



Nevada Early Childhood Advisory Council

Executive Leadership Strategic Planning Retreat

Public Meeting

Thursday, October 30, 2025

8:30 am-2:00 pm

Location:

SUNRISE CHILDREN'S FOUNDATION
2795 DESERT INN ROAD LAS VEGAS, NV 89121

MINUTES

1. Welcome, Call to Order, Attendance

Tiffany Alston, Nevada ECAC Chair, and Patrice Gardner, Nevada ECAC Vice Chair

- Tiffany Alston called the meeting to order at 9:00 am
- Brandi Hearst conducted roll call

Members' Present

1. Tiffany Alston, ECAC Chair
2. Brianna Cambra, Communication and Engagement Co-Chair
3. Marty Elquist, Data and Evaluation Co-Chair
4. Patrice Gardner, ECAC Vice Chair
5. Amanda Haboush-Deloye, Data and Evaluation Co-Chair
6. Jerek Hough, District Manager, Source Academy
7. Dr. Jamelle Nance, Communication and Engagement Co-Chair
8. Tiffany Olivas, Systems Alignment Co-Chair
9. Denise Tanata, Early Childhood Comprehensive Systems Advisor, The Children's Cabinet

Members' Absent

1. Elysa Arroyo, Policy and Finance Co-Chair
2. Abbey Bernhardt, Systems Alignment Co-Chair
3. Cherry Clark, Nevada Early Intervention Services
4. Ashley Dines, Parent Representative
5. Dr. Elizabeth Glover, CEO
6. Darby Porter, Nevada Library System
7. Kathy Yoder-Bass, Provider Representative

Public in Attendance

1. Jess Angel, Parent/Family Leader
2. Nayesdi Badillo, Family Engagement Specialist, Office of Early Learning and Development, Nevada Department of Education, Subcommittee Member
3. Shannon Bilbray-Axelrod- Community Member
4. Jennese Black, Education Programs Professional, Office of Early Learning and Development, Nevada Department of Education, ECAC Member
5. Laura Brown, Head Start Representative, ECAC Member
6. Tami Conn, Deputy Bureau Chief, Department of Human Services, State of Nevada, ECAC Member
7. Lindsey Dorneman, University of Nevada, Reno
8. Nicole Flangas, Community Member
9. Brandi Hearst, ECAC Administrative Coordinator, Office of Early Learning and Development, Nevada Department of Education
10. Danielle Holmes, Director, The Children's Cabinet
11. Sabrina Jones, ECAC System Specialist, Office of Early Learning and Development, Nevada Department of Education
12. Sampada Karandikar, University of Nevada, Reno

13. Kathy Knickelbein, Head Start Representative
14. Marisa Lacroix, Education Programs Supervisor, Office of Early Learning and Development, Nevada Department of Education
15. Adriana Lemus, Parent, Family Leader, Subcommittee Member
16. Dazzrael Lyke, Developmental Specialist 4, Early Intervention Services, Aging and Disability Services Division, State Of Nevada, ECAC Member
17. Kristen McNeill, Public Works Team
18. Jamie Mendez, Early Childhood Workforce Specialist, Office of Early Learning and Development, Nevada Department of Education, Subcommittee Member
19. Smriti Neupane, S. Nevada ECAC Member
20. Steven Romero, Education Programs Professional, Office of Early Learning and Development, Nevada Department of Education
21. Tina Springmeyer, Director, Department of Child Family Services, ECAC Member
22. Rachel Stepina, PDG B-5 Grant Manager, Office of Early Learning and Development, Nevada Department of Education, Subcommittee Member
23. Deetra Stewart, Home Care Provider, ECAC Member
24. Kate Verville, Public Works Team
25. Anna Villatoro, Family Engagement Specialist, The Children's Cabinet, Subcommittee Member
26. Lakesha Washington, The Children's Cabinet, Subcommittee Member
27. Jenna Weglarz-Ward, Associate Professor, UNLV, ECAC Member
28. Linda Young, Village Foundation, ECAC Member

2. Public Comment #1 5 min.

No Public Comment given during this agenda item

- No Comment

3. Strategic Planning Discussions, Reviews, and Idea Shares (Informational, Discussion) 360 min

The day was spent with Members, partners, and the community coming together to discuss, review, strategize, plan, listen, and share experiences and ideas

Tiffany Alston, Nevada ECAC Chair, and Patrice Gardner, Nevada ECAC Vice Chair

With Kristen McNeil, Kate Verville of Public Works

- Patrice Gardner opened up with the "Puzzle Partner" activity
- Kristen McNeill gave participants an overview of the Strengths, Weaknesses, Opportunities, Challenges (SWOC) Analysis
 - Reviewed priorities
 - Linked The Activities From 10.29.25 With The Interviews and then the surveys
 - Showed the members the ideas they came up with, aligning them with the wants and needs of the responses.

Discussion:

- What is a goal?
 - Goals are broad. This is your overarching.
 - The goal is your roadmap. It's the "what". It is not "how".
- What is an objective?
 - Objective- narrows down the goal to achievable actions
- What is the strategy?
 - Strategy is even more narrow and in the "nitty gritty."
 - The participants split into 3 groups to draft 4-5 goals for the next strategic plan, seen on the next page.

Group 1

Child/families supported by high functioning EC system
NV ECE workforce compensated respectfully
ECS sustainable funding
ECE integrated data system
Adequate infrastructure and a supported system to ensure families with lived experiences who recommend their communities.

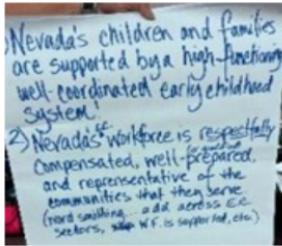
Group 2

Create feedback opportunities for impacted populations of early childhood services.
Utilize a shared family governance model
Funding communication between sectors
Improve the affordability and accessibility of early childhood programs for children.
Increased coordination and collaboration between state and local agencies.

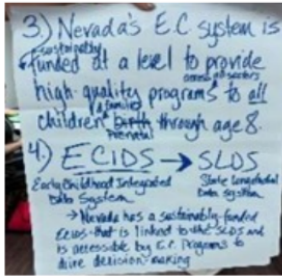
Group 3

Nevadans are aware of and choose to engage with the Early Childhood Advisory Council.
Each EC sector in Nevada works toward a shared and aligned strategic vision.
Share intentional recommendations based on early childhood data reviews.

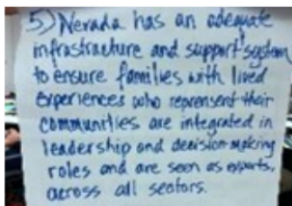
- Groups then did a "Gallery Walk," prioritizing which goals they thought were most important, below:
- Group members expressed various wants or needs during the discussions, some examples are:



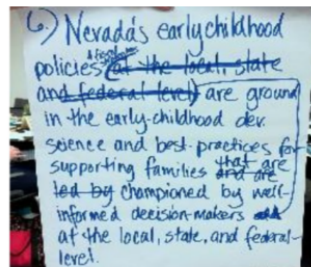
1. Nevada's children and families are supported by a high functioning well coordinated early childhood system.
2. Nevada's EC workforce is respectfully compensated, well prepared, and representative of the communities they serve



3. Nevada EC system is substantially funded at a level to provide high quality programs across all sectors to all children and families prenatal through age 8.
4. Nevada has a sustainably funded Early childhood integrated data system (ECIDS) that is linked to the State longitudinal data system (SLDS) and is accessible by EC



5. Nevada has an adequate infrastructure and support system to ensure families with lived experiences who represent their communities are integrated in leadership and decision-making roles and are seen as experts across



6. Nevada's early childhood policies and fiscal strategies, at the local, state, and federal level are ground in the early childhood development science and best practices for supporting families that are championed by well informed

- The State longitudinal data system is accessible by EC programs to drive decision-making.
- Children and families are supported holistically through a coordinated early childhood system.
- Advanced financial policies and strategies to sustain high-quality programs and ensure early childhood system growth.
- Increased statewide awareness of Nevada's early childhood to strengthen populations of early childhood services.
- Increased statewide awareness of ECAC to strengthen the early childhood workforce to be reflective of the communities they serve, to be equipped with skills and knowledge while receiving holistic support, and to have clearly defined and articulated career pathways.

After much discussion, the drafted goals are as follows:

GOAL- COORDINATED SYSTEM:

Nevada Children and Families are supported holistically through a coordinated early childhood system.

GOAL- FUNDING:

Advanced financial policies and strategies to sustain high-quality programs and ensure early childhood system growth.

GOAL- ENGAGEMENT:

Increase statewide awareness of the Nevada Early Childhood Advisory Council to strengthen the populations of early childhood services.

GOAL- DATA:

Nevada has a sustainably funded system that is linked and accessible by EC programs to drive decision-making.

GOAL-WORKFORCE:

Strengthen the early childhood workforce to be reflective of the communities they serve, have competitive compensation to be equipped with skills and knowledge, while receiving holistic support, and have a clear definition and articulated career pathways.

Key Takeaways:

- Tiffany Alston is not opposed to rewriting drafted goals
- Denise Tanata explained there's space for engagement, but what is our role.... We are going to support and advise to make sure that advances are made in our state.
- Tiffany Alston shared It's about children and families being supported holistically through coordinators and early childhood institutions., engaging people about a coordinated system.
 - They're engaging people about funding and what you need to be doing about funding. You're engaging families in the infrastructure and support.
 - You're engaging in the work of leadership for workforce development.
- Tiffany Olivas states engagement goal seems more internal to the functions, infrastructure, and activities of the Council itself. There are things like infrastructure pieces, and how we're reaching out to families and practitioners, and getting them to feel like we're a trusted source, and engaging with us, and subcommittees. Getting people to know and engage with ECAC itself.
- Tiffany Alston said that we are missing a Governance goal
 - Asks how these fit into subcommittees?
- Marty Elquist reminds every one of the work that we're still dedicated to underneath our current subcommittees that still must get done.
- Dr. Jenna Weglarz-Ward- describes how the data show our growth in relation to having the support PDG B-5 has provided the ECAC, noting that the support ECAC has is such a huge reason why the capacity of the work has grown, then asks how big of a lift is it to do all of the “behind the scenes” work?
- Marty Elquist explains that Public Works has all the goals and information and suggests they put it in the correct structure for us to do the work.
- Kristen McNeil responded that she does not want to take away from all the work that has been done

- Patrice Gardner mentioned the idea of moving from Subcommittees to Task Forces to be focused on the work without as much Open Meeting Law being a barrier.
- Dr Linda Young- reminded the participants to "remember the WHY" in why the Members are in those seats right now:
 - “The civil rights movement, and I was just a little kid there, was very passionate. It didn't depend on who funded you. Or if you have any money. It was in the heart-kind of a concern that you **had** to do this. It was for the next generation.... This has to be more than just our goals and strategies. T This is... This is HUGE. I mean, I can't tell you enough how I was a high school teacher. I can't tell you how many kids I lost (died). And how many kids ended up in prison? Because they didn't have **this foundation of early childhood**. And they didn't have access to it.... **ECE is a civil rights issue.**”
- Kristen McNeil let everyone know that they are going to talk about the information and wordsmith it and bring it back to the General ECAC meeting on 11.19.25.

4. Public Comment #2

Public Comment taken during this agenda item on any matter within the Subcommittee's control or advisory power.

- Dr. Jenna Weglarz-Ward shared that she is hosting 2 sessions for families
 - 1. Child Development Session
 - 2. How to connect with community services,
 - Hosted by Dr. Weglarz War,
 - Register on the UNLV College of Education website
- Dr. Linda Young announced that the Young Early Learning Institute will start on February 2, 2026, and run through March 25, 2026, partnered with the Nevada Department of Education, Clark County School District, the Nevada Association of School Administrators, and the Village Foundation.

5. Adjournment

Tiffany Alston adjourned the meeting at 2:03 pm.