

Incentive Program: Academic Performance

The purpose of my academic incentive program is to encourage students to work hard and to teach them that hard work leads to success. The amount of effort students put into their work will depend on the expectations I set for them and on what students think about meeting those expectations. My incentive program promotes effort in learning by breaking down my expectations into smaller, incremental goals. For example, if my expectation is for my students to pass the unit test, I will reward them on a day-to-day basis for completing related homework assignments, taking notes, and participating in class. As students meet my incremental expectations, they increase their chances of meeting my final expectation of passing the unit test. When they pass the test, students will see the connection between their success and the effort they exerted to prepare for it.

My incentive program includes both small and large rewards, so students can feel successful even if their progress is slow. My program also reinforces the connection between incremental progress and final success by offering a large reward at the end of each quarter for students who exhibit consistent high performance or improvement.

My incentive program involves both intrinsic and extrinsic motivators. I want to make sure students focus on why they receive rewards rather than on the reward itself. I want them to value learning and the benefits of learning. To promote this, I will differentiate tasks to give students choices and variety in how they meet my expectations. I will also help them set their own goals, so the goals are more personal to them. No matter how many intrinsic motivators I encourage, students value and will perform for tangible rewards. Therefore, a significant component of my incentive program will be extrinsic in nature.

I will use praise and encouragement as my primary extrinsic motivator. I will award certificates and verbally praise students who put effort into their work and who demonstrate consistent high performance or improvement.

- I will promote skill practice and effort by rewarding students who practice the following skills:
 - Focused note-taking
 - Meaningful contribution to class (comments, questions, answers)
 - Attentive, cooperative, and inclusive group work
 - Notebook up-to-date, organized, and highlighted

- I will foster the learning process by rewarding students who demonstrate content knowledge in the following ways:
 - Solving an equation at the board
 - Turning in correct/complete homework
 - Earning a high score or making improvement on an assessment

I will also communicate with parents through notes and phone calls home. I plan to communicate with students and their parents both in areas where students excel and struggle.

If a student is having trouble completing homework or passing tests despite my motivational techniques, I will have individual conferences to help him or her get back on track. I will also involve parents so they can assist their child with encouragement and reinforcement at home. I will make a plan to help the student set goals and to outline the student's responsibilities, my responsibilities, and the parents' responsibilities in helping the student to succeed. The student, his or her parent(s), and I will sign this contract. I will hold conferences periodically to assess the student's progress and to make my interpretation of his or her progress known.