

Clark County School District New Teacher Induction Program

The Human Resources Division and the Curriculum and Professional Development Division work closely to provide a variety of activities for all new teachers, Elementary, Middle Level, and High School, to assist them in being successful during their first year in the Clark County School District.

Upon Making an Offer

- The applicant's name and phone number are given to a volunteer from the business community and a teacher.
- The volunteers call their assigned applicant to answer any questions the applicant may have and to share the advantages of living and working in Clark County.
- A New Teacher Relocation Guide is sent with each offer. This guide contains information about licensure, housing, the Las Vegas community, and resources to assist with relocation.
- In partnership with the chamber of commerce, an **Ambassador** (community business partner) contacts the new teacher and explains about living in Las Vegas. The Ambassador also helps circulate the spouse's resume to local businesses.

Upon Acceptance of an Offer

- New teachers are given access to the Elementary Curriculum Essentials Framework, the Secondary course syllabi, and four hours of digitized staff development modules, which focus upon preparing for the first few weeks of school.
- The Nevada Department of Education licensure information is available on the CCSD Web site, so that new teachers can begin their licensure process.

New Teacher Welcome Center

- Upon arrival to Las Vegas, new teachers are encouraged to visit the New Teacher Welcome Center.
- Experienced teachers from the Clark County School District are on hand to welcome new teachers to the district and answer questions about Las Vegas in general.
- The center assists new teachers with basic relocation information such as places to live, available roommates, how to register their car, how to obtain a driver's license, etc.

Get to Know Your Community Day

- Teachers new to the district are provided the opportunity to get to know their community by attending a voluntary Get to Know Your Community Day.
- New teachers are first given the opportunity to get to know colleagues who are from their same region of the country.
- They then have the opportunity to participate in a question-answer session pertinent to their teaching assignment.
- They also have the opportunity to meet others with the same interests or hobbies.
- An information mall provides new teachers with a wealth of information regarding the community agencies and organizations.
- During lunch, door prizes donated by local businesses are given away.

New Teacher Orientation

- Teachers who are new to the Clark County School District attend a one-day orientation prior to the beginning of the school year.
 - This orientation is designed to acquaint teachers with resources, services, curriculum, and information pertinent to having a successful first year..
- At orientation, new teachers are provided a copy of Great Beginnings for Elementary Teachers or Great Beginnings for Secondary Teachers, depending on the grade level they were hired to teach.
 - This is a resource that has been compiled to assist new teachers in being successful their first year.
- The content delivered at orientation focuses on planning for the first day and the first week of school and the following CCSD Professional Domains:
 - **Domain #1:** Planning and Preparation
 - **Domain #2:** Assessment of Student Achievement
 - **Domain #3:** Learning Environment
 - **Domain #4:** Instruction
 - **Domain #5:** Professional Responsibilities
- Dr. Harry Wong, author of The First Days of School, provides a one-day seminar for all new teachers. Dr. Wong's book is an excellent resource for new teachers, both elementary and secondary.

Follow-up Training Opportunities

- New teachers are also provided release days throughout the school year to attend follow-up training sessions.
 - The content for both elementary and secondary new teacher sessions is based on the CCSD Performance Domains #1-5.
- The training for new teachers is designed and delivered by the Teacher Training Cadre, under the direction of Project Facilitators from the Curriculum and Professional Development Division.
 - The Cadre consists of experienced CCSD teachers who have demonstrated expertise in their curriculum area, excellent classroom management skills, thorough instructional planning and organizational ability, and knowledge of effective instructional strategies leading to student academic achievement.
 - The Cadre members are provided release time for planning the training sessions and for presenting at the sessions.

Monthly Assistance

- The CCSD InterAct system provides for monthly chat rooms for new teachers. New teacher questions can be posted and then discussed with experienced teachers.
- New teachers can also stay connected with teachers from their region of the country through “Colleagues from Home.”
- A monthly newsletter is provided to each new teacher in CCSD. This newsletter contains pertinent monthly information for the new teachers.
 - Articles written by veteran teachers are shared in these newsletters, as well as current research on best instructional practices.

Mentoring

- Each elementary, middle level, and high school has an identified, on-site Facilitator of Mentoring.
 - This experienced teacher assists new teachers in becoming acclimated to their school.
 - The Facilitator of Mentoring, along with additional mentors at the school, provides on-going support to all new teachers throughout the school year.
 - Mentor Facilitators are provided release time to attend on-going training sessions regarding various aspects of mentoring.

Additional Assistance

- In addition to on-going training, assistance is provided to new teachers, upon request, at their school site.
- Project Facilitators from the Curriculum and Professional Development Division are available to provide focused assistance in the classrooms of new teachers.
 - This assistance may include demonstration lessons, classroom management techniques, effective teaching strategies, etc. The assistance is geared toward the individual needs of each teacher requesting assistance.

New Teacher Socials

- New teachers are afforded the opportunity to relax and unwind with other new teachers and veteran teachers after school hours at organized socials.
- Local hotels and restaurants provide new teachers free or discounted rates on food and musical entertainment.

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