

2025–2026 Superintendent Evaluation: Supporting Documentation

Nye County School District (NCSD)

Superintendent: Dr. Gent

Reporting Period: Academic Years 2024–2026

Standard: Long-term Planning

Develop and annually update the Long-Range Plan and Key Performance Indicators in the Long-Range Plan, addressing: space and equipment needs, student achievement gap, social-emotional learning, mental health, and inclusionary practices.

Section 1: Human Resources Operational Framework

- **Strategic Recruitment & Talent Acquisition:** Synchronized recruitment efforts with regional and educational events to maximize reach. Actively auditing hiring workflows, job descriptions, and employment applications to ensure systemic efficiency. Expanded "Grow-Your-Own" partnerships with higher education institutions for internal advancement and secured consistent clinical placement opportunities for student observers, teachers, and interns.
- **Onboarding & Professional Growth:** Refined orientation and onboarding processes for both faculty and staff to ensure seamless integration. Executing department-specific training across all classifications. Modernized district culture via an annual awards program and a digital employee recognition tool.
- **Leadership Succession Planning:** Under Dr. Gent's guidance, the *Aspiring Leaders Program* operates as an internal pipeline to identify and mentor future administrative candidates. The program delivers targeted training in instructional oversight and data-driven decision-making, ensuring that the high levels of student engagement and standards-aligned instruction observed in recent walkthroughs are sustained through consistent leadership succession. (Reference Document: "Program.pdf")
- **Labor Relations & Regulatory Compliance:** Cultivated collaborative labor partnerships through monthly leadership meetings with bargaining units, successfully securing two-year contracts across all three units (NCASA, NCCTA, NCSSO). Secured PERS-CLS designations for critical labor shortages and effectively managed legislative incentive programs (SB500, AB398, employee referral, and early retirement). Conducted complete compliance reviews of Personnel Policies and the Drug and Alcohol Testing Handbook.

- Performance & Accountability Standards: Standardized personnel accountability by establishing a formal, multi-step Employee Absenteeism Intervention and Disciplinary Process. Systematized interventions for below-standard performance by deploying the FRISK documentation model, ensuring clear, constructive feedback, and progressive intervention.

Standard: Student Learning and Academic Achievement

Create a positive and nurturing environment that is foundational to student success. Enhance and support a culture of academic excellence while working to close the achievement gap. Prepare students for advancement from primary/elementary to middle school to high school, establish and measure KPIs, champion active staff collaboration, and support learning through technology.

Section 2: Curriculum & Instruction (C&I)

Under Dr. Gent's leadership, the C&I department has established an aligned, strategic operational course to fulfill the district's academic mission:

- Standards Alignment & Tools: Implemented district-wide aligned essential standards for all grade levels and content areas. Supported teachers by developing comprehensive "unwrapped" documents that map out ELA learning progressions and isolate common mathematics misconceptions.
- Professional Learning Communities (PLCs): Strengthened the district's PLC framework by integrating the Solution Tree resource, *Amplify Your Impact: Coaching Collaborative Teams in PLCs at Work*.
- Instructional Coaching Infrastructure: Reinstated the role of Instructional Coaches, ensuring they are fully trained in the Marzano Model of Instruction. Provided comprehensive training to all administrators and coaches in the Amplify framework to guarantee district-wide instructional consistency.
- Long-Term Academic Strategy: Currently executing a comprehensive professional learning plan mapped through 2030, designed to increase student concept mastery and practical application through standards.
- Science of Reading Integration: Developed a custom, NDE-approved *Science of Reading* course written by NCSd learning coordinators; mandatory rollout to all K–5 staff begins in August 2026.
- Fiscal & Programmatic Focus: Narrowed the scope of professional development to integrate strictly within the strategic plan. Celebrated a highly successful first year of the Work-Based Learning (WBL) program and secured grant funding to completely renovate the CTE Welding lab at Beatty High School.

Section 3: Student Exceptional Support Services (SESS)

Post-Secondary Grant Implementation

NCSD secured a targeted post-secondary grant to expand opportunities and independence metrics for secondary special education students, achieving the following results:

- Pathful Explorer Deployment: Successfully integrated into classrooms, ensuring interest inventories and job exploration tools are accessible to all special education students aged 13–22.
- NV Trip Website Launch: Launched a dedicated transition website designed to empower students with disabilities, their parents, and educators as they transition from school to independent adulthood.
- Vocational Rehabilitation Integration: Conducted site visits across various school districts to analyze available resources, culminating in an April 2026 alignment meeting with Voc Rehab to expand local programming.
- State Level Advocacy: Maintained active attendance at monthly state-level transition meetings and secured the role of Rural Special Education Director on the Special Education Advisory Committee (SEAC) to influence Nevada initiatives and special education laws.

Operational Efficiency & Behavioral Infrastructure

- Child Find Optimization: Created and deployed rigorous new compliance procedures that streamline the process for general education teachers, reinforced by professional development for all principals and assistant principals.
- Behavior Support Expansion: Built a robust behavioral support system for general and special education students by hiring a BCBA-certified Behavior Specialist.
- Staff Behavioral Training: Trained all special education teachers, social workers, and select general education staff on Functional Behavior Assessments (FBAs) and Behavior Intervention Plans (BIPs), while providing classroom management coaching district-wide.
- Profound Behavior Intervention: Integrated the Behavior Specialist directly into the IEP team framework to construct specialized plans for profound behavior problems.
- Case Management Efficiency: Replaced initial Individualized Education Programs (IEPs) for out-of-district transfers with streamlined *Data Plans*, ensuring students receive immediate services upon entry while saving significant administrative writing time for case managers.
- Summary of Access & De-escalation: Upgraded Assistive Technology assessments through a five-part professional development partnership with the Nevada Assistive Technology Collaborative (NTAC). Established a mandatory training schedule for the 2026–2027 school year to ensure 100% of staff at every school site are trained in school-wide de-escalation techniques.
- Specialized Unit Frameworks (PAVE & ASP): Opened an additional *Program of Academics and Vocational Skills (PAVE Unit)* for resource students requiring more than

50% of their day in a resource environment, targeting skill gaps to transition them back to general education. Planned two *Alternative Standards Programs (ASP)*—one dedicated to growing communication needs, and a specialized satellite location designed for students requiring a focused, non-traditional site to transition back to a typical school day.

Standard: Support and enhance student learning through technology equipment

Leverage technology to enhance student learning experiences, promote equitable access to high-quality digital resources, invest strategically to support learning needs, improve instructional quality, and build digital literacy skills.

Section 4: Technology & District Data Systems

- Unified Parent Communication: Implemented *eduRooms* as the district's uniform parent communication tool, backed by targeted professional development for staff. Created an advanced grade-passback integration with Edgenuity, allowing parents to seamlessly monitor distance education and credit recovery grades from Pathways within the Infinite Campus (IC) portal.
- Emergency Infrastructure: Established site-based Emergency Communication Protocols to instantaneously notify school and district staff of emergencies (e.g., medical stay-put protocols) while keeping families informed.
- Cybersecurity Resilience: Successfully intercepted and neutralized multiple highly sophisticated and aggressive phishing campaigns, protecting district data integrity.
- Artificial Intelligence Policy Leadership: Formed an *A.I. Guidance Committee* to provide clear direction to schools. Codified and enacted the *Responsible Use of A.I. Policy and Regulation (5557)*, which includes explicit parameters on emergent tech like A.I. glasses.
- Data Audit Excellence: Engineered internal *Error Dashboards* that dramatically increased data accuracy. As clerical staff and secretaries resolve data errors in real-time, parent communication reliability has risen, resulting in highly successful marks during formal state attendance audits.
- Site Support & Training: Managed and executed professional development for the new *Technology Coordinator* school-level stipend positions, enabling immediate, on-site troubleshooting before escalating issues to the central Tech team. Provided direct, one-on-one technology training for new and struggling clerical staff.
- Logistical Planning: Maintained and balanced school and district calendars, securing formal scheduling support for all school sites through the 2025/2026 and 2026/2027 school years.

Standard: Facilities Usage

Evaluate and recommend facilities that enhance student learning. Consistently evaluate space utilization, identify opportunities for improvement, implement

comprehensive maintenance plans for buildings and grounds on a scheduled basis, and ensure top-priority safety and security protocols.

Section 5: Physical Security, Operations & Facilities

Physical Security & Emergency Readiness

- **Perimeter Controls:** Completed secure perimeter fencing installations at all district school sites with the exception of Tonopah. Retrofitted facilities district-wide with 11 mil security window film with silicone beads and successfully restricted access across all campuses to a Single Point Entry.
- **Access Management:** Completed the deployment of a new District Master key system, formalized strict district key distribution policies, and executed structural key audits. Distributed Knox box keys to the Fire Chief and Sheriff's Department, and provided master keys/key cards to all School Resource Officers (SROs). Upgraded interior door hardware so all classroom doors can be locked from the inside without a key.
- **First Responder Interoperability:** Provided detailed school maps to the Sheriff's department and SROs. Fully integrated the district's camera network to allow live, remote viewing access for law enforcement during emergencies. Established dedicated SRO office spaces equipped with independent internet networks.
- **Emergency Exercises & Staff Training:** Conducted full-day Emergency Operations Plan (EOP) tabletop exercises in Pahrump involving the Sheriff, Fire Chief, Cabinet, IT, and Safety/Security teams. Revamped Campus Monitor training with a brand-new handbook, conducted youth mental health and CPR certifications, and delivered specialized EOP review workshops for all site administrators.
- **Operational Standardization:** Standardized custodial practices across all district sites using Buckeye cleaning chemicals and comprehensive training aligned with the ISSA Clean Standard. Conducts multiple annual site surveys to grade cleanliness and immediately deploy targeted maintenance action plans.