

Staff Recognition

Board Policy to help make it legal

It is recognized that individuals deserve recognition of the services they provide to Associated Student Body (ASB) organizations. Such recognitions are authorized so long as they meet the following criteria:

1. Recognition shall first be approved by the student organization and then expenses shall be disbursed according to procedures established by the student organization.
2. All disbursements must be approved by a Board-designated official for the ASB, the certificated employed who is the student organization advisor, and a student organization representative. (Ed Code 48933)
3. Recognitions may not exceed \$25.00 per individual, per recognition event.
4. Recognitions may not be in the form of cash or check. Gift cards to a place of business are permissible.
5. Recognitions may include food items so long as the total costs do not exceed \$25.00 per individual.

Secret Pals – Student Govt students assigned to 3-4 staff members. Partner with another group to bring number down. Questionnaire to find staff interests. Include things like what is missing in your office/classroom that you would like? Dream vacation? This allows students some fun options. Example – No window in my office – students drew “window” with view and hung in my office. They can get creative with vacation ideas too. Goal is to do something daily for the week – funded by students or ASB. Staff has fun trying to guess their pal. Give students a questionnaire to help staff with guesses. Some staff will do things back for their pal, some won’t. Tell students not to expect anything. Students reveal themselves at luncheon at end of week.

Night Custodial Dinner - On my bucket list. Organize a dinner for the night custodial crew and secretly invite their families to join.

Staff of the Month – nominations can be done by staff, students, combination. Committee picks based on nominations. Recognize with sign, post on website, marquee and announce in bulletin.

Inspirational Staffulty – borrowed from Richard Parkhouse. Step up from the old tradition of football players asking a staff member to wear their practice jersey on game day and come to their game. Offer template for students to use to explain to staff member how they have positively influenced them and ask them if they would honor them by attending their game. Expand this to all sports, performing groups, art shows,

Room help – ASB and/or teams volunteer to help staff with room setup during pre-service days

Luncheons – we host 3-4 luncheons throughout the year for staff just to say thank you

Tireless teacher – Antelope HS – Tire on nice wheel trophy that is rolled in to teacher’s room to recognize them as the tireless teacher of the month. Les Schwab provided tire and I believe donates gift cards for dinner.

Birthdays: Hand made cards – cupcakes for all staff members with birthdays that month.

Thank you cards – had our district print shop print cards with Thank You and school logo on one side. Could be mailed as postcards if needed. Hand written thank you to staff that help in any way.

Monthly Morning Coffee – ASB provides coffee urns/supplies. Rotate departments that host the morning coffee. Security/custodial that opens school can start prepped pots. Hot water with tea/hot cocoa. Helps to get staff members out of their silos, increase communication, share ideas as they see other classrooms.

Student Recognition

Renaissance – We recognize three levels (4.0 or better, 3.0 or better, 0.5 increase) Each student gets a Renaissance Card at each term they qualify. 4.0 or better gets 1 off campus lunch pass, 2 academic waivers, and discounts at local businesses. 3.0 or better gets 1 off campus lunch pass, 1 academic waiver, and discounts. 0.5 increase gets discounts. Academic waivers vary by staff member, not all participate but most do. They decide what they are willing to give (free homework, drop lowest quiz, extra credit points, free bathroom pass, choice of seat....) Previous school students were allowed head of line privileges at one lunch line – monitored by Vice Principal or security.

Academic Award – We are on block schedule. Students who receive a 3.75 or better GPA for terms 1 and 2 or terms 3 and 4 are recognized at a biannual Academic Award Ceremony. Students are invited and must RSVP. They receive academic letter (same size, different color than athletic letter) for first award as well as a different symbol for each successive award. Also recognize students with straight A's, 4.0 or better GPA, and perfect attendance. Students who get all 8 possible awards wear academic sash at graduation.

Rally – royalty introductions done through staff skits that play on the student's name in some way. Students don't know they are nominated beforehand. Recognize as many groups as we can by allowing different groups an opportunity to perform. Outstanding senior athletes and senior awards presented at goodbye rally. Sports teams recognized at Fall rally, Winter Rally, and Spring Rally.

Lunch-Time Rally – we use lunch time rallies to recognize sports teams that make playoffs and encourage students to attend the games. Drumline plays to draw attention, cheer does a routine, team captain/coach says a little something, everyone is encouraged to come out and show support at game.

Luncheon – At Sheldon we were the Huskies – called it Top Dog Luncheon. At Monterey Trail – Mustangs, call it the Saddle Up Luncheon. Any staff member can nominate any student that has exhibited one or more of our PBIS values. We make a nice certificate and provide passes if needed for student to eat with staff member during their lunch in a blocked off portion of the cafeteria.

Outstanding Club Seniors – presented at pregame for Homecoming game. Every club is allowed to nominate two outstanding seniors that have contributed positively to the club. ASB prints a certificate in a nice frame/cover. Student is recognized in front of stands and accomplishments read while advisor presents certificate. We ended up moving it to our post-parade rally that happens the day of homecoming.

Athlete of the Month – rotation so that all sports will be recognized within the season – each sport coach is asked to nominate an athlete as the Athlete of the Month. Announced in the bulletin. Picture taken and flyer posted in several locations with picture, sport, and short description of their accomplishments. Posted on school website and marquee. Hoping to expand to clubs and departments.

Birthday Board – monthly posting of Happy Birthday with list of all students who have a birthday that month

PBIS Ticket -

Senior Board – post picture and where they are going after school – include military and trade schools

Class Attendance – mascot visit random classrooms – first class to have perfect attendance with no tardies/absences, hand out prizes to class