



SOUTHERN NEVADA TRADES HIGH SCHOOL

Building a Brighter Future

SOUTHERN NEVADA TRADES HIGH SCHOOL

NOTICE OF PUBLIC MEETING

The Southern Nevada Trades High School (SNTHS) will conduct an virtual public meeting on *Friday, May 15, 2026*, beginning at 1:00pm on the following Google Meets link:

Video call link: <https://meet.google.com/abi-bxyq-nsr>

This public meeting will be conducted in accordance with Nevada's Open Meeting Law, NRS 241.020.

Public Comment: Time for public comment will be provided at the beginning of the meeting regarding any agenda items on which action may be taken by the public body and again before the adjournment of the meeting on any matter within the jurisdiction of the Southern Nevada Trades High School Board. See NRS 241.020(2)(d)(3)(I).

Public comment may also be provided telephonically by utilizing the following conference call line +1 260-327-1914 PIN: 833 259 106#

Finally, public comment may also be submitted in writing via email at snthinfo@gmail.com and any such public comment received prior to or during the meeting will be provided to the Board and included in the written minutes of the meeting.

A time limit of three (3) minutes, subject to the discretion of the Chair, will be imposed on public comments in order to afford all members of the public who wish to comment an opportunity to do so within the timeframe available to the Board. Public comments will not be restricted based on viewpoint.

The Board reserves the right to take agenda items out of order, items may be removed or delayed from the agenda at any time, and two or more items may be combined for consideration.

Board Members:

Officers: Brett Willis, Chair; Rebecca Merrihew, Vice Chair; Lisa Jones, Treasurer; Kelly Gaines, Secretary.

Directors: Tina Frias, Amber Hogan, Charles Landon, Tina Morgan, Kelly Suiter, Michael Van, Dan Wright & Carlos Zuluaga

Parent Member: Marcey Olivas

Guests:

Stephanie Kirby

SNTHS Staff:

Candi Wadsworth, Principal



AGENDA

- 1) Call to Order & Roll Call.
- 2) Public Comment #1.
Public Comment will be taken during this agenda item regarding any item appearing on the agenda. No action may be taken on a matter discussed under this item until the matter is included on an agenda as an item on which action may be taken. See NRS 241.020. A time limit of three (3) minutes, subject to the discretion of the Chair, will be imposed on public comments. The Chair may allow additional public comment at his discretion. Public Comment #2 will provide an opportunity for public comments on any matter not on the agenda.
- 3) Interview with Executive Director Candidate. The board will interview the executive director candidate, Stephanie Kirby, in a closed session. **Information/Discussion**
- 4) The Board will determine if they will be extending an offer of employment to Stephanie Kirby for the position of Executive Director. **For Possible Action**
- 5) Public Comment #2.
Public comment will be taken during this agenda item on any matter not on the agenda. See NRS 241.020(d)(3). No action may be taken on a matter raised under this item until the matter is included on an agenda as an item on which action may be taken. A time limit of three (3) minutes, subject to the discretion of the Chair, will be imposed on public comments. The Chair may allow additional public comment at her discretion.
- 6) Adjournment.

Supporting materials for items listed on the above-referenced agenda are available, at no charge, at the Southern Nevada Trades High School website, <https://www.snvtradeshighschool.org/> and by contacting Candi Wadsworth, Principal, via email at snthinfo@gmail.com, or via phone at 702-706-1753.

In accordance with Nevada's Open Meeting Law, this public notice and agenda has been posted on or before May 12, 2026, as follows:

At the Southern Nevada Trades High School website <https://www.snvtradeshighschool.org/>
and
At the State of Nevada's official website, <https://notice.nv.gov/>



SOUTHERN NEVADA TRADES HIGH SCHOOL

Building a Brighter Future

DECLARATION OF POSTING

Pursuant to NRS 53.045, I declare under penalty of perjury that the following is true and correct:

That on or before May 12, 2026, this Public Notice and Agenda was posted at the above-referenced websites and locations.

A handwritten signature in blue ink, appearing to read 'CWachstetter', is written over a light blue circular stamp.

Southern Nevada Trades High School

Southern Nevada Trades High School Executive Director

Core Behavioral Question Structure

STAR – Situation, Task, Action, Result

1. Executive Leadership & Strategy

Primary Question:

"Tell us about the time you led a school through a major strategic change."

(Assess strategic thinking, mission alignment, and executive judgment)

Other potential questions

- *Tell us about a time you developed and executed a long-term strategic plan for an organization. What problem/s were you solving, and what measurable outcomes resulted?*
- *Describe a situation where you had to lead an organization or school through growth or significant change. How did you set priorities and maintain alignment with the mission?*
- *Give an example of a time when you established organizational goals and held senior leaders accountable. What systems or processes did you put in place?*
- *Share a decision you made at the executive level that involved uncertainty or risk. How did you evaluate options and communicate the decision?*

Follow-Up questions if needed

- What data or indicators guided your decisions?
- How did you ensure accountability across leaders?
- What would you do differently?

Southern Nevada Trades High School Executive Director

2. Fundraising & Revenue

Primary Question:

"Describe the most successful school fundraising effort you personally led."

Other potential questions

- *Describe a successful fundraising strategy you led. What funding sources did you target, and how did you measure success?*
- *Tell us about a time you personally cultivated and stewarded a major donor or corporate sponsor. What actions led to a long-term relationship?*
- *Share an example of when you identified and developed a new revenue stream. What prompted the idea, and what was the result?*
- *Describe a fundraising effort that did not meet expectations. What did you learn, and how did you adjust your approach?*

Follow-Up:

- What was your personal role vs. the team's role?
- How did you steward relationships after the gift?
- How did this effort support long-term sustainability?

Southern Nevada Trades High School Executive Director

3. Financial Management

Primary Question:

"Tell us about a time you had to address a financial challenge or

Other potential questions

(Assess fiscal responsibility, transparency, and compliance)

- *Tell us about your experience developing and managing an annual operating budget. How did you balance mission needs with financial constraints?*
- *Describe a time when you identified a financial risk or budget shortfall. What steps did you take to address it?*
- *Give an example of how you ensured financial transparency and accountability with a board or governing body.*
- *Share a situation where compliance requirements influenced your financial or operational decisions.*

Follow-Up:

- How did you communicate the issue to the board?
- What tradeoffs did you consider?
- What systems did you put in place afterward?

Southern Nevada Trades High School Executive Director

4. Board Relations

Primary Question:

"Describe a time you worked through disagreement or tension with a board." (Assess board partnership, communication, and governance)

- Tell us about your experience working directly with a board of directors. How did you keep the board informed and engaged?
- Describe a time when you had to navigate differing perspectives or conflict with a board. What was your approach, and what was the outcome?
- Share an example of how you supported a board in planning or policy development.
- Give an example of a board presentation or update you are proud of. Why was it effective?

Follow-Up:

- How did you balance governance vs. management roles?
- What was the outcome for the organization?
- How did trust change afterward?

Southern Nevada Trades High School Executive Director

5. Partnerships & Community Engagement

Primary Question:

"Tell us about a partnership that significantly ~~is~~ your organization." (Assess external leadership, influence, and relationship-building)

- Describe a strategic partnership you developed with employers, industry leaders, or community organizations. How did it benefit the organization?
- Tell us about a time you served as the public face of an organization. How did you represent the mission to external stakeholders?
- Share an example of how you strengthened relationships with community leaders to create new opportunities.
- Describe a situation where a partnership required repair or renegotiation. What steps did you take?

Follow-Up:

- How did the partnership originate?
- What value did each side receive?
- How did you measure success?

Southern Nevada Trades High School Executive Director

6. Marketing & Enrollment Growth

Primary Question:

“Describe a marketing or outreach initiative you led to drive growth.” (Assess outreach, branding, and growth mindset)

- Tell us about a time you led a marketing or outreach initiative that increased awareness or participation. What strategies worked best?
- Describe how you have applied business development or sales strategies in a nonprofit or educational setting.
- **Share an example of how you promoted an organization’s mission to different audiences (families, donors, partners).**
- Give an example of how you measured the effectiveness of a marketing or enrollment growth effort.

Follow-Up:

- What audience were you targeting?
- How did you track results?
- How did you adjust strategy?

Southern Nevada Trades High School Executive Director

7. Operational & Academic Alignment

Primary Question:

“ (Assess cross-functional leadership and alignment with educational outcomes)

- Describe a time you worked closely with an academic leader (such as a principal or superintendent). How did you ensure alignment between operations and academics? • Tell us about a challenge where operational systems were limiting organizational effectiveness. What changes did you implement?
- Share an example of how you supported student success or workforce readiness from a non instructional leadership role.
- Describe how you balance operational efficiency with educational excellence. • Tell us about a time you collaborated with an academic leader to solve an operational issue.”

Follow-Up:

- What competing priorities existed?
- How did you maintain student-centered decision-making?
- What was the impact?

Southern Nevada Trades High School Executive Director

8. Leadership & Culture

Primary Question:

"Tell us about feedback that significantly changed how you lead."

(Assess values, adaptability, and executive presence)

- *Tell us about your leadership style. Can you share an example that demonstrates how you motivate and lead teams?*
- *Describe a time you had to lead during high pressure or limited resources. How did you maintain focus and morale?*
- *Share an example of how you adapted your communication style for different stakeholders (board, staff, donors, community).*
- *Tell us about a piece of critical feedback you received as a leader. How did you respond, and what changed?*

Follow-Up:

- How did you respond emotionally and professionally?
- What specific behaviors changed?
- What was the result for your team?

Executive Director Scorecard

Southern Nevada Trades High School

Candidate Name: _____

Date: _____

Interviewer: _____

Scoring: 1 = Poor | 2 = Below Average | 3 = Average | 4 = Above Average | 5 = Excellent

Category	Score (1–5)
Executive Leadership & Strategy	
Fundraising & Revenue	
Financial Management	
Board Relations & Governance	
Partnerships & Community Engagement	
Marketing & Enrollment Growth	
Operational & Academic Alignment	
Leadership & Culture	
	Total Score

Notes / Comments:
