

## **STAFF**

### **Merit/Demerit System**

Overarching Goal: Motivate students to modify/alter/replace "negative" behaviors.

**Examples of negative behaviors:** student taps pencil to get attention of peers/staff, student curses out teacher in order to be removed from class; student shares joke to get peers' attention, etc.

#### How will it work at Global?

- All students begin each trimester with 100 merit points.
- During the first month we'll have weekly celebratory sessions to:
  - highlight those students who exceed their **Base -100** starting point; celebrations will take place in the auditorium, library, etc. (based on space availability schedule)
  - each week we'll promote a certain behavior we'd like a students to demonstrate; this particular behavior will receive bonus points during the week it is being promoted
  - teachers are encouraged to promote positive/meaningful behaviors that best support their practice and instructional goals
- After the first month, the whole-school award ceremonies will occur every other week. Teachers/Grade-Level teams are encouraged to maintain a weekly frequency via their advisory classes. In the future, we'd like to see one celebration per month.

#### What do I need to know/do?

- Maintain an active Jupiter account; be familiar with the Referral function of the web portal.
- You may have noticed that an integer has showed up next to each infraction the integer represents the demerit value
- Demerit value is related to the infraction level as per the Chancellor's regulations; 3 Demerits = L3 Incident
- Refrain from speaking "numbers." For example, "You and you, both get 3 demerits each for play-fighting."
- Refrain from publicly bargaining with students. For example, "If you do x, y and z, I'll give you 5 merit points." It will be hard to keep track of all of your deals; nonetheless, other students will remember and call you out for being inconsistent. When in doubt, always stick to the Merit Categories chart.
- Address the behavior and de-emphasize the punishment. Say, "I see that you're tapping your pencil. This is distracting to the classroom setting. You may consider tapping it against your leg or not doing it at all." If the student continues to be a disruption, determine if it's a need or avoidance issue. What does the student want and/or what is s/he trying to avoid?
- Refrain from being a trigger don't make demerit values public. Some students will respond negatively to seeing their name written on the board with a negative integer next to it. Consider keeping a month-long merit value chart that you update at the end of the school day. Refrain from misusing instructional time to keep track of demerits during class.
- Be patient and be consistent! Behavior modifications take time and regular and consistent feedback. If you see something, document it!
- Input all merits/demerits by 7PM on Thursday evenings. The weekly count will take place on Friday mornings. Merits/demerits entered after 7PM on Thursday evening will count towards the next week's raffle.

When making a referral [+/-], don't forget to assign merits/demerits.

# **GAME SHEET**

#### **Welcome to the MERIT GAMES!**

**Objective:** Motivate you to become a respectful, conscientious and supportive member of our learning community. Become a Victor! **We want you to:** attend school on a daily basis; arrive on time; arrive prepared (completed classwork/homework/readings and supplies); follow staff directions; self-correct behaviors that disrupt our learning community; give your best at all times.

#### How will it work?

- Each trimester you'll be issued 100 merit points. We'll call this the **Base-100** starting point.
- At the end of every week, those students that exceed Base-100 will qualify for a three-tier award system.

Base-100

Tier 3 - 90% above Base-100

Tier 2 - 95% above Base-100

Tier 1 - 99% above Base-100

#### What do I need to know/do?

- Maintain an active Jupiter account; see your advisor to get your password reset or email us at mrpurice@gmail.com
- You may have noticed that an integer has showed up next to each infraction the integer represents the demerit value
- Demerit value is related to the infraction level as per the Chancellor's regulations; 3 Demerits = Level 3 Incident
- Refrain from "Number Talk" and/or trying to bargain with teachers. For example, "Miss! Can I get five merits for doing my classwork?" or "I'll behave if you give me five merits!" You have to be observed being good/doing something meaningful in order to receive merit points.
- All merits/demerits earned before March 31st are void. Only merits/demerits earned on or after March 31st will be used to determine your participation in the awards ceremony.
- All merits/demerits have to be inputed daily and before Thursday at 7PM. Merits/Demerits entered after 7PM on Thursdays will be used in the next week's total.
- If more than one participant qualifies for a tier award, a raffle will be held. Raffles will be held during the awards ceremony.
- Multiple violations will lead to a large demerit award. For example, if you arrive late to class [-1], talk to your friends [-1] and attempt to play-fight [-3], you'll be awarded 5 demerits.
- Every week, certain positive actions/behaviors will be worth extra merit points. Read the hallway flyers to identify these behaviors, check Jupiter.
- Cash/large value prizes require that a parent/guardian walks you home. You will not be allowed to collect your prize without an adult present.

# **MERIT CATEGORIES**

Category	Sample Forms of Evidence	
Achievement	Net overall increase in grade average between marking periods/tests/interim assessments; makes honor roll; passes a test/quiz; scores higher than 75% on a test/quiz; any assessment (interim, classroom, quiz, MOSL, state, Performance Series, writing on demand, etc.)	
	Parent/Guardian attends PT conference; students brings note with new phone number/address; brings note when absent/late; parents sign up for Jupiter; parent emails school via globalpanthers.com; student follows Global on Twitter, etc.	
Academic Behaviors	Completes "Do Now", classwork, exit slips; participates in turn&talk uses accountable talk, group work, edits school work, submits drafts, etc.	
Advisory	Advisory  Completes advisory SMART goals; participates in advisory class; completes reflections; leads PT conference; reports vandalism; apologizes to teachers/staff in writing; writes <i>Thank You</i> cards to GNSS staff; writes <i>Thank You</i> cards to parent/guardian, participates in advisory activities, participates in PBC activities, etc.	
Classroom Behaviors	Stays put; keeps hands to himself; follows decorum; follows teacher directions; helps clean up the classroom; arrives prepared to class; helps other students with non-academic tasks, wears school uniform daily, etc.	
Correct negative behaviors/ wrongdoings	Notes, cards, letters, etc.	
Community  Demonstrates appropriate behavior during lockdowns, fire drills, trips, etc.; helps clean up the cafeteria; helps collect recess equipment; observed doing good; random acts of kindness; all other good things, etc.		1 - 5

Danaing Mates	4
Passing Notes	1
Profanity	1
Out of Uniform	1
Late to Class	1
Not in Class	1
Out of Seat	1
Gum/Food	1
Cellphone/Game/Earphones	1
Skating/Biking	1
Dishonest	2
Cheating	2
Disrespect Staff	2
Insubordination	2
Littering	2
Misuse Supplies/Equipment	2
Computer Violation	2
Threatening to Fight	3
Throwing Objects	3
Play-Fighting	3
Teasing/Insulting	3
Instigating	4
Use of Racial Slurs	4
Intimidation	4
Threat	4
Smoking/Tobacco	5
Alcohol	5
Drugs	5
Weapon	5
Vandalism	5
Theft	5
Sexual Harassment	5
Physical Harassment	5
Fighting	5
Classroom Removal	5
Detention	5
Principal's Suspension	10
Superintendent's Suspension	20

1

rits rits rits rits rits



### **Global Norms & Related Positive Behaviors**

We listen to each other	We are a community	We support each other	We welcome differences	We are always sa
	Volunteer to help a teacher in the classroom.	Help a peer and reflect about the experience.	Apologizes, in writing, for using a racial slur.	Demonstrate appropr behavior during a fire
	Volunteer to help clean up a classroom.	Collect homework/classroom for absent peer.	Apologizes, in writing, for wrongdoing.	Demonstrate appropr behavior during a lockc
	Bring your parent/guardian to parent-teacher conferences.	Complete group work.		Prevent wrongdoing/inc
	Say thank you, in writing, to a GNSS staff member.	Observed mentoring a peer.		Request a personal "tim to refocus/redirect atten classwork.
		Observed translating for a peer.		
	Observed cleaning up work area before class dismissal.			
	Ensures that parent/guardian			

We listen to each other	We are a community	We support each other	We welcome differences	We are always safe	We are always ready
	Uses email via Jupiter to request help/feedback from a teacher.				Observed completing classwork with 100% accuracy.
	Uses email via Jupiter to request missing work when absent.				Completes Independent Reading Log on time.
	Observed maintaing decorum during all assessments (quizzes, classroom tests, state assessments).				Completes Exit Slip at the end of the class.
	Provides school with most up to date parent/guardian contact information.				Shows significant academic growth in class as measured by classroom grades.
	Helps collect recess equipment.				Makes Honor Roll
	Helps clean in the cafeteria during lunch.				Completes Advisory SMART Goals
	Provides school with information on rule breakers, acts of vandalism. etc.				Bathroom trip in under 5 minutes.



# DRAFT

# **MERIT GAMES**

### Weeks 1 & 2

Category	During these two weeks, you'll earn extra merit points for	Merit Value
Classroom Behaviors	Entering the classroom in silence and quietly awaiting for teacher directions	5
	Wearing your uniform	5
	Remaining seated and maintaining silence during the mini-lesson	5
	Raising your hand to ask questions/make comments during class at least three times.	5

### **Week 1 Prizes**

**Week 2 Prizes** 

**Tier 1:** \$100

**Tier 1:** \$150

Tier 2: Movie Tickets

Tier 2: Gift Cards

Tier 3: Special Edition Global T-Shirt

Tier 3: Special Edition Global T-Shirt

# Happy Merit Games! May your behavior be ever in your favor!

Collects homework/classroom for absent peer.	5
Comments on a peer's work	3
Completes "Do Now" activity with 100% accuracy.	3
Completes "Do Now" activity.	1
Completes group work.	1
Completes Advisory SMART Goals	5
Completes Exit Slip at the end of the class.	2
Completes Independent Reading Log on time.	2
Demonstrates appropriate behavior during a fire drill.	2
Demonstrates appropriate behavior during a lockdown.	2
Demonstrates appropriate behavior during the mini-lesson.	2
Engages in meaningful turn&talk	2
Ensures that parent/guardian activates their Jupiter Grade-book account.	15
Helps a peer and reflects, in writing, about the experience.	5
Helps clean in the cafeteria during lunch.	2
Helps collect recess equipment.	2
Makes Honor Roll	20
Observed cleaning up work area before class dismissal.	2
Observed completing classwork with 100% accuracy.	3
Observed completing classwork.	1
bserved maintaing decorum during all assessments (quizzes, classroom tests, state assessments).	5
Observed mentoring a peer.	2
Observed translating for a peer.	2
Observed using accountable talk.	2
Prevents wrongdoing/incident.	5
Provides school with information on rule breakers, acts of vandalism. etc.	5
Provides school with most up to date parent/guardian contact information.	15
Requests a personal "time-out" to refocus/redirect attention to classwork.	5
Says thank you, in writing, to a GNSS staff member.	2
Shows significant academic growth in class as measured by classroom grades.	20
Turns in homework with 80+% accuracy.	3
Turns in completed homework.	1
Uses email via Jupiter to request help/feedback from a teacher.	10
Uses email via Jupiter to request missing work when absent.	10
Uses the bathroom only twice per week.	10
Volunteers to help a teacher in the classroom.	3
Volunteers to help clean up a classroom.	3

## Work Completed on 03/04/14

Category	Sample Forms of Evidence	Merit Value Range	
Achievement	Net overall increase in grade average between marking periods/ tests/interim assessments; makes honor roll; passes a test/quiz; scores higher than a 75% on a test/quiz; any assessment (interim, classroom, MOSL, state, Performance Series, etc.)	5 - 20	
Improve school-home communication	Parent/Guardian attends PT conference; students brings note with new phone number/address; brings note when absent/late; parents sign up for Jupiter; parent emails school via globalpanthers.com; student follows global on twitter	10 - 20	
Academic Behaviors	Completes "Do Now", classwork, exit slips; participates in turn&talk uses accountable talk, group work, etc.	1 - 5	
Advisory	Completes advisory SMART goals; participates in advisory class; completes reflections; leads PT conference; reports vandalism; apologizes to teachers/staff in writing; writes thank you cards to GNSS staff; writes thank you cards to parent/guardian	1 - 5	Global celebrates mo card Global celebrates fath
Classroom Behaviors	Stays put; keeps hands to himself; follows decorum; follows teacher directions; helps clean up the classroom; arrives prepared to class; helps other students with non-academic tasks	1 - 5	
Correct negative behaviors/ wrongdoings	Notes, cards, letters.	1 - 5	Teachers should say collect notes and input to input the related in The two events shoul 1-2 merits gain.
Miscellaneous	Behavior during lockdowns, fire drills, trips, etc.; helps clean up the cafeteria; helps with recess supplies; observed doing good; random acts of kindness; all other good things	1 - 5	

Tomorrow, 03/05 -staff expectations

