

The Milton Keynes Academy Recognition Rewards and Incentives Policy

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'.

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. Key Stage 3 students receive half termly certificates and badges:

- Bronze Award – 100 points
- Silver Award – 200 points
- Gold Award – 300 points
- Principals Commendation – 500 points

Students in Key Stages 4 and 5 will be placed into a lottery to win a shopping voucher, or prom ticket for Year 11. This will take place three times per year, at the end of each term.

Students achieving in these categories will have their names displayed on the digital screens situated around the school. Those students with the highest number of achievement points and behaviour for learning scores will be invited to the Principal's Breakfast each term. 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 their child's conduct points on Edulink. 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 log a ratio of 5 positive points to each negative.

Tutors are asked to share positive and negative points with their tutor groups weekly, celebrating improvements. Year Teams are asked to celebrate student achievement in termly assemblies.

What are you rewarding students for?

SIMS Achievement Points Categories:	Points Awarded
R1 Teacher Award: Demonstrating the MKA Way	1
R1 Staff Award: Achievement – Completing a task/piece of work to a high standard	1
R1 Staff Award: Contribution – Making a significant contribution to the class/school	1
R1 Staff Award: Effort – Making a significant effort with own work or working with others	1
R1 Staff Award: Progress – Making at or beyond expected progress with work	1
R2 Teacher Award: Consistently demonstrating the MKA Way	2
R3 Head of Year/Head of Department Award: Outstanding Role Model	3
R4 Senior Leadership Award: Exceptional Achievement or Attitude	4

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.

How are you rewarding students?

- **Systematically** - Whether you are issuing praise postcards, 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 - Student's value these notes more than you might imagine.
2. Positive phone calls
3. Positive referral – let the Head of Year/Head of Department know in order for the student to receive further acknowledgment and praise
4. Subject / Year Team Award Certificate - Use as a higher order reward and send a copy direct to parents via Edulink
5. Student of the Week Certificate
6. Sweet treats/party bags
7. Lottery for shopping vouchers
8. Golden Time at the end of a lesson
9. Jump to the front of the lunch queue pass – 2 per Year Group per week
10. Special celebration assemblies
11. Bronze/Silver/Gold badges – presented in assemblies and letters posted home
12. On time tickets - give these to punctual students to be put in a lottery with a weekly small prize lucky dip
13. Photographs of subject prize winners framed - and displayed near to the relevant department
14. Principal's breakfast and commendation
15. 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