), testified in support of empowerment. She provided her educational background and shared her frustrations with the teaching application process of CCSD.

Dr. Sylvester S. Rogers, President, Ministers of Alliance Association of Southern Nevada, and Pastor, The Greater Mount Sinai Missionary Recruiting Ministries, Inc., stated there are areas of education that need adequate funding for each student.

AGENDA ITEM IV—APPROVAL OF MINUTES OF THE MEETINGS HELD ON MARCH 28 AND APRIL 13, 2016, IN LAS VEGAS, NEVADA

(This agenda item was taken out of order.)

Chair Harris reported that due to a technical error, not all members received full copies of the minutes; therefore, the minutes will be approved at the next meeting.

AGENDA ITEM V—PRESENTATION OF EDUCATION POLICY RECOMMENDATIONS DEVELOPED BY COMMUNITY INTEREST GROUP “WHAT’S NEXT NEVADA?”

Brent Husson, President, Nevada Succeeds, provided background information regarding the development and charge of “What’s Next Nevada?” He identified the following recommendations to improve public education in Nevada: (1) create and promote a meaningful

career progression for teachers; (2) align the principal talent management system; (3) assess, develop, and support positive climates and high performance cultures in schools; (4) expand the two-year Peer Assistance Review (PAR) system for new teachers and teachers new to the districts; (5) create a statewide U-Teach program for science, technology, engineering, and math education; (6) provide greater autonomy to school leaders and schools under Assembly Bill 394; (7) relax certification requirements for teachers of noncore or nontested subjects; and (8) raise professional standards and change the certification process to attestations of specific competencies ([Exhibit B](#)).

Responding to questions from committee members, Mr. Husson discussed how and why communities value teachers, the economic value of teachers promoting students in society, the difference between empowerment and local control, available training programs for principals, and new pay scales for teachers.

AGENDA ITEM VI—OVERVIEW OF NEVADA’S DEPARTMENT OF EDUCATION’S EFFORTS TO ADDRESS THE STATEWIDE TEACHER SHORTAGE AND ENSURE THE EQUITABLE DISTRIBUTION OF TEACHERS

Dena Durish, Deputy Superintendent for Educator Effectiveness and Family Engagement, Nevada’s Department of Education, submitted a presentation that covered the following: (1) the United States Department of Education’s definition of “equitable access”; (2) Nevada’s definition of “excellent educators”; (3) an update on Nevada’s federal 2015 Educator Equity Plan; (4) the root causes of recruitment and retention challenges of excellent teachers at high-need schools; (5) strategies to address equity gaps; (6) staff vacancy data; (7) State changes that will need to be incorporated due to the passage of the federal Every Student Succeeds Act in December 2015; and (8) statewide initiatives to attract, prepare, develop, and retain excellent teachers ([Exhibit C](#)).

Answering questions from Committee members, Ms. Durish discussed the following topics: (1) using the Nevada Educator Performance Framework (NEPF) to manage personnel; (2) improving fiscal resources to match demographic shifts in Nevada’s K-12 population; (3) keeping funding at schools with high teaching vacancies; (4) bridging the equity gap in potential male role models; (5) maintaining the integrity of schools that are showing improvement; and (6) tracking teacher incentive funds.

Mayor Goodman commented that Las Vegas is working with Superintendent Skorkowsky to address the needs of the children in the inner-city schools. She noted that early intervention is critical and communication is key to obtaining necessary funding.

AGENDA ITEM VII—PRESENTATIONS BY NEVADA’S SCHOOLS OF EDUCATION CONCERNING TEACHER AND ADMINISTRATOR PREPARATION

Kenneth Coll, Ph.D., Dean and Professor of Counseling Education, College of Education, University of Nevada, Reno (UNR), presented information on the following topics: (1) data

regarding employment, enrollment, teacher graduation rates, and diversity; (2) the mission of the college; (3) undergraduate and graduate programs; (4) new preparation areas; and (5) new innovative programs ([Exhibit D](#)). He explained the developmental disabilities minor, which specifically addresses autism, and various academic outreach programs, including the Dean's Future Scholars program. Dr. Coll mentioned that UNR has a memorandum of understanding with the Washoe County School District to share data on performance assessments for first-year teachers.

Linda Quinn, Ph.D., Associate Dean for Academic and Professional Programs, College of Education, University of Nevada, Las Vegas (UNLV), and Lindsay Diamond, Ph.D., Director of Assessment and College Effectiveness, College of Education, UNLV, discussed the following topics: (1) the condition of teaching and teacher education; (2) the role of the teacher redefined; (3) the need for classroom teachers and administrators in Nevada; (4) recruitment and retention; (5) traditional and alternative teacher preparation programs; (6) enrollment and completion trends; (7) demographics for students, teachers, and UNLV graduates; and (8) educational policy and leadership ([Exhibit E](#)).

In response to questions from several Committee members, Dr. Quinn and Dr. Diamond further discussed: (1) out-of-state students; (2) early exposure of the NEPF to education students; (3) special education programs; (4) coursework related to the English Language Acquisition and Development endorsement; (5) demographics for African-American and Hispanic students and teachers; and (6) outreach programs, including the Teach Program offered at the high school level. Dr. Diamond offered to provide additional data regarding out-of-state students.

Dennis Potthoff, Ph.D., Dean of Education, School of Education, Nevada State College (NSC) submitted a presentation, which highlighted NSC's history, its diverse population, and its commitment to the educator pipeline in Nevada. He provided data regarding productivity and quality indicators and information on various programs, including NSC's dual license program and proposed master's program in speech pathology ([Exhibit F](#)). Dr. Potthoff stressed the newness of NSC and its potential for growth; he acknowledged there is much work to be done.

VIII—UPDATE REGARDING HUMAN RESOURCES OF THE CLARK COUNTY SCHOOL DISTRICT

Mike Barton, Chief Student Achievement Officer, CCSD, shared information on the following programs pursuant to legislation passed during the 2015 Session: (1) the history, eligibility, purpose, and meaning of pay-for-performance (PFP) (A.B. 483); (2) Zoom school recruitment and retention (Senate Bill 405); and (3) Victory school recruitment and retention (S.B. 432) ([Exhibit G](#)).

Michael Gentry, Co-Interim Chief Human Resources Officer, CCSD, continued the presentation by discussing classroom vacancies, recruitment strategies, and applicant status ([Exhibit G](#)). He noted there are currently 899 openings for the 2016–2017 School Year, and

his goal is to achieve a ratio of four applications for every opening. Mr. Gentry stated recruitment is a 12-month job, and he suggested the return on national recruitment is approximately 20 percent.

Per Superintendent Skorkowsy's request, Mr. Gentry talked about the "We Care" Program, which encourages teacher candidates to accept employment within the CCSD. He commented that 60 percent of teachers accept jobs within 150 miles from where they graduated.

Mr. Barton added that the starting salary for teachers in CCSD is above \$40,000, but it could surpass \$50,000 for new teachers to the system with various incentives offered at Victory and Zoom schools. He stated a recruitment fact sheet is currently being formulated for community distribution.

Andre Long, Co-Interim Chief Human Resources Officer, CCSD, focused his portion of the presentation on S.B. 511 incentives and their results, the professional salary table, internal transfers, and teacher flexibility ([Exhibit G](#)). Mr. Long noted a survey would be implemented at the beginning of the next school year for those teachers who transferred.

Concluding the presentation, Mr. Barton shared information on various support programs: (1) the Franchise Principal Program; (2) the PAR program; and (3) the Great Teachers and Great Leaders grant. He also discussed how incentives would be handled when transitioning to the weighted formula.

Mr. Vellardita, Mr. Barton, and Superintendent Skorkowsy discussed PFP funding legislated by A.B. 483. Mr. Barton indicated the performance data consists of results from this year, and \$500,000 has been set aside for distribution at the beginning of the next school year. Superintendent Skorkowsky explained that PFP was an unfunded project; so the money will come from the current general budget. He clarified only 5 percent of the teaching population is eligible and no dollar amount is limited, but the incentive cannot exceed 10 percent of an individual teacher's salary.

AGENDA ITEM IX—PUBLIC COMMENT

Chair Harris called for public comment; however, no testimony was provided.

AGENDA ITEM X—ADJOURNMENT

There being no further business to come before the Committee, the meeting was adjourned at 1:14 p.m.

Respectfully submitted,

Janet Coons
Principal Administrative Assistant

Kelly S. Richard
Principal Research Analyst

APPROVED BY:

Senator Becky Harris, Chair

Date: _____

EXHIBITS

EXHIBIT	WITNESS/ENTITY	DESCRIPTION
Exhibit A	Kelly S. Richard, Principal Research Analyst, Research Division, Legislative Counsel Bureau	Agenda
Exhibit B	Brent Husson, President, Nevada Succeeds	Microsoft PowerPoint presentation
Exhibit C	Dena Durish, Deputy Superintendent for Educator Effectiveness and Family Engagement, Nevada's Department of Education	Microsoft PowerPoint presentation
Exhibit D	Kenneth Coll, Ph.D., Dean and Professor of Counseling Education, College of Education, University of Nevada, Reno	Microsoft PowerPoint presentation
Exhibit E	Linda Quinn, Ph.D., Associate Dean for Academic and Professional Programs, College of Education, University of Nevada, Las Vegas (UNLV), and Lindsay Diamond, Ph.D., College of Education, Director of Assessment and College Effectiveness, UNLV	Microsoft PowerPoint presentation
Exhibit F	Dennis Potthoff, Ph.D., Dean of Education, School of Education, Nevada State College	Microsoft PowerPoint presentation
Exhibit G	Mike Barton, Chief Student Achievement Officer, Clark County School District (CCSD); Michael Gentry, Co-Interim Chief Human Resources Officer, CCSD; and Andre Long, Co-Interim Chief Human Resources Officer, CCSD	Microsoft PowerPoint presentation

This set of "Summary Minutes and Action Report" is supplied as an informational service. Exhibits in electronic format may not be complete. Copies of the complete exhibits and other materials distributed at the meeting are on file in the Research Library of the Legislative Counsel Bureau, Carson City, Nevada. You may contact the Library online at www.leg.state.nv.us/lcb/research/library/feedbackmail.cfm or telephone: (775) 684-6827.