



POTENTIAL REINFORCERS FOR STAFF

VERBAL PRAISE

- Students give verbal praise
- Administrators give verbal praise
- Compliment a teacher on a program over the P.A. system
- Congratulate class and students over P.A. system
- Compliment class in front of teacher
- Encourage substitute teachers to provide positive feedback
- Provide specific labeled praise
- Parents give verbal praise
- Pass on compliments from parents, kids, and others to teachers and staff
- Principal spends first few minutes of faculty meeting complimenting staff
- Teachers give aides and each other verbal praise
- When visiting class, make positive comments on how students respond; point out specifics
- Visitors to school give verbal praise

WRITTEN PRAISE

- Individualized school note
- Appreciative letters with copies sent to administrators
- Letters of recommendation
- Positive notes in file
- Spotlight teacher in newspaper
- Positive written messages from consultant
- Written positive feedback
- Warm fuzzy notes
- Thank-U-Grams
- Appreciative letters from administrators
- Positive comments on teacher evaluation
- Thank you in daily bulletin
- Compliments on specific bulletin boards, etc.
- Positive notes from students

TANGIBLE REWARDS

- Buttons
- Lunch with administration
- Food
- Bonus money, or voucher, for special supplies or equipment
- Cash award
- Five gallons of gasoline
- Theater tickets
- Award during school board meeting
- Certificates
- Special lunches/dinners
- Small gifts
- Bonus supplies or equipment
- Merit raise
- Bonus pay
- Super market shopping spree
- CD ROM or DVD

MISCELLANEOUS

- Release from teaching for a period (administrator or counselor takes class)
- Immediate response to request for help
- Remodeling of staff lounge
- Positive phone calls
- Teacher of the month program
- Gestures: Smiles, nods, etc.
- Release paid time for in-service training or workshops
- Counselor or psychologist spends time in classroom in response to request for help