



*Matthew Fox, Esq.*  
*Chair*

*Wendi Hawk, EdD*  
*Chief Executive Officer*

October 15, 2020

Governing Body  
2651 North Green Valley Parkway, Suite 106  
Henderson, NV 89014

SUBJECT: Critical Labor Shortage Request – Education Advisory Coordinator

Dear Governing Body Members:

Below is a summary of actions taken to justify Nevada State High School (NSHS) – Flagship critical labor shortage request:

Between October 2019 – October 2020, NSHS has utilized paid advertising with NeoGov, LinkedIn and Indeed and several education jobs boards. These efforts have produced 25 potential candidates, of which 15 were hired. Of those hired, nine departed the organization within six months. We attribute the high attrition rate to a less experienced pool of applicants recently graduated from college or with non-education backgrounds in a position requiring a combination of teaching, counseling, and metrics skills.

The only segment of available potential candidates NSHS has not pursued are retired educators currently unauthorized to apply for the due to retirement pay penalties.

NSHS requests a critical labor shortage for the position of Education Advisory Coordinator for two years, from October 15, 2020 – October 14, 2022, under NRS 286.523 and policy 10.34 from the Public Employee Retirement System (PERS).

If you have any questions regarding this information, then please call me at 702-332-2593. Thank you for your consideration.

Sincerely,

John Hawk, COO



*Matthew Fox, Esq.*  
*Chair*

*Wendi Hawk, EdD*  
*Chief Executive Officer*

October 15, 2020

Governing Body  
2651 North Green Valley Parkway, Suite 106  
Henderson, NV 89014

SUBJECT: Critical Labor Shortage Request – Director of Site Administration

Dear Governing Body Members:

Below is a summary of actions taken to justify Nevada State High School (NSHS) – Flagship critical labor shortage request:

Between July 2018 – October 2020, NSHS has utilized paid advertising on NeoGov, LinkedIn and Indeed and several education jobs boards. These efforts have produced four (4) potential candidates, of which five (3) were hired. Each of the three hired departed the organization within less than three months due largely to their lack of experience in an administrative position.

Due to the stringent requirements enforced by the Nevada Department of Education, requiring a teaching license with administrative endorsement, there is a limited pool of available candidates in the Reno area. Because requirements of obtaining an endorsed license are tenure- and position-based administrative roles, the largest existing segment of available candidates are retired educators currently unauthorized to apply for the Director of Site Administration position due to retirement pay penalties.

Nevada State High School requests a critical labor shortage for the position of Director of Site Administration for two years, from October 15, 2020 – October 14, 2022, under NRS 286.523 and policy 10.34 from the Public Employee Retirement System (PERS).

If you have any questions regarding this information, then please call me at 702-332-2593. Thank you for your consideration.

Sincerely,

John Hawk, COO



*Matthew Fox, Esq.*  
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*Wendi Hawk, EdD*  
*Chief Executive Officer*

October 15, 2020

Governing Body  
2651 North Green Valley Parkway, Suite 106  
Henderson, NV 89014

SUBJECT: Critical Labor Shortage Request

Dear Governing Body Members:

Below is a summary of actions taken to justify Nevada State High School's critical labor shortage request

1. November 2018 – Nevada State High School (Advertising/Posting)

This search extended over 90 days and produced five potential hires. Three candidates withdrew their applications or did not meet the minimum specifications and two candidates were forwarded to a national search company that picked up the recruitment efforts mid- February 2019. Nevada State High School pushed this information out through LinkedIn, Indeed.com, social media posting, texting current charter school executive directors, and email blasts to all members with the Nevada Association of School Administrators.

2. February 2019 – Ray and Associates (outside headhunter)

This search was conducted just over 60 days and took into consideration the competencies the leadership team and the governing body felt important to hold the position. The search used all 170 associate contacts, professional postings, and employment fairs attended by Ray and Associates and yielded 1,644 individuals contacting or searching the posting on the website. Only 19 applicants completed the application process and were evaluated and screened and only seven candidates were brought to the leadership team for review.

3. June 2020 – Nevada State High School (Advertising/Posting)

Beginning June 15, 2020, a renewed search commenced and to date there have been 55 applicants, of which 7 met initial requisites, and 5 were interviewed by the Executive Leadership Team. Only one candidate met the stringent requirements of the position and was recommended to move forward. Among the efforts employed to acquire the right fit include paid and free job board advertisements (LinkedIn (Local), Indeed (National), Nevada JobConnect/Nevada State Public Charter School Authority, EdJoin, etc.); reaching out to Executive Coach Jim Hager for assistance contacting prospects; and contacting in- and out-of-state educational, administrative, and academic organizations to publicize the position.

Nevada State High School requests a critical labor shortage for the position of Executive Director for two years, from January 1, 2021 – December 31, 2022, under NRS 286.523 and policy 10.34 from the Public Employee Retirement System.

Sincerely,

A handwritten signature in blue ink that reads "John Hawk". The signature is fluid and cursive, with the first name "John" being larger and more prominent than the last name "Hawk".

John Hawk, COO