

Universal Team Strand

Session 3

“Recognition: Making Doing the  
Right Thing Valuable”

APEX Summer Institute

August 15 & 16, 2012

Universal Strand

# Session 3: Objectives

- Basic look at function of behavior
- Engaging stakeholders to design recognition systems for students and adults
- See examples of recognition systems
- Continue status identification and planning

# Discipline

- From Disciplina - to teach

# The ABCs of Behavior

- **Antecedents** – what happens right before a behavior occurs
- **Behavior:** What does the behavior look like?
- **Consequences** – what happens right after a behavior occurs
- **Reinforcers** – consequences which increase a behavior

# What is Reinforcement?

**A reinforcer is a consequence that ensures a behavior is more likely to be repeated**

- **Positive reinforcement** – rewards or positive consequences which increase a behavior.
- **Negative reinforcement** – the removal of some event or stimulus the student dislikes depending on the performance of a desired behavior.
- Tangible reinforcers can include money, tickets, food, etc.
- Other types of reinforcers can include a privilege, a “thank you,” time spent together, attention from a valued person

# A Functional Approach to Behavior Support

(Horner, Sugai, & Albin, 2003)

Behavior Support is:

– The design of effective environments.

In effective environments.....

- Problem behaviors are **irrelevant**
  - Aversive events are removed
  - Access to positive events are more common
- Problem behaviors are **inefficient**
  - Appropriate behavioral alternatives available
  - Appropriate behavioral alternatives are taught
- Problem behaviors are **ineffective**
  - Problem behaviors are not rewarded

# Acknowledging Students and Staff

## Key Elements

- Variety of reinforcers
- Training
- Rationale
- Developmentally appropriate
- Don't forget the big people

## Examples

- Buzzy Bucks/School Store
- Monthly raffles for students, teachers, and support staff
- Best Homeroom Challenge
- Gold and Silver ID cards
- Honors Dinner
- Birthday Cards
- School-Wide Celebrations

## Positively Recognize Expected Behavior

- Provide specific, verbal acknowledgement using words from the behavior matrix
- Provide acknowledgement at a 4:1 ratio or better of positive to corrective contacts
- Provide acknowledgement as quickly after expected behavior as possible
- Focus preemptive positive attention on problem routines
- Acknowledge (specific recognition; positive contact) as many students as possible
- Provide focused recognition based on your schoolwide plan



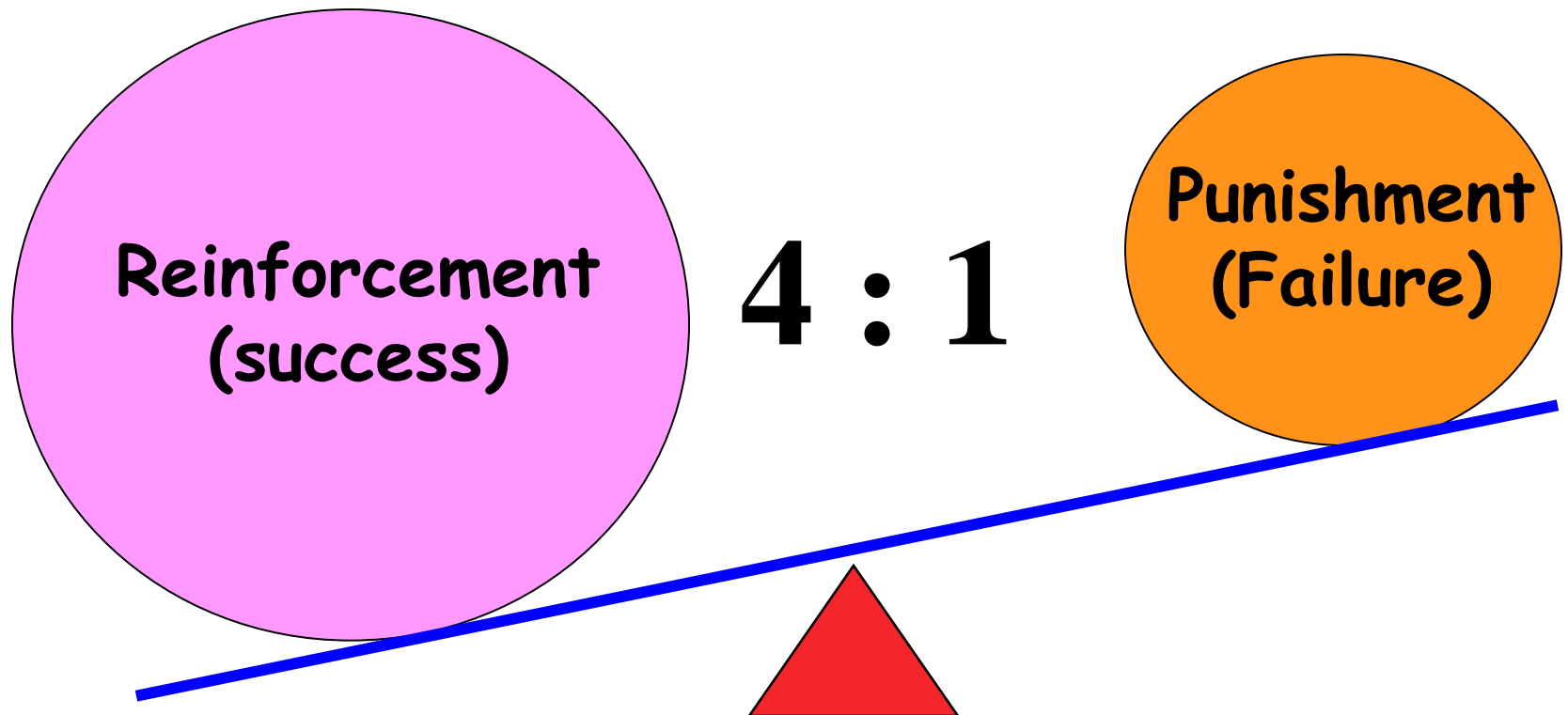
# Recognition Systems

## Muscott & Mann (2006)

- Step 1: Specific verbal praise paired with visible acknowledgement given at high rates
- Step 2: Specific verbal praise paired with visible acknowledgement given intermittently
- Step 3: On-going random verbal praise connected to broad expectations and designed to enhance climate and  
Highly visible periodic “attention grabbing: celebrations of success

# Discipline Works When ....

Prevention creates more positive than negative consequences



# Classroom Management Self- Assessment

# Examples of Acknowledgement

From Berlin High School:

Begin With...

What Can I Do For You???

- The program is designed to eliminate work for all instructional staff.

1. Tardiness addressed without conflict.
2. Cell phone use reduced by 90%.
3. Dress code issues addressed without conflict.
4. Office referrals reduced:

Holly L. 36 referrals semester 1 -- 2 referrals semester 2

Jason M. 22 referrals semester 1-- 0 referrals semester 2

# Enlist The Power Brokers



# Identify Key Personnel

- Department Chairs
- Reluctant Staff (face to face)
- Vocal Staff
- Assistant Principal
- Support Staff
  - Secretaries
  - Custodians
  - Ed. Assistants



# High School Incentives...

## Not These



# High School incentives...

## Let Students Decide



However, You might want to limit their imagination...



This was one of our more successful incentives...



# Dead Season and BHS Administration



# Communicate

Let everyone know what your doing



# Share The Success



# Team Activity: Recognition Systems

- Contextual Fit



# Plan- Prioritize