

Milton Keynes Academy

Recognition Rewards and Incentives Policy

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INTRODUCTION

Children are motivated by recognition, rewards and incentives: these are particularly effective with students from challenging areas because they make achievement real, short-term and achievable rather than relying on the distant concept that 'education will be worthwhile, someday'. Older students like to be recognised too, but are a little ambivalent about publically receiving praise and commendation in front of their peers, but like their parents to know they are achieving.

A successful recognition, rewards and incentives scheme provides a reward that students will strive to achieve, will maintain motivation and does not rapidly diminish in currency by being judged to be too easy or too 'out of reach'.

Students expect an equitable system which doesn't disadvantage either those who are already motivated or discriminate against those whose attitudes are potentially more negative at the outset.

Our system aims to improve a wide range of behaviours including: attendance, behaviour, organisation, effort, progress and attainment.

REWARDS

We recognise the value of rewarding students with achievement points. Students accumulate points from teachers and tutors, and receive acknowledgement and reward as their collection increases. Year 7 and 8 students receive termly certificates and a badge three times per year:

- Podium Bronze Award – 300 points
- Podium Silver Award – 600 points
- Podium Gold Award – 900 points
- Principals Commendation – 1200 points

Students in Year 9, 10, 11 and Studio 6 will be placed into a lottery to win a shopping voucher. This will also take place three times per year:

Students achieving in these categories will have their names displayed on the digital screens situated around the school. Those students in Year 7 and 8 with the highest number of achievement points will be invited to the Principal's Breakfast in term 1 and 2. Students in the upper school will receive a letter home. The achievement points will also help in selecting the prize winners for the Celebration of Achievement Evening at the end of the school year. Students who have high numbers of achievement points will be eligible to go on year group excursions. Achievement points should encourage consistent practice among staff and creates a unified school ethos.

Parents can see live data on Moodle in respect of their child's achievement points. They have been sent log in details and they can also use their child's log in details to access Moodle. Points are analysed half termly, by student, by year group and by teacher. Teachers are reminded regularly how much students value this recognition and are encouraged to focus on particular groups of students.

Tutors asked to share positive and negative points with their tutor groups weekly on Fridays, celebrating improvements. Year Teams are asked to celebrate and make much of student achievement in at least termly assemblies, presenting students with their certificates.

What are you rewarding students for?

SIMS Achievement Points Categories: Accelerated Reader – Half Term Award	10
Accelerated Reading Quiz 100%	5
Attendance - Bronze	1
Attendance – Silver	3
Attendance - Gold	5
Bringing in knowledge and ideas from outside of school	3
Club attendance	1
Competition - Participant	1
Competition - Winner	3
Effort - Excellent	5
Effort - Good	3
Equipment	3
Exceeded target	10
Excellent enterprise skills	5
Excellent progress towards target	5
Excellent representation at an external event	5
Good citizenship	5
Home Learning – Good effort	1
Home Learning – Bronze	3
Home Learning - Silver	5
Home Learning – Gold	10
Independent Learning	5
Outstanding work in class	5
Positive attitude	5
Positive contribution to group work	5
Positive contribution to school event	5
Sports Award – Bronze	3
Sports Award – Silver	5
Sports Award – Gold	10
Student of the week	5
Uniform – Half term tutor award	5

When are you rewarding students?

- **Every lesson** - Factor in time to discuss and record achievement points at the end of every session; this will maintain the relevance of the process. An easy way to record is via the register.

How are you rewarding students?

- **Systematically** - Whether you are issuing points, stickers, stars or achievement points etc. It is vital that you establish how students are to accrue them.
- **Clearly** - Be clear about what a student is being rewarded for – associate the positive behaviour with positive attention. Likewise, if a student has had difficulties and therefore missed out on rewards, be specific about why this has happened.
- **Verbally** - The most important reward you can give – one that should be provided regardless of any other systems you have set up – is good old fashioned praise!

Popular Rewards

1. Praise postcards/ positive notes home -. Students value these notes more than you might imagine.
2. Positive phone calls
3. Positive referral - Send a student, either during the lesson or at an appropriate time, to see a colleague for further acknowledgment and praise.
4. Points / stickers / - Record in student's books/files. Use an ink stamp, stickers, or initials and keep a record for yourself.
5. Class rewards - Post a sheet of A4 paper on the wall with a tally chart entitled 'Class Reward'. Any student can earn a class reward point and once earned they cannot be taken away. Once the class reaches an agreed number of points the class earns a reward. Differentiate the target total to keep your classes motivated; the class that struggles to begin the lesson will need a shorter-term than the one you can already get working. Make the rewards age appropriate and desirable. For instance they might be able to listen to music while they work, choosing time or golden time
6. Subject / Class Award Certificate - Use as a higher order reward and send a copy direct to parents. "Student of the Week" certificate
7. Choosing where to sit - Earning the right to negotiate over their place on the seating plan.
8. Weekly assemblies - where attendance, effort and progress are all commended
9. Special celebration assemblies
10. Attendance badges – presented in assemblies and letters posted home.
11. On time tickets-give these to punctual students to be put in a lottery with a weekly small prize lucky dip
12. Photographs of subject prize winners framed - and displayed near to the relevant department.
13. Principal's breakfast/lunch and commendation- end of Christmas and Easter Terms
14. An Annual Celebration of Achievement Evening-Summer Term

POLICY OWNERSHIP, MONITORING AND REVIEW

The responsibility for ensuring that the Academy adheres to this policy and that this policy is periodically reviewed rests with: Principal of the Milton Keynes Academy