

FIRST 5 NEVADA FAMILY LEADERSHIP COUNCIL

General ECAC
January 2026



PROGRAM MANAGER HIGHLIGHTS

Total Active Parent Leaders in Nevada 39
(January 2026)

North 24

South 15

FACILITATION RUBRIC

Meeting: _____ Chair: _____ Date: _____ Observer: _____



First 5 Nevada Family Leadership Council

Nevada ECAC Meeting Facilitation Scoring Rubric

Competency	Needs support	Fair	Good	Excellent
Communication	Uses inappropriate language, tone, and/or manner of speaking.	Inconsistently* expresses thoughts clearly, articulately and coherently. Needs to improve vocal tone, volume, speed, appropriate (not advanced or programmatic) wording. Checks with participants at beginning of meeting to check for communication issues.	Usually** expresses thoughts clearly, articulately, coherently. May need to adjust volume, tone or language. Asks participants if content is understood, gives examples if needed. Checks with participants more than once to ensure they are heard clearly.	Consistently*** expresses thoughts clearly, articulately, coherently. Projects voice well. Does not use acronyms, or advanced language. Always asks participants if content is understood, gives examples if needed. Provides interpretation for Parent Leaders who speak another language.
Listening	Does not share the floor. Does not affirm others' comments. Interrupts consistently.	Inconsistently* responds in an affirming way to others; tends to interrupt or be one of the first to speak. Inconsistently provides appropriate wait times for responses.	Usually** responds in an affirming way to Family Leaders; usually shares the floor. Provides appropriate wait times for responses.	Consistently*** responds in an affirming way to Family Leaders. Shares the floor. Allows ample wait time for responses.
Creating safe spaces	Consistently overshares on unrelated or personal content. Does not respond to feedback by changing behavior. Consistently infringes on others' boundaries.	Discloses information related to one's own interests, but responds well to feedback. May infringe on others' boundaries once.	Usually** contributes to creating a safe environment for Family Leaders. Never infringes on others' boundaries. Reminds all participants that meeting is a safe space.	Consistently*** contributes to creating a safe environment. Never infringes on others' boundaries. Reminds all participants that meeting is a safe space, also adds statement to Agenda.
Managing the group decision process <i>Scored only if votes are required</i>	Inadequately manages the group decision making process. Decisions are included in agenda, but not made. <i>Scored only if applicable.</i>	Inconsistently* manages the group decision-making process. Decisions are rarely made. <i>Scored only if applicable.</i>	Usually** manages the group decision-making process and includes Family Leader input. Decisions are sometimes made. <i>Scored only if applicable.</i>	Consistently*** manages the group decision-making process. Family Leader input is always valued. Decisions are always made. <i>Scored only if applicable.</i>

*Inconsistently is at least 25% of the time, for the duration of the meeting. **Usually is at least 50% of the time, for the duration of the meeting.

Competency	Needs support	Fair	Good	Excellent
Advanced preparation	Zoom link and physical location (for NEVECAC only) are not set up beforehand. Agenda, supplemental meeting materials, etc. are not available to participants.	Zoom link and physical location (for NEVECAC only) address for are not made easily accessible before meeting. Agenda and /or supplemental materials are not printed for participants in physical location .	Zoom link and physical location (for NEVECAC only) are mostly shared with Family Leaders ahead of the meeting if possible. Agenda and supplemental materials are posted on ECAC website, printed, and links are easily accessible.	Zoom link and physical location (for NevCAC only) are shared with Family Leaders ahead of time if possible. Agenda and supplemental materials are accessible by Parent Leaders and are adapted to be easily understood (no jargon, acronyms, etc.). All materials are available in English and Spanish.
Flexibility and adaptability <i>Scored only if there are unexpected changes during the meeting</i>	Reacts poorly and/or rudely to unexpected changes of the schedule, venue, public or member participation, technology etc. <i>Scored only if applicable.</i>	Expresses discomfort with unexpected changes of the schedule, venue, public or member participation, technology etc. <i>Scored only if applicable.</i>	Usually** demonstrates ability to adapt to unexpected changes of the schedule, venue, public or member participation, technology, etc. <i>Scored only if applicable.</i>	Consistently*** demonstrates ability to calmly adapt to unexpected changes throughout the meeting. <i>Scored only if applicable.</i>
Respectful Interactions	Causes tension or shows disrespectful behavior.	Inconsistently acts in and communicates in a manner to all attendees.	Usually** acts in and communicates in a manner to all attendees.	Consistently*** acts in and communicates in a respectful and considerate manner to all attendees.
Respect for varied perspectives	Demonstrates (through verbal or non-verbal communication) a distinct lack of appreciation for diversity. Makes repeated inappropriate comments or jokes. Laughs off or rejects attendee feedback.	Demonstrates some lack of respect for varied perspectives. May make several less-than appropriate comments or jokes. May not respond well to attendee feedback.	Usually** demonstrates respect for varied perspectives. May make an unintentional error in language or comment indicating unawareness but responds well to feedback.	Consistently** models respectful attitudes, language, and appreciation for varied perspectives. Integrates relevant considerations related to different viewpoints into discussions. Encourages feedback from Family Leaders.
Time management	The facilitator does not punctuate their breaks (if necessary).	The facilitator manages breaks (if necessary).	The facilitator manages breaks (if necessary). Sticks to Agenda and does not go off topic.	The facilitator manages breaks effectively and is punctual including breaks (if necessary). Sticks to Agenda, does not go off topic.

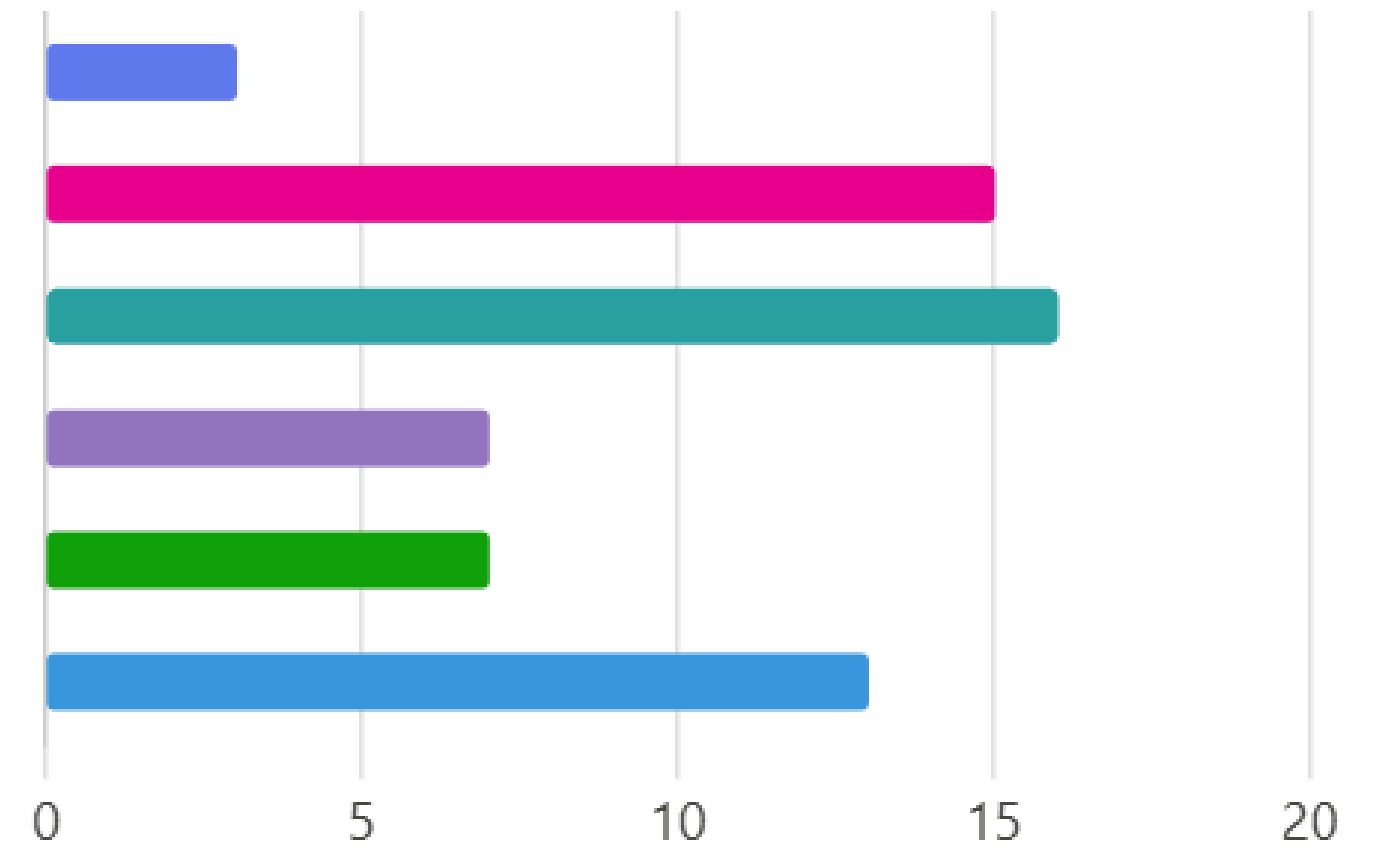
*Inconsistently is at least 25% of the time, for the duration of the meeting. **Usually is at least 50% of the time, for the duration of the meeting.

**Consistently is at least 75% of the time, for the duration of the meeting.



3. Meeting:

● Communications & Engagement Subcommittee	3
● Data & Evaluation Subcommittee	15
● Leadership Subcommittee	16
● Policy & Finance Subcommittee	7
● Systems Alignment Subcommittee	7
● Nevada Early Childhood Advisory Council (ECAC)	13



4. Communication:

3.51

Average Rating



Latest Responses

"The chair excelled in facilitating clear communication and guiding discussion..."

"Everyone is so good about sharing acronym definitions"

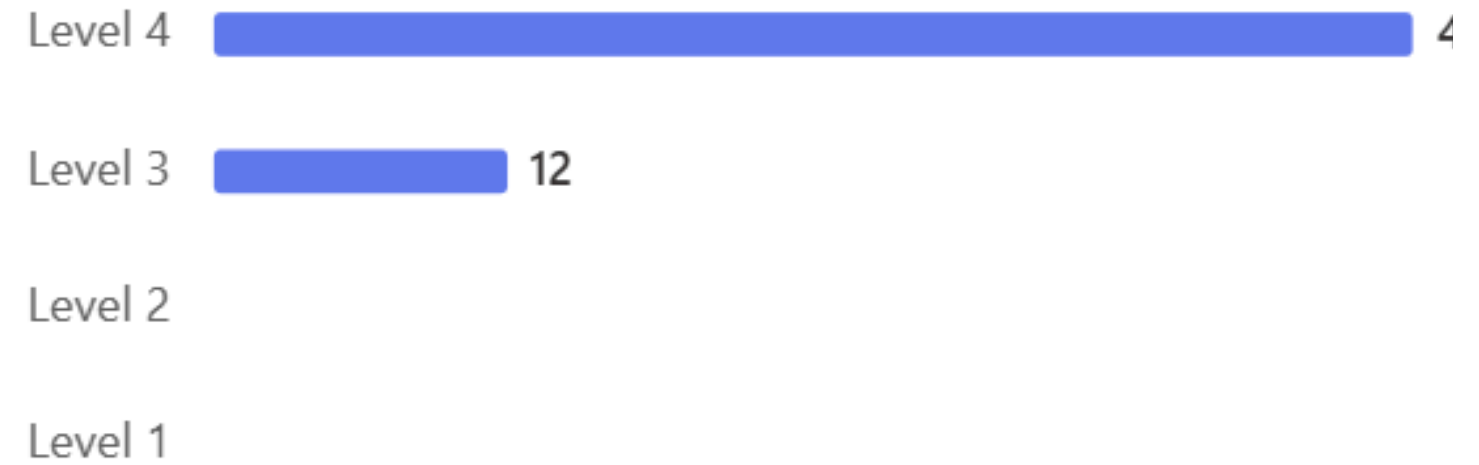
"Could provide or ask guest presenters to provide more examples of the mat... "

...

6. Listening:

3.80

Average Rating



Latest Responses

"The chair did an excellent job of listening to the guest presenters and asking..."

"Tiffany is doing a phenomenal job at listening for people using acronyms"

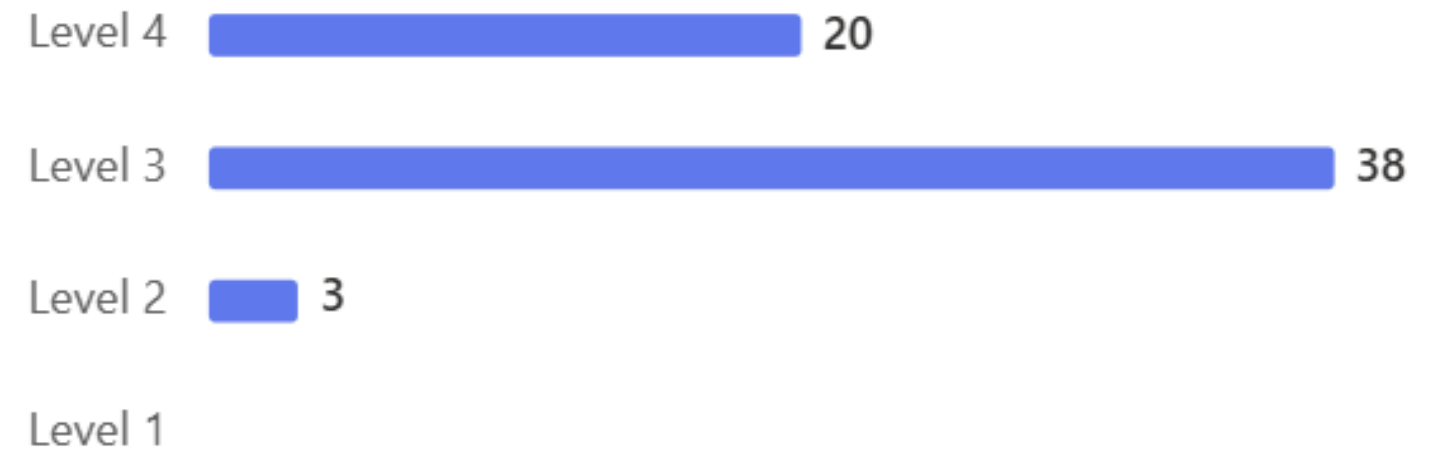
"Amanda shared the floor with all members and meeting guests. Wait time pr..."

...

8. Creating Safe Spaces:

3.28

Average Rating



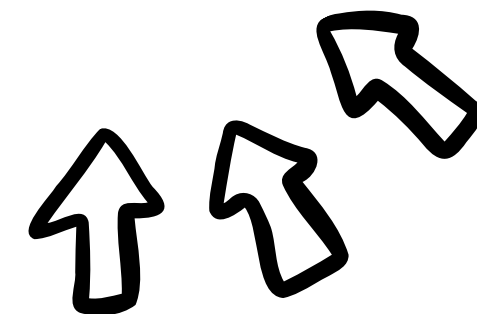
Latest Responses

"There was an intentional effort to include more working families and child c... "

"Great Job at helping others support Angela"

"It is suggested that faciliators begin meetings by welcoming all participants, ..."

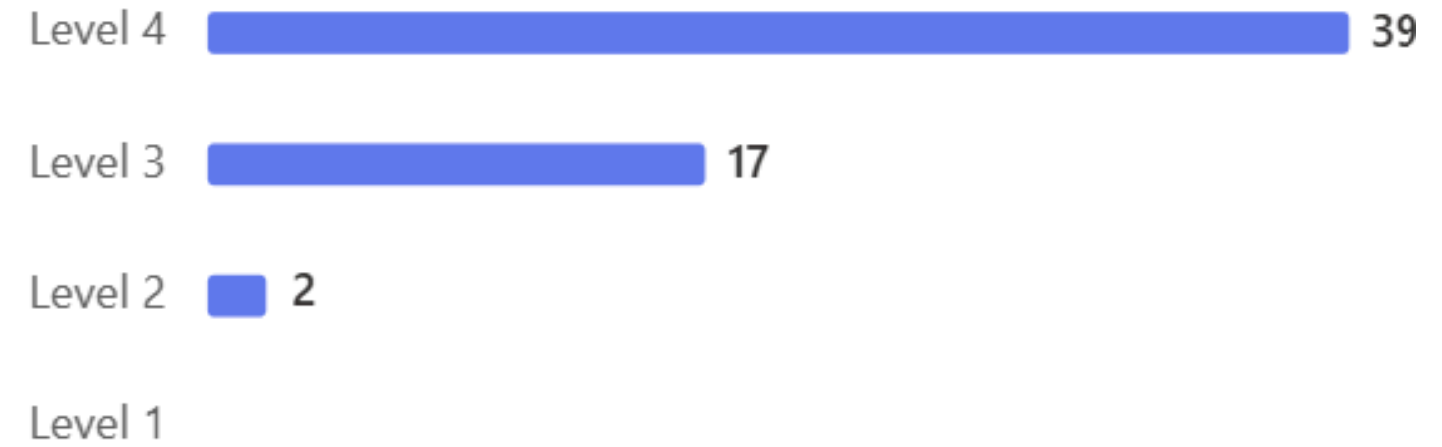
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10. Managing the group decision process (When appropriate):

3.64

Average Rating



Latest Responses

"The chair effectively managed follow-up decisions, making timely choices to... "

"She did great at hitting the topics and making it clear while moving the age... "

"No decisions made during this meeting."

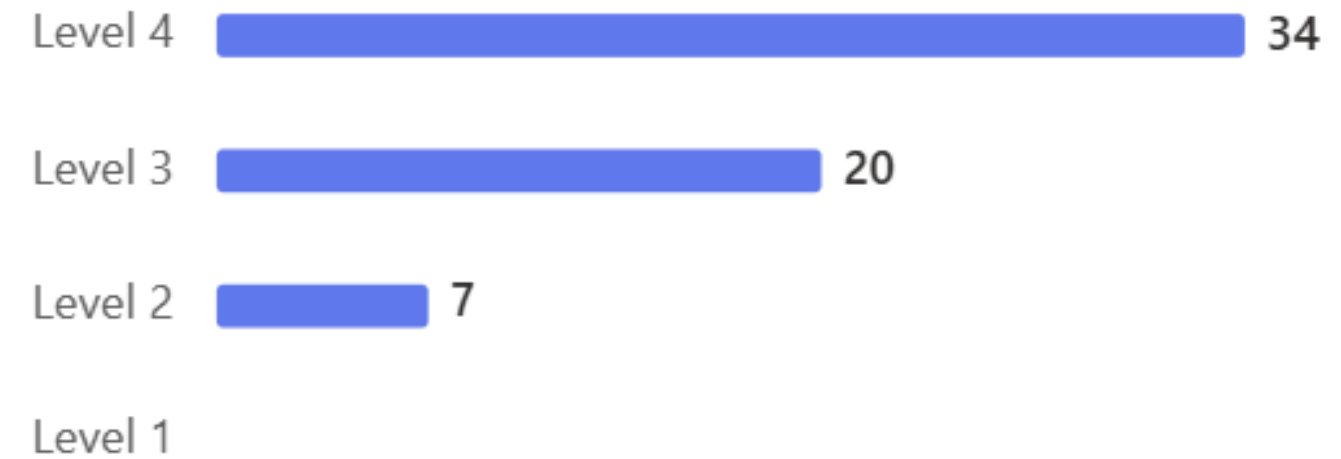
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12. Advanced preparation:

3.44

Average Rating



Latest Responses

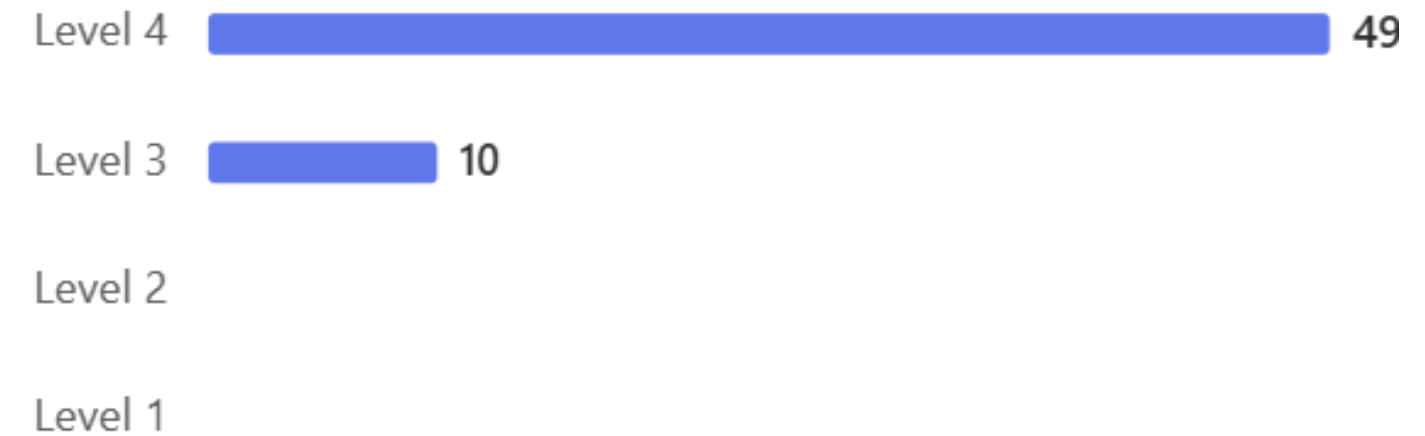
- "Meeting was prepared in advance, I did not see the partner report."
- "Everything was pretty available minus the March minutes which we adjusted... "
- "Neither the Agenda nor minutes were linked in the chat. It is acceptable to a... "

...

14. Flexibility and adaptability:

3.83

Average Rating



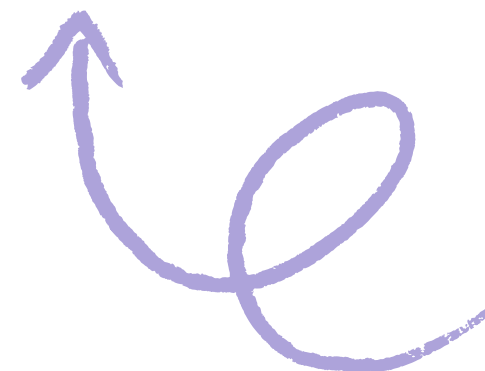
Latest Responses

"The chair demonstrated great flexibility and adaptability in reviewing agend... "

"We had so many families and did a great job at adjusting to having all of the..."

"While not issues were observed, the Amanda is flexible and adaptable to en... "

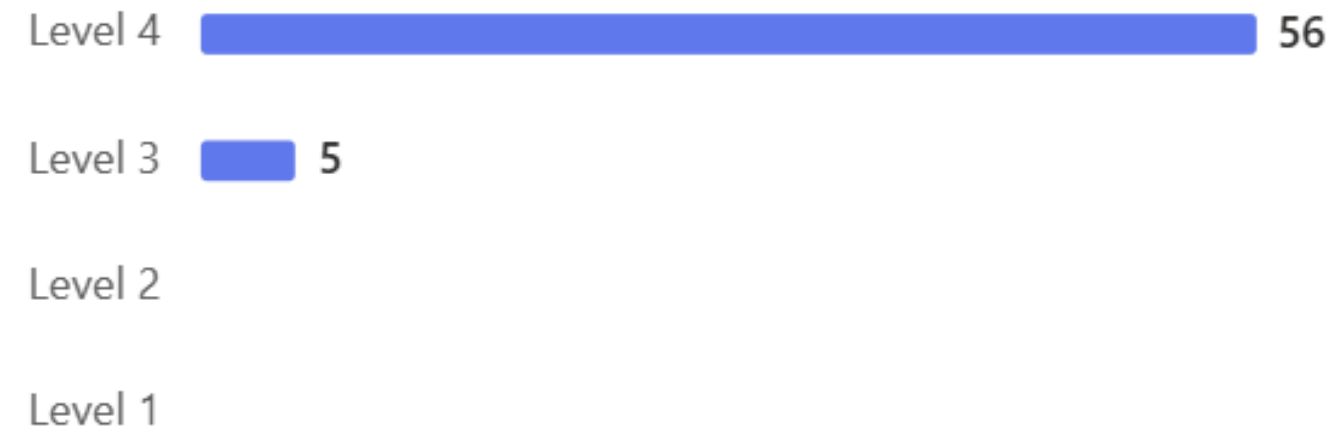
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16. Respectful Interactions:

3.92

Average Rating



Latest Responses

"The chair consistently maintained respectful conversations with families and ..."

"Very welcoming to the group I think this meeting went so well"

"Amanda is always consistently respectful to all members and meeting guests."

...

18. Respect for Varied Perspectives

3.39

Average Rating



Latest Responses

"The chair provided meaningful support to the family as they shared their sto... "

"Supporting the families from different backgrounds and highlighting the qu... "

"No errors with inclusive language, however, during the review of the website... "

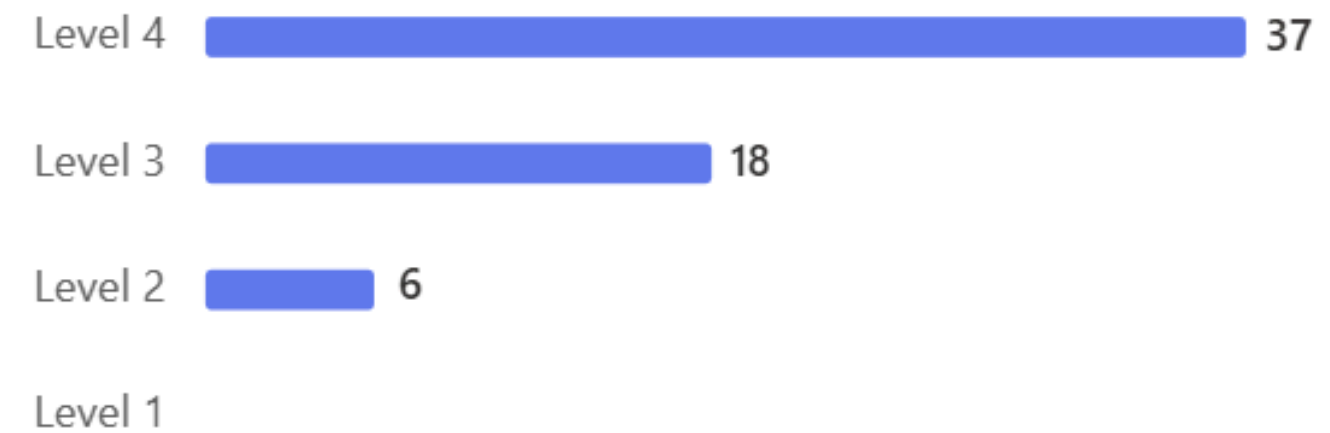
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20. Time management

3.51

Average Rating



Latest Responses

"The chair went over by a minute but overall respected the agenda and timin... "

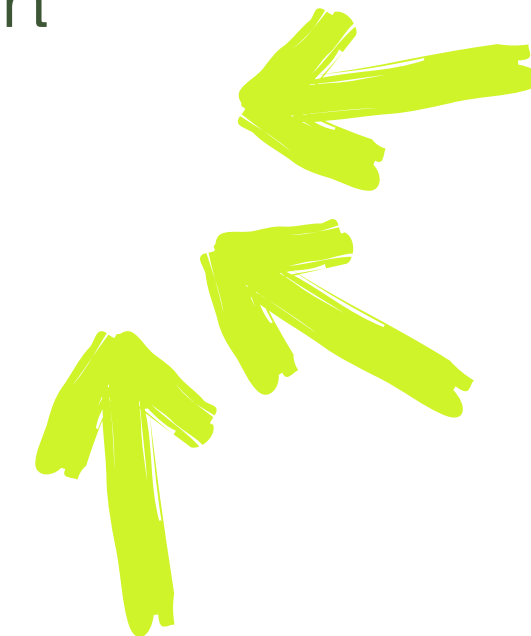
"We made TIME"

"Great!"

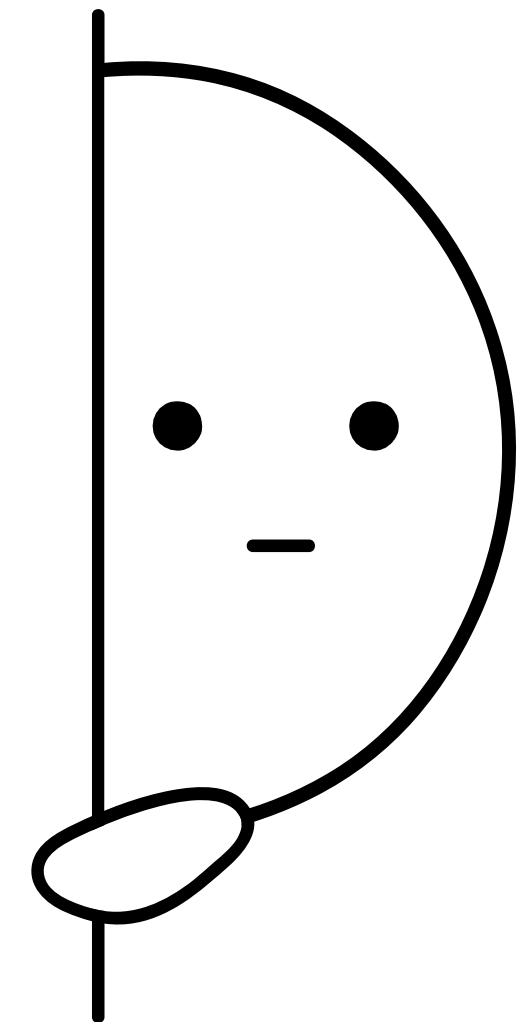
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FIRST 5 NEVADA FAMILY LEADERSHIP RUBRIC- NEXT STEPS

- We've completed our Companion Guide!
- We will make the rubric available to other advisory bodies.
- We will have discontinued using the rubric, unless asked!
- We will continue to provide support to others.
- We will continue to support our family leaders to use their voices.
- We will encourage others to use the rubric & companion guide in their own way.
- We are open to suggestions!



**TAKING PERSPECTIVE - WE SET THE AGENDA, WE SCHEDULE THE MEETING, WHAT CAN WE "ACT
ON" POST MEETING? WHAT DO WE DO?**



Introduction

The First 5 Nevada Family Leadership (F5N FL) Council is dedicated to meaningfully engaging parents in Nevada's Early Childhood Advisory Council (ECAC) and its subcommittees. This companion document is designed to enhance the [F5N FL Facilitation Rubric](#). It provides a detailed explanation of each competency and outlines a path from "Needs Improvement" to "Excellent" to help facilitators develop their skills.

In addition, we've included key insights from the [Ascend Aspen Institute's 8 Principles for Engaging and Centering Parent Voices](#). These principles, developed in partnership with parents, offer essential guidance on how to listen to families as equal partners:

- **Engage parents as experts:** Parents have unique insights into the effectiveness of family-supportive programs and policies. Their firsthand knowledge is invaluable for improving outcomes.
- **Ensure all voices are heard:** Recognize and address the structural barriers that disproportionately affect some communities.
- **Partner with parents:** Go beyond simply asking for opinions. Provide parents with leadership opportunities and decision-making power to build genuine partnerships.
- **Foster parent safety, authenticity, and autonomy:** Create a safe space where parents can tell their stories without fear of being censored. Ensure the demographics of participants reflect the [communities being served](#).
- **Prioritize social capital:** Programs that help families move toward economic stability often succeed because they build social capital—stronger connections to peers, family, friends, and community organizations.
- **Compensate parents appropriately:** Treat parents' expertise with the same respect as any other expert. Stipends should cover out-of-pocket costs, such as childcare, and reflect the local living wage.
- **Cultivate learning and evaluation:** Organizations need the capacity to effectively reach out to, identify, and support parent leaders. Documenting these efforts helps build an organizational knowledge base.



How can the ECAC support Nevada families who want to engage?



THANK YOU!

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