

October 6, 2016

Nevada State Board of Education

Dear Members of the State Board of Education,

Thank you for the opportunity to provide input on the ongoing process of CCSD's reorganization. The regulations approved by SBOE on September 1, 2016, (Regulations) was an important first step in reorganization of CCSD serving 360,000 children.

We have identified elements of the Regulations that deserve attention.

**1) Parents are not quite ready to participate in the CCSD reorganization.**

The success of the CCSD Reorganization relies heavily on parental involvement. School level parent groups are expected to set up parent elections to select parent representatives for the organizational teams. The teams are expected to consist of at least 50% parents.

Parents will participate in the organizational teams which co-govern schools, prepare budgets, design a plan of operation, design curriculum, etc. ENN has been surveying parents, especially parents from low-income, high ELL areas of CCSD. Preliminary feedback indicates that most parents are unaware of the CCSD reorganization. The few who were aware had only heard about the reorganization via television reporting, and had no idea that they will play a critical role in the operation and decision-making of their schools.

Many parents do not feel welcome at their children's school. They have difficulty communicating with teachers. Some schools make little effort, according to parents, to communicate in their language, and may not have Spanish-speaking front office staff.

ENN has also learned that many parents would be unable to participate due to work schedules. Currently, the Regulations are silent on when organizational team meetings will be held.

More work will need to be done to help parents be informed and effective advocates on these organizational teams.

## **2) Principals are concerned with the current make up of the organizational teams.**

Under the current Regulations, the organizational team will consist of up to four teachers or other licensed educational personnel. However, principals have expressed concern that under the Regulations (Sec. 25(1)(b)), 50% of the teacher leaders must be members of the Clark County Education Association (CCEA). Almost half of teachers currently have chosen not to be represented by CCEA.

Principals we have spoken with believe that teachers will have already developed trust in a school leader, who may, or may not be, a CCEA member. Principals we surveyed strongly believed that there would be greater collaboration and investment from the staff, if teachers were able to freely select the teacher to represent them.

Also, many principals were concerned that they do not have a vote.

## **3) Associate Superintendent's supervisory load may be too high.**

Associate Superintendents will play an important role in the reorganization. ENN has communicated with many district officials and principals who expressed concern with the high ratio of schools overseen by the Associate Superintendents. Under the current structure, each Associate Superintendent will oversee 24 schools. Best practice encourages a ratio of about 12 schools per supervisor

We believe the Regulations set out the conditions for success. We appreciate SBOE efforts to ensure that the Regulations work for kids of CCSD.  
Sincerely,

Amanda Morgan, Legal Director  
Educate Nevada Now