



**Elko County School District
Employee Recognition STARS Program
2009-2010 School Year**

Program Parameters

Whereas it is the intent of the Elko County School District to pay tribute to those who support the goals and objectives of the school district and in an effort to honor its teachers and support staff—the district’s most valuable resource, the Employee Recognition STARS Program has been developed. Above all, this program has been designed to recognize those individuals who demonstrate exceptional performance and commitment to the education of all students served by the district’s schools. In the area of instructional practice, this program has been designed to recognize teachers who encourage the independence of thought in their students and who also affirm the district’s responsibility to do everything possible to enable each student to reach the one educational goal which remains eternally steadfast; the acquisition and application of knowledge.

While it is impossible to recognize every well-deserving employee who fits the above description, the intent of this program is to identify, select, and celebrate staff members who epitomize the image of a high quality Elko County School District employee. For local recognition purposes, the individuals selected do not need to be a classroom teacher and could be any employee who provides services at any Elko County School District school. **Two employees will be selected on a monthly basis beginning in October 2009 through April 2010; one certified employee and one classified employee.** All nominations will remain confidential and anonymous, unless the nominator chooses otherwise, and can be submitted by anyone (self-nominations will be rejected by the committee and all nominations will be verified). Nominations will be received with original signatures at the office of the Assistant to the Superintendent according to the following schedule:

	<u>Deadline</u>
October STARS of the Month	September 30, 2009, 5 p.m. PST
November STARS of the Month	October 16, 2009, 5 p.m. PST
December STARS of the Month	November 13, 2009, 5 p.m. PST
January STARS of the Month	December 11, 2009, 5 p.m. PST
February STARS of the Month	January 15, 2010, 5 p.m. PST
March STARS of the Month	February 12, 2010, 5 p.m. PST
April STARS of the Month	March 12, 2010, 5 p.m. PST
Random Drawing for Grand Prize	May 11, 2010 Board of Trustees Meeting

A committee consisting of seven community representatives, appointed by the Superintendent, shall make all selections based upon the Criteria for Nomination.

STARS Committee Members

The committee members shall consist of a maximum of seven members representing some or all of the following community areas. A representative from:

- Board Member (past or present)
- Retired ECSD Educators (2)
- Media (Radio, TV, or Newspaper)
- Parent/Teacher Association
- County Commissioner
- Community Business/Industry
- Great Basin College

Members of the Employee Recognition STARS Committee are to be selected based upon the premise of qualified individuals who can make a fair and impartial decision regarding the submitted nominations. Final selections of employees to be recognized are to be based upon the nomination information and any other information obtained during the committee's work. The committee's selection will be presented to the Board of Trustees at a public meeting. Aside from validating the criteria used for selection of those candidates who have been nominated, no Elko County School District administrator or current employee will be involved in the selection process.

Criteria for Nomination

A teacher (certified) or support staff member (classified) who:

- Possesses seven years of service within Elko County School District.
- Is skillful, dedicated and takes an active role in his/her school and demonstrates professional poise in carrying out his/her duties.
- Has the ability to inspire a love of learning in the students he/she serves.
- Believes in the potential of every student and strives to bring out the best in the students he/she serves.
- Is recognized by students, parents, colleagues and administrators as a model of excellence in his/her position in the school district.
- Possesses a concern for and the capability to inspire students.
- Is an individual who inspires students of all backgrounds and abilities to learn.
- Demonstrates the ability and willingness to make meaningful contributions to education.
- Promotes a positive and effective school environment.
- Shows a sincere commitment to be a champion for students, schools and community.

Nomination Process

The attached nomination form is to be completed by the person making the nomination (nominator). Announcement of the STARS of the Month will be made public by the Employee Recognition STARS Committee the first Monday of each month. This nomination form may be submitted to the following address:

Elko County School District Administrative Office
Attn: Employee Recognition STARS Program
Mary Ann Kenley, Assistant to the Superintendent
P.O. Box 1012
Elko, Nevada 89803

The nomination form may also be sent by fax to (775) 738-5857.

