

I-4: Consistently reinforce academic efforts toward the big goal

Recognize effort and growth, not just overall achievement

What does this mean?

What It Is	What It Is Not
Rewarding students based on their relative, individual growth, even if their performance is not as strong as the rest of the class	<i>Only</i> rewarding students for getting above a 90%, even when students may have significantly improved by getting a 70%
Reinforcing significant effort or hard work	Consistently praising students for only trying once to solve a problem (when you should be pushing them to make repeated attempts)
Giving reinforcement for achieving a high, absolute academic bar	Rewarding students for consistently meeting a low bar that does not challenge them to significantly improve

How can I reinforce growth and improvement?

- **Set up dual systems – one for meeting an absolute bar, and another to highlight improvement** (e.g., give raffle tickets to students both for getting 80% or above on an assessment, and for improving their score a grade level, even if this score is still below the 80% bar)
- **Differentiate/adjust strategies over time to continually push students**
 - After rewarding a student for improving his or her test score to 70%, establish a higher bar for the next assessment
 - If a student is consistently meeting the target of 90%, but his/her scores are remaining somewhat constant, develop reinforcements for raising the score even higher (or for showing extra effort elsewhere – like tutoring students or taking on a challenging extra credit assignment)