



## Rewards Policy 2015-2016

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“ His nature is such that he has to be drawn out by kindness and encouragement but if he be treated well, and love be shown him, he will accomplish things that make the whole world wonder. ”

**Michelangelo, describing himself as a young art student in 1490AD**

# Key Points

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- Student consultation 2014-2015
- Consistency
- Across ALL year groups, 7-13
- Focus on learning and achievement – growth mindset
- Rewards effort and contribution
- Encourages independent learning and self-motivation
- Real-time reporting – students, parents and staff can see daily
- Policy adopted by Governing Body July 2015 – available to view on the School website.

## Highcliffe School Rewards Policy

“His nature is such that he has to be drawn out by kindness and encouragement  
But if he be treated well and love be shown him,  
He will accomplish things that make  
The whole world wonder.”

Michelangelo 1490AD

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# Four Levels of Reward

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## **The Commendation**

- *Excellent Work*
- *A Breakthrough in Learning*
- *Actively Engaging in Learning*
- *Demonstrating Initiative in Learning*
- *Helping Others Learn*
- *Demonstrating Consideration for Others*

## **Higher Rewards**

- Commendation Letters
- Headteacher's Awards
- *As Commendation list*
- *Contributing to a School Event*
- *Lunches - for examples of academic, creative and sporting excellence*

## **Rewarding Sustained Excellence**

- Awards Evenings
- Highcliffe Challenge Graduations
- Passports

## **Rewarding Excellence in Examination Results**

- Annual Prize Giving
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# Key Points

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**Every single student will earn Commendations or Commendation Letters because several are automatic:**

- For every week of 100% attendance
  - For every half-term of 98% attendance
  - For every ATL 2 in Progress Checks or Profiles
  - For ATL 1s in Progress Checks or Profiles
  - For improvements in Levels or Grades between one Progress Check or Profile or another
  - For achieving or exceeding a Target Grade
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# The Commendation – Criteria

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## Excellent Work

A single small piece of excellent class work or home study (*meaning it fully achieved the learning objectives, was presented to very high standard, and demonstrated the spelling, punctuation and grammar in line with the expectations of the student*)

A clear, carefully explained, extended verbal explanation answering a question or explaining a key point, appropriate to the age and level of the student.

For answering a question or giving an explanation no other student in the class could answer or explain.

For making very effective use of their own wider general knowledge/reading around a subject, in a piece of written work or in an extended verbal answer.

Example criteria for those awarded automatically:

One Commendation for each Subject Grade or Level at the current Target Grade or Level in a Profile or Progress Check.

*See the School Policy for all examples*

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# The Commendation – Criteria

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## Breakthrough in Learning

A written piece of work which is substantially improved on previous work or overcame a particular barrier to the student's progress, either because the student has acted effectively on advice given in marking/feedback, or because on their own initiative the student has been able to grasp a point/demonstrate a written skill or ability which they were not secure in before, appropriate to their age, their level, and the criteria for the work.

The student provides a clear, precise verbal explanation of a point, or answer to a question or a solution to a problem, they had not at first understood; or they demonstrate in a practical piece of work a substantial step forward in a particular skill which had previously been a barrier to progress.

*The teacher will clearly inform the student of the reason for their Commendation.*

Example criteria for those awarded automatically:

One Commendation for each sub-level of improvement from the previous Profile or Progress Check.

*See the School Policy for all examples*

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# The Commendation – Criteria

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## Actively Engaging in Learning

For working harder at a problem or topic or activity, during a lesson, compared to their peers in the class.

For consistently answering questions or contributing well to class discussions during a lesson

For consistently responding promptly to instructions from the teacher and getting on-task quickly during a lesson

For consistently being very focussed and committed during a task or activity during a lesson

For consistently making a proactive contribution to a pair or group activity during a lesson

For consistently doing written or practical tasks carefully and thoroughly during a lesson

For demonstrating a positive and willing attitude towards learning,

Example criteria for those awarded automatically:

ONE Commendation for each ATL Grade of 2 in a Profile or Progress Check.

ONE Commendation for each week of 100% attendance

*See the School Policy for all examples*

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# The Commendation – Criteria

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## Initiative in Learning

Demonstrating in their work that they have incorporated a substantial piece of knowledge or understanding which the student has learnt from their own research or their own reading around the subject.

Managing their personal organisation effectively in order to hand in a piece of homestudy, a project, or coursework *at least 24 hours in advance of the deadline.*

Example criteria for those awarded automatically:

For taking part in a subject-related competition or scheme, as a participant, outside of normal lessons, in order to extend their own learning.  
One Commendation for every ATL Grade 1 in a Profile

*See the School Policy for all examples*

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# The Commendation – Criteria

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## Helping Others Learn

By spending time in class helping another student understand or do something they were struggling with, either by volunteering or being asked by the teacher.

By being a *notably positive influence on others during a group work activity in class*, for example by taking on a leadership role or organising the group.

*Example criteria for those awarded automatically:*

*Helping younger students learn, by reading with them or tutoring them as part of a programme implemented by the School. ONE Commendation is awarded for each session undertaken, by the member of staff organising the programme.*

*See the School Policy for all examples*

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# The Commendation – Criteria

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## Consideration for Others

For undertaking a voluntary task helping a member of staff e.g. delivering/carrying books or resources, sharpening a set of pencils.

For volunteering to help another student e.g. if they have lost something, or if they need assistance around school as a result of an injury

*See the School Policy for all examples*

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# Further Levels of Reward

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## Higher Rewards

- Commendation Letters

*awarded when the students' achievement or conduct are significantly above and beyond the criteria for a single Commendation (5).*

- Headteacher's Awards awarded to students by their teachers for examples of academic, creative and sporting excellence at the highest level, beyond the classroom (10).
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## Rewarding Sustained Excellence

- Awards Evenings
  - Y7, Y9
- Highcliffe Challenge Graduations
  - Y8, Y10, Y12
- Passports
  - Y11, Y13

*Certificates and awards listed in policy.*

## Rewarding Excellence in Examination Results

- Annual Prize Giving
  - Highest point in the School Rewards policy
- Based on August examination results and is by invitation only

*Certificates and awards listed in policy.*



# Key Points to Remember

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- The Rewards Policy applies to all students in years 7 to 13.
  - All staff are expected to apply the Rewards Policy.
  - Commendations and all other rewards are logged electronically *and in future will be made available to parents/carers via MyHighcliffe (this facility has not been developed yet . . .)*
  - Teachers will only award ONE Commendation per student at a time, but can award Commendations for different reasons several times during a lesson.
  - Multiple Commendations are NOT to be given for the same thing.
  - If a student's achievement deserves more than one Commendation, a reward further up the scale should be given.
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