



An Educator's Excursion into the Business World

empowerment
2008

Clark County School District

Superintendent's Schools Empowerment Conference Program

October 16 - October 17, 2008

East Career and Technical Academy

Thursday, October 16, 2008

7:30 AM to 8:30 AM **Registration Desk Open**

Breakfast Buffet
Banquet Hall

8:30 AM to 9:00 AM **Keynote Speaker**

Lecture Hall



"The Power is in the Question"

Every business person and teacher knows that asking questions is one of the most powerful keys to success whether in the classroom or the boardroom. This two-day "Excursion" is ripe with the opportunity to ask any question. This giant "Green Light" session is a rare exploration in the parallels of business and education. The challenge for each of us is to maintain a "wide eyed" enthusiasm for the possible.

Stephen C. Flaherty is Principal and Managing Director of FRS & Associates, a hands-on business consulting firm specializing in small to medium sized companies. Currently he serves as the Executive Director of uptimeLV where he joined the organization in Business Development and also served as President. He was brought to uptimeLV to enhance the aggressive growth plans of the company while establishing a discipline and process for profitable expansion. Mr. Flaherty has over 15 years C-level experience in a variety of public and privately funded companies. Two of these companies established an international presence. He began his career at Bell and Howell, where he was promoted seven times within 14 years. He was recruited away by GE Capital to become the VP of Sales and Marketing for Dealer Systems. In both positions, Mr. Flaherty had the opportunity to work with the Bell and Howell and GE culture where he developed an expertise in applying the strategies and techniques for building shareholder value. This insight, success record, and natural enthusiasm made him an attractive acquisition for companies in need of a turn around. From 1991 to current, Mr. Flaherty has helped turn around various small to medium-sized businesses in search of the next level of performance and shareholder value. He has successfully concluded six turnarounds, two start-ups and authored seven patents.

Concurrent Session A

9:10 AM to 11:20 AM ***"Inspiring 100 Percent from 100 Percent: Maximizing Through Times of Change"***

Lecture Hall

Join this interactive discussion with two leaders from the Las Vegas Strip. Learn how to create high performing teams by building the leadership capacity of your team members.



Punam Mathur is Senior Vice President of Corporate Diversity and Community Affairs and a Corporate Officer of MGM MIRAGE (NYSE: MGM), one of the world's leading hotel and gaming companies. She is responsible for the oversight and implementation of the company's

Diversity Initiative, diversity relations, community affairs, corporate philanthropy and the employee-funded Voice Foundation.

Under her leadership, MGM MIRAGE has received national and local acclaim for its support of diversity and community affairs initiatives. Recently, the company was recognized by DiversityBusiness.com as one of the "Top Corporations in the U.S." for multicultural businesses, was awarded "Supplier Diversity Program of the Year" by the Nevada Minority Business Development Council, ranked among the "Top 50 Companies for Diversity" by *DiversityInc* magazine, named one of "America's Most Admired Companies" by *Fortune Magazine* and was one of 15 U.S. companies to receive the 2006 Secretary of Defense Employer Support Freedom Award from the National Committee for Employer Support of the Guard and Reserve.

Ms. Mathur currently serves on the boards and councils of several organizations. She serves as the Chairperson of the Board of Trustees for Three Square, a non-profit organization dedicated to eradicating hunger in Southern Nevada. Additionally, she serves as Co-Chair of the American Gaming Association's Diversity Task Force, and sits on the Advisory Board of Habitat for Humanity – Las Vegas. An avid supporter of education, Ms. Mathur is a member of the President's Advisory Task Force on Diversity at the University of Nevada, Las Vegas; Co-Chair of Nevada Partnership for Inclusive Education; Board of Advisors for Nevada State College; and the Clark County School District Superintendent's Educational Network.

In 2006, the Women's Chamber of Commerce of Nevada inducted Ms. Mathur into the Women's Hall of Fame. She is also a recipient of the organization's ATHENA Award, a prestigious international recognition that identifies individuals who have contributed to the success of women in leadership positions. Other honors include being awarded the Community Enrichment Award in Civil Rights by the Las Vegas Urban Chamber of Commerce, named a "Woman of Distinction" by the National Association of Women Business Owners of Southern Nevada and named among the "Top 100 Women in Corporate America" by *Woman 3.0* magazine.

She is the proud mother of two amazing sons, aged 19 and 10, and a spectacular 8-year old daughter.



Renee West is President and Chief Operating Officer for Excalibur, a 3,991-room resort. She is responsible for all property operations as well as a series of major capital improvements at one of the city's most iconic and best-known destinations. Components of this property transformation include an expansion of the property's pool to nearly twice its previous size, the addition of several new bars and

restaurants and a multi-year room remodel, which offers hotel guests new amenities and a modern take on the resort's classic castle theme.

Prior to joining Excalibur, West served as President and Chief Operating Officer for Primm Valley Casino Resorts, a trio of gaming properties on Interstate 15 at the California/Nevada state line. At Primm, she improved property EBITDA by 30 percent and implemented a number of industry-leading programs, including development of the industry's first full-service on-site housing community and the creation of an award-winning employee transportation program.

Known for her ability to strategically align operations, instill vision at all ranks in a company and improve profitability, West has enjoyed an extensive career in the hospitality industry. She held senior positions with Caesars Palace and Station Casinos and provided organizational strategy design for a number of other organizations.

West is a board member of the Las Vegas Chapter of the Young Presidents Organization and a trustee on the board for the Culinary Training Academy. As a member of the Nevada State Board of Medical Examiners, she reports directly to Governor Jim Gibbons. Chief among her many certifications and degrees is an honorary doctorate from Southern Utah University.

9:10 AM to 11:20 AM

"Innovative Programs and Strategic Planning"

Room 302



This presentation will provide a discussion of the programs currently implemented at the Andre Agassi Charitable Foundation. Further conversation will include upcoming plans for the foundation.

Francisco Aguilar is the Chief Policy Officer and Associate General Counsel for the Andre Agassi Charitable Foundation responsible for helping to further its mission and to transform U.S. public education for underserved children. He also served as Senior Counsel for Southwest Gas Corporation, Special Counsel to the Chancellor of the Nevada System of Higher Education and Director of Government Relations and Business Development for Sunbelt Communications, parent company for KVBC, the Las Vegas NBC affiliate.

In May 2004, he graduated from the University of Arizona James E. Rogers College of Law with a Juris Doctorate and the University of Arizona Eller Graduate College of Management with a Master of Business Administration. He also attended the University of Arizona for his Bachelor of Science degrees in Finance and Accounting.

9:10 AM to 11:20 AM

“It Starts with a Dream”

Room 306



Take a walk with Shelly Rounds as she shares her story of finding her passion, following a dream, taking a risk, and finding excellence. Her advice—NEVER QUIT!

Shelly R. Rounds, entrepreneur and CEO has built a premier multi-million dollar technology business bootstrapped from an idea. Her dedication to possibilities has led her to be voted by the Las Vegas Chamber of Commerce as the “Entrepreneur of the Year” for 2008. With extensive experience in business management and marketing, Ms. Rounds has guided uptimeLV into becoming one of the go-to experts in the Las Vegas tech service and consulting community. Her drive and dedication has enabled uptimeLV to establish customer service and an excellence in technology as the cornerstone of this growing business. She continues to re-invent the company, which has resulted in a 200% revenue growth and profitability. Rounds saw an opportunity to be a catalyst in the Las Vegas market by elevating technology services commensurate with any metro area in the nation. As chief executive, Rounds is responsible for overseeing all critical aspects of this flourishing business. Her drive for success and results has shaped uptimeLV into one of Nevada’s foremost information technology consulting firms in the last five years. The Las Vegas Chamber of Commerce honored Ms. Rounds as the “Innovative Business of the Year” for 2006. Most recently, Ms. Rounds was named the 2008 Entrepreneur of the Year by the Las Vegas Chamber of Commerce.

Ms. Rounds has most recently become the publicist for [The Shining Sea Star](#), a children’s book, with a message of hope and perseverance for cancer survivors. Because of her efforts, the book is in the top 10% of self-published books sold. An advocate for cancer and a LIVESTRONG Army Leader in her community, she was honored to be one of 1000 delegates worldwide to attend the Lance Armstrong Foundation’s 2008 Summit. She is on a mission to make cancer a national priority.

Rounds earned her Bachelor of Science degree from California State University. She is currently obtaining her MBA from Regis University. She is also a 2006 graduate of Leadership Las Vegas, hosted by the Chamber of Commerce and a proud soccer mom of an 11 year old and twins that are 8.

9:10 AM to 11:20 AM

“St. Jude’s Ranch for Children: Turning Around a Not-for-Profit Organization ”

Room 304



We hear about it on the news and read about it in papers nearly every day: another company in trouble and needs a turnaround to stay alive. Most frequently, those stories are about for-profit corporations. But some not-for-profit organizations find themselves in the same situation—and need the same business approaches for a successful reorganization. This presentation will describe the successful turnaround of St. Jude’s Ranch for Children and the business approaches implemented to build a sustainable organization that always keeps kids first.

Christine J. Spadafor, Chief Executive Officer at St. Jude’s Ranch for Children, is an accomplished executive with a proven track record of optimizing performance through leadership of enterprise-wide operational improvements and corporate restructurings in small to large companies in positions ranging from CEO to consulting firm partner.

She has delivered significant business results in a broad spectrum of industries including healthcare, medical equipment manufacturing, entertainment and media, and telecommunications. Her specific areas of expertise include: operational improvement with a focus on execution and results, redesign of core business processes, organizational change management programs and executive team alignment.

Her vast experiences include: President and CEO of Professional Experience SpadaforClay Group; Principal of Alixpartners, LLC; Partner and Vice President of The Boston Consulting Group; Partner of Computer Sciences Corporation (formerly CSD Index); General Counsel and Vice President for the Franciscan Children’s Hospital and Rehabilitation Center; Corporate Attorney for Hill and Barlow; and Consultant for the United Nations on environmental and maternal and child health matters in third world countries.

Christine Spadafor is a registered nurse, earned a Bachelor’s degree in Administration and Management from LaRoche College, has a Master’s degree in Physiology from Harvard School of Public Health, and graduated from Harvard Law School with a Juris Doctorate. Further, she has authored published works, is currently short listed as a candidate for the New York Stock Exchange Board of Directors, serves on the Board for Starlight Starbright Children’s Foundation, and recently was awarded inclusion by the American Bar Association as one of the nation’s top 20 female lawyers with business expertise. She is the only attorney from Nevada to win the honor, and she is the only representative from the philanthropic world.

11:20 AM to 12:30 PM

Lunch
Banquet Hall

Concurrent Session B12:30 PM to 2:40 PM ***“Inspiring 100 Percent from 100 Percent: Maximizing Through Times of Change”***

Lecture Hall

Join this interactive discussion with two leaders from the Las Vegas Strip. Learn how to create high performing teams by building the leadership capacity of your team members.



Punam Mathur is Senior Vice President of Corporate Diversity and Community Affairs and a Corporate Officer of MGM MIRAGE (NYSE: MGM), one of the world’s leading hotel and gaming companies.



Renee West is President and Chief Operating Officer for Excalibur, a 3,991-room resort.

12:30 PM to 2:40 PM ***“Innovative Thinking and Strategic Planning”***

Room 302

This session will connect how innovative thinking and strategic planning work in the “nonprofit” sector.



Gian Brosco is President of the Nevada Community Foundation, a forty-million dollar community foundation dedicated to partnering with generous Nevadans to build more vibrant communities. Gian is a graduate of Georgetown University and the New England School of Law.

Prior to joining the Nevada Community Foundation, Gian served as Vice President for the Philanthropic Management Group at U.S. Trust Bank of America, practiced law for more than twelve years, and served as senior gift planning officer for The Rhode Island Foundation, a seven-hundred million dollar community foundation serving the state of Rhode Island.



A native Las Vegan, **Stacey Wedding** is Principal of Professionals in Philanthropy, LLC, a boutique philanthropic consulting firm that provides a myriad of customized services to foundations, corporate and individual philanthropists, and nonprofits.

Prior to starting her own firm, Stacey was on the executive management team of the Nevada Community Foundation, a multi-million dollar charitable foundation. She has also worked in corporate communications at Nevada Power Company and public relations at Ballard Communications. She holds a Bachelor of Arts degree in Communications from the University of Nevada, Las Vegas, where she graduated *summa cum laude* from their Honors College.

12:30 PM to 2:40 PM ***“Branding and Community Awareness: Gaining Resources by Increasing Awareness of Your School in the Community”***

Room 304

This session will focus on basic public relations strategies to get your school in the media’s view in order to raise resources or to announce special achievement by students. In addition, you will learn about how increasing awareness of your school and students can assist in securing additional resources for student needs.



Maureen Peckman is currently the Chief Operating Officer of the Keep Memory Alive Organization, in support of the Lou Ruvo Brain Institute. Most recently, Ms. Peckman was the founder and owner of Peckman Outdoor Media, a Las Vegas based company that specialized in the acquisition, development and sale of outdoor advertising structures. After nearly five years building an extensive lease and structure inventory,

Peckman Outdoor Media was purchased in 2008 by a national outdoor media conglomerate. Ms. Peckman also serves as the Director of the Council for a Better Nevada, founded in 2003 by business executives within Nevada whose purpose is to impact important issues of community interest toward greater improvement of the Nevada community.



Holly L. Silvestri is Principal and founder of *impress* communications. Holly has a lengthy history in the field of journalism. Her responsibilities at the firm include overseeing public relations activities, client relations, creating strategic public relations campaigns, media relations, business development, and overseeing the day-to-day

operations of the business and its staff. The company has grown immensely since its opening in early 2001, offering a special focus on corporate clientele, including in the areas of development, real estate, law, insurance, technology, education and health care.

Prior to entering the public relations field, Holly Silvestri served as a newspaper reporter in San Diego for six years. While a print reporter for the *North County Times*, the second largest newspaper in San Diego County, Holly earned two prestigious reporting awards from the California Newspaper and Publisher's Association and the Society of Professional Journalists.

Silvestri, a member of the Public Relations of America, was named a "Top 40 Under 40" business executive by *In Business* in 2007. In early 2008, she was named a finalist in the Communications category for the National Association of Women Business Owners "Women of Distinction" Awards Program. She also was named to the first University of Nevada, Las Vegas Marketing Department Executive Advisory Board and is a past board member of the Las Vegas Advertising Federation. Silvestri is a member of the North Las Vegas Chamber of Commerce and Las Vegas Chamber of Commerce, NAWBO, and the National Association of Female Executives.

She donates her time to the Foundation for Positively Kids and to various committees at the non-profit University of Southern Nevada. She supports the Red Cross, Alzheimer's Association, and Help of Southern Nevada. In addition, her firm has adopted the at-risk J.T. McWilliams Elementary School to provide school supplies and other materials to its students and teachers.



Catherine Lu, Account Executive for impress communications, a Las Vegas-based corporate public relations firm, is responsible for creating and overseeing the execution of strategic public relations campaigns, conducting research, creating press materials, and maintaining media and client relations. Since joining the firm in 2005, she has worked extensively with clients in real estate, technology, and transportation industries.

Prior to becoming a team member at impress communications, Lu freelanced for various newspaper publications and interned at the National Public Radio affiliate KQED-FM in San Francisco, CA. She began her communications career as co-editor of the *Las Vegas Review Journal's* first annual teen section, R-Jeneration.

Born and raised in Las Vegas, Lu attended college in the Bay Area at the University of California, Berkeley. She graduated with a Bachelor of Science degree in Mass Communications and a minor in Asian American Studies in 2004. While there, she served as Public Relations officer for the Northern California chapter of Alpha Phi Omega, an international co-educational community service fraternity.



Phillip Peckman, Attorney and Certified Public Accountant, is currently serving on the Board of Directors for Shuffle Master (NASDAQ—SHFL) and is Chairman of the Audit Committee. He received Economic, Accounting, and Political Science degrees from Creighton University in Omaha, Nebraska, University of Iowa, and Drake Law School in Des Moines, Iowa. He has been a resident of Las Vegas since 1980.

Mr. Peckman has practiced law and was the Managing Partner of the Las Vegas office of McGladrey and Pullen, a national accounting firm. He joined the Las Vegas-based Greenspun family in 1990 as the Chief Operating Officer of the Greenspun Corporation, a real estate, media, and gaming company. He left the Greenspun Corporation as the CEO in November of 2006. Current associations include:

- Nevada Development Authority, Executive Committee, Chairman
- Council for a Better Nevada, Member
- Sunrise Hospital, Board of Trustees

12:30 PM to 2:40 PM

"A Gift of Hope"

Room 306



This presentation will demonstrate how I have approached writing and self-publishing with the same attitude I have used to overcome cancer—with faith, not fear. I will explain how a desire to help my children and satisfy a need in the community turned into a business. The ultimate goal of my children's book, *The Shining Sea Star*, is to share a message of hope. PenSoul Publishing has become the vehicle from which I can share the book and my personal story to others going through similar struggles.

Author, **Ellen O. Hunter**, is a mother of three and has battled two recurrences of stage IV malignant melanoma and breast cancer. She has become an inspiration and a reminder to many that no matter what adversity we may face each day, we each have a choice how to spend that day, how to live that week, how to live our life. She has chosen to live each day focused on hope and faith, not fear. By turning a child's favorite tide pool creature into a symbol of perseverance, Ellen was able to create a story of hope for everyone, regardless of the challenges. It is a story about pulling forth the traits of **faith, patience, determination, strength, and grace** during times of any adversity. Ellen shares her book, *The Shining Sea Star*, and her personal journey throughout the community, at hospitals, cancer support groups, schools, fundraiser events, and book clubs. Ellen is currently working on a collection of children's stories, which includes the sequel to *The Shining Sea Star* and two new books, *Sergeant Sam* and *Hammy the Runaway Hamster*.

12:30 PM to 2:40 PM

“Different Routes—Same Destination”

Room 305

Each and every business has virtually the same destination. Every business accepts change as their mantra and adopts different routes. These routes are pervasive from the top of the organization down through to the client. I will explore some of these routes/processes.



Stephen C. Flaherty is Principal and Managing Director of FRS & Associates, a hands-on business consulting firm specializing in small to medium-sized companies. Currently, he serves as the Executive Director of uptimeLV where he joined the organization in Business Development and also served as President.

Friday, October 17, 20087:30 AM to 8:30 AM **Registration Desk Open**

Breakfast Buffet
Banquet Hall

8:30 AM to 9:00 AM **Keynote Speaker**

Lecture Hall

***“Entrepreneurship in Education with Our People? You have got to be kidding!”***

Those in schools are constantly being challenged to become entrepreneurial, yet, there exists a paucity of evidence of it happening. The address offers an explanation for this state of affairs and posits a road map for creating real entrepreneurship at the school level.

Michael A. Strembitsky

As a practitioner, Mike has gained international recognition for his role in the practical implementation of innovative theoretical constructs both in school districts and at the state level.

In 1980, as Superintendent of Schools in Edmonton, he spearheaded the allocation of dollars to all the district's schools with authority to plan and deploy resources to meet the educational needs of students. In return, the schools were held accountable for the results.

This resulted in the district becoming a lighthouse in public education. *Time* [U.S. edition] labeled Edmonton the most emulated and visited school district in North America.

In 1984, Mike was recruited to work in the United States. Four superintendents have followed and the district's 215 schools have operated on this system for 28 years.

Concurrent Session A9:10 AM to 11:20 AM ***“From Dreams to Results: A Toolkit to Deliver on Your Big Ideas”***

Lecture Hall



Steve will coach you on how to transform your "Big Ideas" into executable plans and how to deliver results that matter to you, your team and your customers. Through interactive exercises and real-life examples, he'll introduce you to 10 powerful, yet simple techniques that he's drawn from 25 years of work in the fields of project management, leadership and organizational change.

Steven J. Chihos is an independent Leadership Coach who helps executives, managers and teams deliver results by using simple, proven techniques and common sense. He's developed straight-forward methods and tools drawn from the theory and "best practices" of the Organizational Change, Leadership and Project Management disciplines. Over the past 25 years, he's been an Air Force officer, Founder and Director of a National Project Office for a nationwide services firm and a successful change leadership consultant.

9:10 AM to 11:20 AM ***“Strategic Planning—Hiring High Performers”***

Room 302



This presentation will highlight interviewing and hiring high performers. The session is geared to sharing lessons learned from Teach For America's selection process.

Allison Serafin is the Executive Director for Teach for America—Las Vegas Valley. A 2001 Houston Corps member, she taught sixth grade language arts and social studies and led 100 percent of her

students to increase their reading levels by 1.5 grade levels and an average of three years growth in social studies as measured by the Stanford 9. She joined the Teach for America staff in 2003 as a program director in the Greater Philadelphia-Camden region before returning to the classroom for the 2004-2005 school year. At YES College Preparatory School in Houston, she led 100 percent of her seventh grade students to pass the Texas reading and writing exams.

Serafin earned a Bachelor of Science degree in political science from Texas Christian University and a Master's degree in Social Work from the University of Texas at Arlington.

9:10 AM to 11:20 AM ***“Managing the Resources”***

Room 304

This presentation will address managing very important resources—budget and staffing allocations.

Picture
Unavailable

Brian Walsh is the Administrator for Clinical Operations at the Lou Ruvo Brain Institute and is responsible for the operations of the clinic, imaging, and facility operations. The Lou Ruvo Brain Institute is located in Las Vegas, Nevada, and its mission is to prevent or prolong the disabling symptoms of chronic brain diseases such as Alzheimer's, Parkinson's, Amyotrophic Lateral Sclerosis (ALS) and Huntington's.

Before joining the Lou Ruvo Brain Institute, Mr. Walsh was the Director of Clinical Operations for Southwest Medical Associates' (SMA) Specialty Clinics. Prior to working at SMA, he was the Business Operations Coordinator for University Medical Center's clinic system, including the Quick Cares, Primary Care Clinics, and Multispecialty clinics. His role was to oversee the daily operations of the non-clinical areas of the division, which included facilities management, budgeting, process improvement, information technology, and human resources.

Mr. Walsh graduated from the University of Nevada, Las Vegas in 1997 with a Bachelor of Science degree in Business Administration with an emphasis in Finance. He also holds a Master of Business Administration degree from the University of Phoenix, which he earned in 2006. While attending UNLV, he was a founding member of the local chapter of Pi Kappa Alpha. During his years with the fraternity, he held several positions—President, Vice-President, and Treasurer.

Mr. Walsh was born in Illinois and has resided in Las Vegas since 1984. He is married with three children and enjoys coaching baseball and playing golf.



Lisa Manning is the Chief Financial Officer of Keep Memory Alive, In Support of The Lou Ruvo Brain Institute. She is responsible for the overall financial management, budgeting, and accounting policies and practices of the organization. Lisa's financial experience spans over the last 20 years in industries ranging from medical and national non-profit organizations to construction, commercial lending, and real estate

development. She has called Las Vegas home for the last 11 years and has served the business community as a management consultant and business advisor. She is a 1991 graduate of the University of Washington with a Bachelor's degree in Business Administration and has been a licensed CPA since 1992.

9:10 AM to 11:20 AM ***“The Road to Utopia: Centralization or Decentralization?”***

Room 306

The rhetoric in favor of decentralization is legend, yet, so little seems to find its way into practice. And that which does, seldom succeeds. This session provides insight into the requirements for effectively devolving decision-making to the schools and why it does not happen.



Michael A. Strembitsky has gained international recognition for his role in the practical implementation of innovative theoretical constructs both in school districts and at the state level. Under his leadership as Superintendent of Schools in Edmonton, *Time* [U.S. edition] labeled Edmonton the most emulated and visited school district in North America.

Concurrent Session B12:30 PM to 2:30 PM ***“From Dreams to Results: A Toolkit to Deliver on Your Big Ideas”*****Lecture Hall**

Just as the morning session focused on creating solid plans, this session will build the skills you'll need to execute those plans and adapt to changing conditions as you realize your Big Ideas. You will be able to use the 10 simple techniques presented in the two sessions to start delivering results when you go back to work on Monday!



Steven J. Chihos is an independent Leadership Coach who helps executives, managers, and teams deliver results by using simple, proven techniques and common sense.

12:30 PM to 2:30 PM ***“Got Empowerment? Building Strength Through Consensus”*****Room 302**

This presentation will provide a basic overview of Interest-Based Problem Solving, a process used in collaborative decision making. Topics covered will include: Changing the conversation about decision making; how to convert positions to interests; making decisions based on standards—not power; and, other consensus-building strategies.



Cindy Johnson is a 24-year veteran of the Clark County School District. She received a degree in Music Education from the University of Iowa. Cindy has been a member of the Teaching and Learning Conditions Team since 2006 and has received extensive training in Interest-Based Problem Solving from the Federal Mediation and Conciliation Service. She has presented workshops on school climate and consensus building in North Carolina, California, and Nevada.



Mary Ella has taught reading at a middle school in Clark County for 27 years. She is a graduate of SUNY College at Oneonta and received a Master's degree in Education from the University of Arkansas. She was trained through the Federal Mediation and Conciliation Service in Interest-Based Bargaining. Mary Ella has also taught Nevada School Law to new teachers for 20 years.



Vicky Brogan has been working in the Clark County School District for 18 years. She served as an instructional aide for three years and the remaining 15 years as an elementary school teacher. She received a degree in English from the University of Nevada, Las Vegas. Vicky was trained in Interest-Based Problem Solving in 2007 and was a co-facilitator for the Teaching and Learning Conditions Team at her previous work location. This is her first year as a member of the TLC Team.

12:30 PM to 2:30 PM ***“Community Engagement and Political Climate”*****Room 304**

This presentation will address how community engagement affects affairs of the state.



Steven A. Horsford, Nevada State Senator, was elected to the Nevada State Senate in 2004 as the youngest member currently serving in the Senate. Senator Horsford represents more than 100,000 constituents in a predominately working class district in the North and Northwest portions of the City of Las Vegas and Clark County.

His affiliations include: Board Member, Aid for Aids Nevada (AFAN); Board Member, Urban League of Las Vegas/Clark County; Executive Committee Member, Chair of the National Association for the Advancement of Colored People (NAACP); Academic, Cultural, Technological, and Scientific Olympics (ACT-SO), Las Vegas Chapter; Founding Member, Caucus of African American Nevadans; Member, National Network of Sector Partners; Member of the Latin, Urban, and Asian Chambers of Commerce, North Las Vegas Chamber of Commerce.

Senator Horsford was listed in the "Top 40 Under 40," *In Business*, Las Vegas publication; The Links, Inc. *Services to Youth Award*; Alpha Kappa Alpha Sorority, Inc., *Community Achievement Award* for Economic Empowerment; *Community Achievement Award in Communications*, Las Vegas Chamber of Commerce; Las Vegas Chamber of Commerce Leadership 2002 Graduate; Portrait of Pride *Distinguished Man of Southern Nevada*, KLAS-TV Channel 8; *Community Leader Award*, Dr. Martin Luther King, Jr. Committee; Citizen of the Year for 2005, Omega Psi Phi Fraternity; Elected Official of the Year Award for 2006, National Association of Social Workers, Nevada Chapter; recognized as an Aspen Fellow for the International Ideas Festival hosted by the Aspen Institute; *Friend of Working Families Award*, Nevada State AFL-CIO.

Born in Las Vegas, Nevada, Senator Horsford is a graduate of Edward W. Clark High School and the University of Nevada, Reno. He is married with two sons.



Marilyn Kirkpatrick, Nevada Assembly, was elected in November 2004. Assemblywoman Marilyn Kirkpatrick is affiliated with the Nevada Parent Teacher Association, Girl Scouts of America, and is a National Rifle Association Member.

Her personal and professional achievements include: Parent Hall of Fame; North Las Vegas Planning Commission, 2003-2004; Girl Scout leader, 1997—present; Board of Directors, Community Events Vice President, Girl Scouts of the United States of America.

Assemblywoman Kirkpatrick attended Vegas Verdes Elementary School, Brinley Junior High School, Western High School, and Krolak Business School.

She is married and has six children.

12:30 PM to 2:30 PM ***"Innovative Practices Outside the Box"***
Room 306

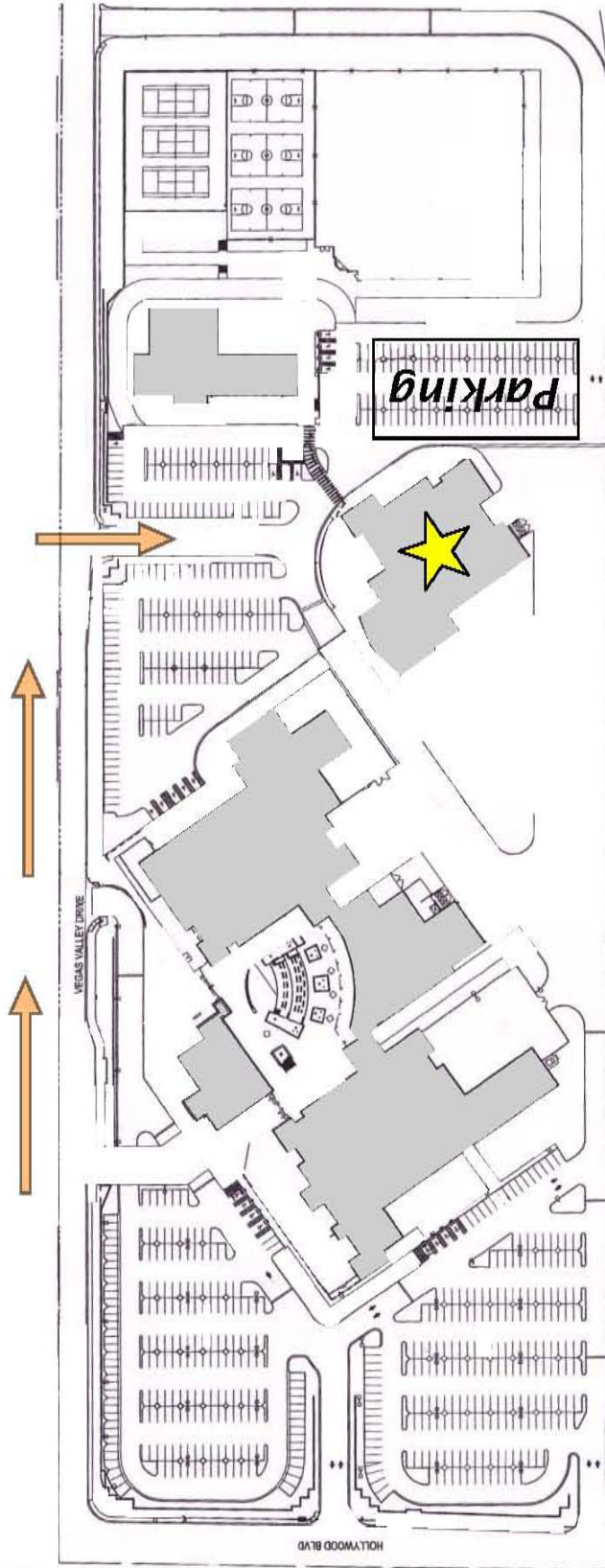
"I'll believe it when I see it." Yet some things have to be believed before they are seen. This interactive session challenges participants to embrace a mindset visualizing possibilities beyond the present. Examples of actual practices that have resulted in exemplary performance and job satisfaction provide the framework for eliciting possibilities from the participants.



Michael A. Strembitsky has gained international recognition for his role in the practical implementation of innovative theoretical constructs both in school districts and at the state level. Under his leadership as Superintendent of Schools in Edmonton, *Time* [U.S. edition] labeled Edmonton the most emulated and visited school district in North America.

2:30 PM to 2:40 PM ***Conference Survey Completion***

CONFERENCE LOCATION



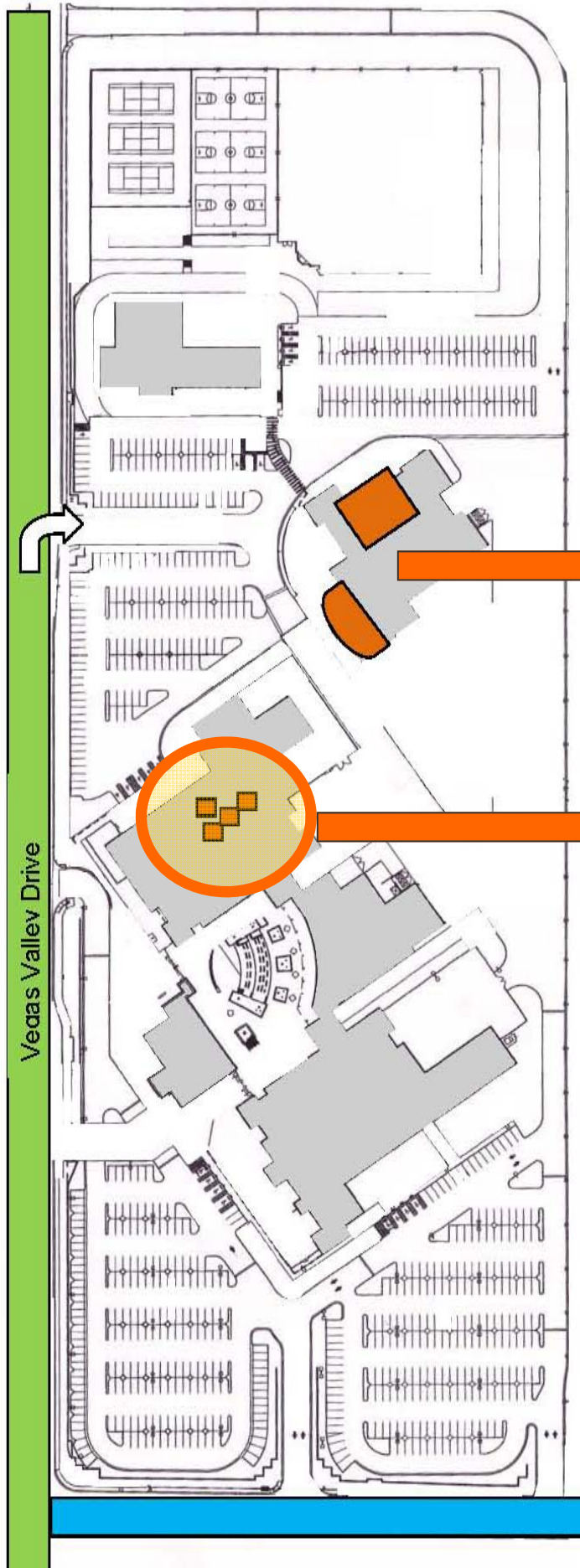
East Career & Technical Academy

**6705 Vegas Valley Drive
Las Vegas, NV 89142**

***Head EAST on Vegas Valley
Go straight at stop sign at Hollywood & Vegas Valley
Turn RIGHT into second driveway
(this driveway is slightly PAST main building)***



SESSION FLOOR PLAN



**Banquet Hall
Lecture Hall**

Session Rooms:

- **Room 302**
- **Room 304**
- **Room 305**
- **Room 306**



IN APPRECIATION

empowerment
2008

This program marks the first Superintendent's Schools Empowerment Conference. Whatever success has been achieved in developing a program that is effective and of high quality is the result of the extraordinary efforts of many talented and dedicated professionals and students working together.

First and foremost, we recognize and express our appreciation for the contributions of Dr. Walt Rulffes, Dr. Karlene McCormick-Lee, and Mr. Jeremy Hauser for bringing a new dimension into the Clark County public school system by supporting and shaping innovative efforts into empowered schools.

We thank, in particular, all of our esteemed speakers who joined us by sharing their remarkable experiences and invaluable wisdom. We thank the preeminent group of educators for their visionary leadership, their time, and their countless contributions to the conference: Dr. Jeff Geihs, principal; Wendy Phelps, assistant principal; George Ullom, assistant principal; and Tracy Barkhuff, business manager. We express our gratitude to the staff of the East Career and Technical Academy for their generosity in hosting the location of the event. Special appreciation is extended to the following ECTA staff for providing assistance in facility management: Dr. Lisa Edler, community partnership coordinator; Pamela Hales, coordinating assistant; and Christopher Lindsay, chef. We offer a sincere thank you to Michael McGreal, art teacher at Duane D. Keller Middle School, and his students for creating the banquet table centerpieces. Finally, we thank the catering services of the Clark County School District Food Service Department and A Thyme For All Seasons for the exceptional meals.



“If you want to build a ship, don't drum up people to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea.”

- Antoine de Saint-Exupéry