

2018-2019 PBIS Reward System

"Hawk Bucks"

Hawk Bucks:

Hawk Bucks are used to recognize students right away who demonstrate:

- Random or extraordinary acts of kindness
- Positive character traits
- Consistent effort over time to follow the Code of Conduct
- Significant self-improvements,
- Meeting stated goals/expectations, etc.

Now, not only are the students rewarded with the Hawk Bucks themselves, but also with what they can *do* with the Bucks. Students have options to use their Hawk Bucks immediately or to save them for something they are looking forward to (*thus also helping them learn important life skills*). They have opportunities to spend their Hawk Bucks on weekly items, as well as longer-term goals like admission into a special monthly activity or to purchase items at the monthly School Store.

Are the incentives & rewards given out fairly?

With regards to distribution of the Hawk Bucks, equity is also ensured there as well. A suggested list of behaviors and how much to hand out has been established to help staff maintain the equitable distribution of the Hawk Buck. However, it is ultimately up to the teacher/staff member's discretion as to how/when the cash is handed out.

Within those guidelines, it was important to protect the integrity of the Hawk Bucks - to ensure they wouldn't be given out more frequently to students with more behavior issues just to keep them from disrupting - while making sure that *every* student has equal opportunities to earn the cash. Teachers and parents agree - rewards shouldn't be given out for "every little behavior" that meets expectations; rather, *randomly* reward **consistency** and *immediately* recognize **great acts of character**. Likewise, students are encouraged to perform such acts because it is the right thing to do, **not for the reward**.

It was also important to protect the purpose of the Hawk Bucks, which is to recognize the **positive** acts and behaviors of students. So it was impressed that the Hawk Bucks should not be taken away from students as a disciplinary measure. Doing so would essentially "take away" the positive act that earned the student that cash to start with - and that defeats the purpose of PBIS.

Aren't incentives & rewards like "bribing" kids to behave?

No. Simply put, "**bribing**" means telling someone ahead of time that if they do what you want, you will repay them with something of value. To "**reward**" is to give someone something in return, especially in thanks for help or kindness or to repay effort or attention that is given. An "**incentive**" is a motivator - something that encourages someone into action.

PBIS is about *motivating* and *encouraging* students toward positive behavior while *recognizing* and *rewarding* appropriate actions, significant displays of good character, and marked effort and improvement toward personal and academic success.

Students are encouraged throughout their school day to demonstrate the behaviors that are expected within the Code of Conduct. More often, students are praised and verbally recognized and appreciated for their actions rather than given a tangible reward. This promotes students to become motivated more by the internal feeling of doing the right thing (*and the positive attention they will receive*) than the external feeling of "getting something out of it."

Students know that they *may* be rewarded for certain actions, but not always. Further, they are constantly being taught that they should do the right thing, not because of the **possibility** of a reward, but because of the sense of pride they will feel at knowing they did a good deed (and the good feeling it gives to those who receive the goodness of those deeds.)