

NEVADA STATE HIGH SCHOOL

FOR OFFICIAL USE ONLY

PERFORMANCE EVALUATION – EDUCATIONAL CONTRACTS

1. CONTRACT IDENTIFICATION Welsh, Jesse

PART I – GENERAL CONTRACT DATA

2. AGENCY/EMPLOYEE (<i>Name, address and ZIP code</i>) Dr. Jesse Welsh 11761 Giroma Ave. Las Vegas, NV 89138	3. TYPE OF CONTRACT (Check One) ⇨	A. EMPLOYEE OF SCHOOL <input checked="" type="checkbox"/> NEGOTIATED AGREEMENT <input type="checkbox"/> PART-TIME STAFF <input type="checkbox"/> OTHER: B. OUTSIDE AGENCY <input type="checkbox"/> MEMORANDUM OF UNDERSTANDING <input type="checkbox"/> OTHER:
4. TYPE OF WORK: <input checked="" type="checkbox"/> MANAGEMENT <input type="checkbox"/> SERVICE <input type="checkbox"/> OTHER:		

PART II – PERFORMANCE EVALUATION OF CONTRACT QUARTERLY ROCK (*Check appropriate box*)

5. PERFORMANCE INDICATORS	RESULT	DONE NOT DONE
i. Summer FY23: 95% of active students who apply by 7-15-22 are ready to enroll (Phase 4 complete)	95%	DONE
ii. Fall FY23: Provide active staff on a SIP with targeted support for 90% of EE requested hours.	186.25 hours	DONE
iii. Fall FY23: Develop a master sponsor training course approved by the Master Council	Completed	DONE
iv. Winter FY23: Gather input to restructure the accountability chart, approved by XLT	Completed	DONE
v. Winter FY23: By 1/27, execute the plan for the SAT to complete the CIAO selection process.	Completed	DONE

6. OVERALL EVALUATION OUTSTANDING SATISFACTORY UNSATISFACTORY

7. NARRATIVE SUMMARY OF PERFORMANCE

Dr. Welsh completed his second full year at Nevada State High School (NSHS) as of January 2023. Prior to the start of year, Dr. Welsh supported a major restructuring of Basecamp projects for semesterly site-based responsibilities, condensing multiple projects into a single project and better aligning due dates, directions, supports, and tasks. With the Nevada Department of Education picking up the cost of the Canvas Learning Management System for all Nevada schools, Dr. Welsh spearheaded the transition of all curricular content to Canvas for the 2022-2023 school year, including a complete refresh of Study Skills. This saved the school money, allowed for greater functionality, and reduced students' cognitive load by unifying to the same system used by the colleges. Dr. Welsh successfully developed and applied for the CSP grant from Opportunity 180, securing \$261,000 in funding to support the opening of the NSHS North Las Vegas campus. Dr. Welsh provided assistance to the Support Services Director and to site staff by identifying and implementing a batch upload process for initial WorkKeys testing in August to load all students centrally, saving staff dozens of hours of time. To allow for more time for processing of grades and scorecard data at the end of the semester, Dr. Welsh updated the calendar to include a "dark" period and to include an extra week of processing in June prior to Parent Grade Pickup. Similarly, recognizing the need for staff to find down time, Dr. Welsh updated the calendar to include a "clarity break" week in June to allow all staff to enjoy a week off with all locations closed and condensed the schedule for summer professional development. Leveraging ESSER ARP funds, Dr. Welsh implemented a reimbursement program for summer college classes for returning and new students, increasing students' ability to stay on track for associate degrees or to make up failed coursework. ESSER ARP funds were also used to support reimbursement for MyMath for both the fall and spring semesters for students purchasing online math textbooks. Recognizing that the MOUs with the colleges were all expiring, Dr. Welsh renewed the MOUs with CSN, GBC, and TMCC, updating the language to reflect legislative changes made since the last MOUs were written. In particular, the renewed MOU with CSN will allow for greater coordination and communication regarding students completing their Associate degrees as well as for an end-of-semester sharing of college grades to streamline grading. Dr. Welsh continued to maintain the high expectations of the school, ensuring all campuses earned a 5- or 4- star rating on the Nevada School Performance Framework (NSPF). Working with the Governing Body, Dr. Welsh developed and refined options to leverage the schools' robust ending fund balance to (1) support further continuation of the summer reimbursement program, (2) provide students with a textbook stipend for both fall and spring, and (3) offer a PERS retention incentive for employees with longevity at NSHS. Dr. Welsh resolved leases that were coming due, renewing the lease for Southwest and confirming a one-year extension on the Meadowood lease. Following up on concerns that were brought forward by members of the public during the October Governing Body meeting and to the SPCSA, Dr. Welsh coordinated with legal counsel to resolve concerns that were brought up and contracted with Human Resource Connection, as recommended by the SPCSA, to conduct a two-phase project to identify climate and culture issues with the organization to be addressed. With input from staff and approval of the executive leadership team, Dr. Welsh restructured the accountability chart to reduce administration, provide more site-level support, centralize registration, and leverage central service staff to enhance support for student scorecards. Additionally, by reducing the number of times annually that student scorecards were updated and issued to students from six to four, Dr. Welsh maintained the integrity of student scorecards while further freeing up staff time and redundancy of tasks. Recognizing the complexity of employee submissions of logs for Continuous Improvement Points, Dr. Welsh developed a streamlined process for tracking internal offerings, saving staff time. Recognizing a need for seniors who fail ECON 101 to have an option for remediation, Dr. Welsh contracted with an outside service provider to develop a new credit-by-exam for the course. Throughout the year, Dr. Welsh covered additional responsibilities due to vacancies in positions, including for Director of Site Administration for Henderson and Downtown Henderson, Support Services Director, Special Programs Coordinator, Human Resources Coordinator, and Counselor. Dr. Welsh supported onboarding of new employees including the Finance Director, Support Services Director, Chief Integrity and Accountability Officer, Marketing and Engagement Director, and Education Advising Coordinators. Dr. Welsh has sponsored 33 completed performance incentives for staff since July 2022.

Dr. Welsh was successful in his five completed rocks for the year. Dr. Welsh worked with site-based staff to move new students through the application process to ensure that 95% of active students who applied by 7/15/22 were ready to enroll at the start of the year. Dr. Welsh coordinated with supervisors to provide all employees on a staff improvement plan (SIP) with a minimum of 90% of their required support hours for improvement. In support of the new structure of probationary, post-probationary, and master sponsors for performance incentives, Dr. Welsh developed a comprehensive training course in Canvas LMS for master sponsors, which was approved by the Master Council. In response to the needs of the organization and to better align work responsibilities, Dr. Welsh restructured the accountability chart, gathering feedback from stakeholders and obtaining approval from Executive Leadership. In collaboration with the Succession Advisory Team (SAT) and Executive Leadership, Dr. Welsh completed a successful search process for a Chief Integrity and Accountability Officer (CIAO) candidate, selecting Dr. Wells as the successor for Dr. John Hawk in the role.

Dr. Jesse Welsh is a valued leader of the school, maintaining the integrity and success of the program and developing the capacity of team members in their roles.

9. DIRECTION FOR NEXT YEAR
1. Review of current Credit-By-Exam tests and update at least 10 tests and study guides to better align to the curriculum.
 2. Work with third party entities to ensure resolution of allegations made within the HRC report.
 3. Build the capacity of team members to ensure the continued success of the program and integrity of core values.

11. PROCESSED BY

A. ORGANIZATION (<i>Type or print</i>) Nevada State High School		
B. NAME AND TITLE (<i>Type or print</i>) Dr. Jesse Welsh, Chief Executive Officer	C. SIGNATURE	D. DATE 4/20/2023

12. GOVERNING BODY APPROVAL

A. ORGANIZATION (<i>Type or print</i>) Nevada State High School		
B. NAME AND TITLE (<i>Type or print</i>) Matthew Fox Esq., Chair	C. SIGNATURE	D. DATE 4/20/2023