

What We Believe!

- It is the teacher that makes the difference in the classroom.
- Quality training produces quality teaching.
- Quality teachers improve student achievement.
- As teacher effectiveness increases, lower achieving students are the first to benefit.
- The best way to create a climate of effective teachers is to train new teachers with an induction program.
- New teachers must be trained if we want them to succeed; it is much better to train new teachers and risk losing them than not to train them and risk keeping them.
- An induction process is the best way to send a message to your teachers that you value them and want them to succeed and stay.



Effective teachers build effective schools!

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I Teach

I light a spark in a darkened soul
I warm the heart of one grown cold
I look beyond and see within
Behind the face, beneath the skin
I quench a thirst, I soothe a pain
I provide the food that will sustain
I touch, I love, I laugh, I cry
Whatever is needed, I supply
Yet more than I give, I gain from each
I am most richly blessed—I teach

— Annette L. Breaux

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Elko County School District

**Retaining
Inducting
Supporting
Encouraging
New Teachers**

*"Effective teaching may be the
hardest job there is."
— William Glasser*



Liberty Lake, Ruby Mountains

*"Choose a job you love, and you will never
have to work a day in your life."
— Confucius*

**RISE to the top of the teaching
profession!
Join the Elko County School District!**

Our Success is Based Upon Your Success!

Program Goals

1. To provide instruction in classroom management and effective teaching techniques.
2. To reduce the difficulty of the transition into teaching.
3. To maximize the retention rate of highly qualified teachers.



New Teachers of the RISE program sharing ideas prior to the first day of school.

Our Philosophy

Every new teacher is a valued human resource, a person who has invested years in preparing for a life dedicated to helping young people. We have a responsibility to ensure that these new teachers will learn and succeed—just as we have a responsibility to ensure that every child will learn and succeed. Newly hired teachers are part of a systematic, integrated, multiyear plan designed to welcome the teachers, train them, and make them feel a part of the ECSD. The RISE Program trains novice teachers and teachers new to the ECSD on how to be effective, thus improving the quality of teaching and ensuring the continuous improvement of achievement for all students.



RISE participants discussing how to ensure success on the first day of school.

Professional Development

Professional development includes eight days of research-based effective instructional practices including foundations for:

The Effective Teacher

- How to be successful during the first few weeks of school.
- What is an effective teacher.

Positive Expectations

- How to differentiate instruction to help all students succeed.
- How to dress for success.
- How to increase positive student behavior.

Classroom Management

- How to develop a well-managed classroom.
- How to prepare your classroom for instruction.
- How to introduce yourself to your class.
- How to arrange and assign seating.
- How to post your assignments.
- When and how to take roll.
- How to establish rules, consequences, and rewards.
- How to have students follow classroom procedures.

Lesson Mastery

- How to increase student learning and achievement.
- How to ensure that students complete assignments.
- How to get your students to pass their tests.
- How to get your students to work together.

Professionalism

- How to achieve happiness and success as a teacher.
- How you can become a master teacher.

Teach 4 Success

- Effective instructional approaches.
- Engaging students in the learning process.
- Higher order thinking.
- Standards-based teaching.



Hugh and Vicki Rossolo planning the RISE Program.



Team building activities

- Effective instructional practices.
- Assessment.
- Maximizing instructional time.

Program Resources

- *The First Days of School* by Harry K. Wong
- *The Effective Teacher* Video Series by Harry K. Wong
- *101 Answers for New Teachers and Their Mentors* by Annette L. Breaux
- *Classroom Instruction That Works* by Robert J. Marzano
- *Teach 4 Success Effective Instructional Protocols* by WestEd
- *Student-Involved Classroom Assessment* by Richard Stiggins

Comments From Participants

"After 8-years I will walk away with so much I had forgotten. I also appreciate the professionalism that was stressed and the feeling that we are all important to the District. I am looking forward to my year beginning with Elko County."

— 5th Grade Teacher

"I feel so much more comfortable beginning my teaching career after having this class."

— 2nd Grade Teacher

"I feel very welcomed, I feel that I will be supported, and I am feeling VERY positive and proud to be a part of this team working for Elko County School District. Thank You!"

— Vocational Teacher

"I thought it was great and glad to see a program of this kind in Elko County. I came from a huge district in Washington State and we never had anything like this!"

— 6th Grade Teacher



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