

Proven Reinforcers to Create a Climate of Appreciation in Your School

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Based on research compiled since 2004



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What is a Reinforcer?

We wanted to research what would motivate students and staff to have desired behaviors. We brainstormed and decided the best way to discover this was by asking the subjects themselves. We have been working on this since 2004. This book is filled with ideas that came directly from students and staff around the world.

Our first research was just a list. This year we decided to categorize that list into categories. This book is the result of much pondering and discussion regarding categories. We also wanted a mnemonic that would help staff remember the categories. We know there are more than five categories; which makes it harder to remember. We felt the eight categories were necessary.

Five Languages of Appreciation in the Workplace

Based on the work of Chapman and White (2012), we have taken the ideas from their book *The Five Languages of Appreciation in the Workplace* and applied those ideas to what we discovered from interviewing students.

Chapman and White (2012) found these five areas were desired by adults:

1. Words of Affirmation
2. Quality Time
3. Acts of Service
4. Tangible Gifts
5. Physical Touch

This book is available on www.amazon.com and could easily be used by principals and superintendents to develop ideas for adult reinforcements. Chapman and White (2012) interviewed people who worked in industries where there was money for vacations in Hawaii and monetary incentives. This is not the case in the field of education, but it will give you many ideas for adult reinforcers.

What would you like to receive as a reinforcer?

Student Reinforcers

We found what **PALPATES** a student's heart with reinforcements was the following:

1. **P**rivileges
2. **A**ttention
3. **L**eadership
4. **P**raise
5. **A**ssistance
6. **T**ouch
7. **E**scape
8. **S**upplies

This information was gathered by asking students at whatever schools we were visiting the following question, "What would mean the world to you? What could an adult give you that would let you know you had done a good job on something; but, it can't cost any money?" In twelve years of asking this question, only one student has broken the code by naming something tangible. It was a little girl (5th grader) in Wyoming who said, "Food would be nice." Upon further questioning of staff, we discovered the staff were working to get her removed from her home because her mother was selling the weekend food backpack for drugs. It was not happening as fast as everyone would have liked.

We added the supplies despite the lack of support from students naming this as a choice. We feel there are some students who come from homes where they cannot afford the proper school supplies and these should be made available as a purchase. The student will feel better if they earned the supplies rather than receiving a hand-out.

Some of the answers students gave us really stuck with us. Here are a few examples:

A young man in an alternative placement said, “Do you really care?” When assured we did, he said, “I used to be on drugs. I wasn’t very nice when I was on drugs. Everyone in this place knew me. It’s been hard, but I’ve been clean for 3 months, 4 days, and 12 hours. I wish just once someone would tell me they are proud of me for staying clean. That would mean the world to me. Even if they said, “I like you better when you aren’t on drugs.” That would be okay too.”

Another young man on a NYC District 75 school bus told us this after being labeled by the matron of the bus as the number one worst kid on the bus. “Man, I see people throw a football. When they throw the football it goes straight. When I throw a football it goes all wonky. If someone could teach me how to throw a football so that it would go straight, that would mean the world to me.

The second worst student on the bus (according to the matron) said, “I stink (okay, similar word with same beginning and ending consonants) at spelling. If somebody could help me understand that ‘e’ before ‘i’ except after ‘c’ rule...or whatever that is, that would really help me out.”

All students do not want the same thing, just as all adults do not want the same thing. It is important to offer choices.

Menu for Coltrane Webb Middle School

Appetizers

Privilege	Get a pass to take your shoes off in class.	Price= 5 Gotchas
Attention	Get your picture on the school marquee.	
Leadership	Get to co-star in the next PBIS video. (Non-speaking role)	
Praise	Get a positive post-card home to your parents.	
Assistance	Get to choose one class and one teacher for assistance in a topic of your choice.	
Touch	Get to stand with the principal at the front door one morning and greet all the students with a special handshake taught by the principal.	
Escape	One homework free pass. ~ Teacher discretion.	
Supplies	One of the 5-point school supplies (pencil, pen, mechanical pencil, eraser, spiral notebook)	



As you build your menu of reinforcement for your PBIS program, make sure you have several choices in each of the previous arenas and that they are different prices.

One of our schools developed a folder that looked like a restaurant menu. The sample on the previous page is for the appetizers. There were appetizers, main courses, and desserts. The students could pick from each and cash in their gotchas. The students would then receive a preprinted certificate for the reinforcement they selected.

“Gotchas” is the generic word we use to talk about your positive behavior specific praise that you give to students when you are teaching expectations through labeling appropriate behavior. Each gotcha is typically worth one point.

Codes for the following pages:

Age levels-

- P= Preschool
- E= Elementary
- M= Middle School or Junior High
- H= High school

Cost-

- Ø- Free
- \$- Small expense if you don't get it donated
 - The cost refers to what it will cost you- you will decide how many gotchas the reinforcement is worth

Privileges

Privileges are items earned that are not ordinary. A few of these will be repeated in attention because they are quality time and attention as well as special privileges. Dictionary definition: “a special right, advantage, or immunity granted or available only to a particular person or group of people.”

Privilege	Age Level	Cost
Assist the custodian for X minutes	P-E-M-H	Ø
Assist with morning announcements	P-E-M-H	Ø
Assistant coach for any sport for one game	M-H	Ø
Be a helper in another classroom	P-E-M-H	Ø
Be an honorary cheerleader for one game	M-H	Ø
Be the leader of a class game	P-E-M-H	Ø
Be the line leader or the caboose of the line	P-E	Ø
Be the scout- goes ahead of class and tells the special teacher the class is on the way	P-E	Ø
Be the teacher’s helper for the day	P-E-M-H	Ø
Be the water boy/girl for any sport for one game	M-H	Ø
Borrow the principal’s chair for the day	P-E-M-H	Ø
Bring a stuffed animal to school for the day	P-E	Ø
Bring your pet to school and share it with the class	P-E-M-H (M-H- Science class or Art class)	Ø
Bubbles for Recess	P-E	\$

Build a tent out of your desk by using a towel and working under your desk for X hours.	P-E	∅
Buzz cut a design in a willing participant's hair	P-E-M-H	∅
Cake boss privilege for the class- each decorate one cupcake and this student gets to be the judge	P-E-M-H	\$ Ask a parent to donate the reinforcement cupcakes
Call a radio station and get to introduce the next song on the air- whole class gets to listen to radio station during independent work time	P-E-M-H	∅
Choose a book for the teacher to read to the class	P-E	∅
Choose any class job for the week	P-E	∅
Choose music (approved by teacher) for the class to listen to when working independently	P-E-M-H	∅
Choose the game to play during Physical Education Class	P-E	∅
Craft stamps during free choice or stay in recess and use craft stamps	P-E	∅
Cup of hot chocolate with preferred adult (kids have noted they prefer real cups- not Styrofoam) 😊	P-E-M-H	\$
Cut the principal's tie off (get to keep the tip as a souvenir) http://www.pinnaclepeaksteakhouse.com/	P-E-M-H	∅ Ask parents to donate old ties

Design a Class door	P-E-M-H	Ø
Design a Class or School Bulletin Board	P-E-M-H	Ø
Design a Hallway theme for decorations	P-E-M-H	Ø
Design a teacher's hairstyle for the day	P-E-M-H	Ø
Design theme for school dance	M-H	Ø
Draw on a portable white board during class read aloud time	P-E	Ø
Draw on the white board at the front of the class during class read aloud time	P-E	Ø
Earn a free ticket to a school event (dance-sporting- theater)	M-H	Ø
Earn a pack of four free passes to the community- zoo, theater, aquarium, museum	P-E-M-H	Ø Ask community members for donations
Earn a parking place near the school for appropriate behavior- rather than the parking spot in the back 40 where most students have to park	H	Ø
Earn a picnic for your class (Some schools the principal brings grill and grills hotdogs for the students)	P-E-M-H	Ø Can just be school lunch sacked and eaten on blankets outdoors or on blankets indoors if weather is inclement

Earn a SmartBoard review game for the whole class	P-E-M-H	Ø
Earn a sour gummy worm for the whole class as a writing exercise- get to write about what sour tastes like	P-E-M-H	Ø
Earn a special parking place for your family in the front lot for parent nights and other events	P-E-M-H	Ø
Earn extra credit opportunity	P-E-M-H	Ø
Earn for the whole school, choosing what costume the principal has to wear for a day	P-E-M-H	Ø
Earn popcorn treat for whole class for the day	P-E-M-H	\$
Earn the privilege of having the teacher dress up in a costume for the day	P-E-M-H	Ø
Earn the privilege of operating the remote for the PowerPoint being presented by the teacher	P-E-M-H	Ø
Eat lunch in the classroom as a whole class- one student earns for whole class	P-E-M-H	Ø
Email parent at work to relay an accomplishment completed at school	P-E-M-H	Ø
Enjoy class outdoors for the whole class- (example)social studies under the big oak tree	P-E-M-H	Ø
Fast Pass in the Lunch Line	P-E-M-H	Ø
Get a free job recommendation written by your favorite teacher	H	Ø
Get extra trip to the library to check out a book	P-E-M-H	Ø

Get permission to go to nearby grade school and eat lunch with elementary students and mentor one student one day a week for a semester	H (seniors and parent permission only)	∅
Get to ask a special friend to join you at a special spot in the lunchroom (many schools just have a card table set up on the side of the cafeteria)	P-E-M-H	∅
Get to be a mentor on the playground for a student working on social skills during recess	P-E	∅
Get to be an honorary member of the sports team for the day (even if you didn't make the team)	M-H	∅
Get to be on the committee to help choose the school uniform (kids don't like white shirts – hard to keep clean)	P-E-M-H	∅
Get to be part of the student voice team for the PBIS adult team	P-E-M-H	∅
Get to be the scoreboard assistant during a home game	M-H	∅
Get to choose a brain break activity for the class	P-E-M-H	∅
Get to choose an art project for the class	P-E-M-H	∅
Get to choose the science experiment for the class	P-E-M-H	∅
Get to clean the teacher's desk	P-E	∅
Get to dress as the school mascot for one home game	M-H	∅

Get to eat lunch with a different class or hour	P-E-M-H	Ø
Get to go help in a younger class or a class for special needs	P-E-M-H	Ø
Get to have the class mascot at your desk	P-E	Ø
Get to hold the flag in the morning during the pledge	P-E	Ø
Get to invite a special guest to the classroom to talk about studied subject or read a book to the class	P-E-M-H	Ø
Get to make a special card for someone using the teacher's supplies (stamps, ink, special shape scissors etc.)	P-E	Ø
Get to move your desk within reason inside the classroom	P-E-M-H	Ø
Get to paint something on the classroom easel	P-E	Ø
Get to put a puzzle together in the back of the classroom when work is completed	P-E-M	Ø
Get to put your feet on your desk to read during DEAR time (Drop Everything and Read- Sustained Silent Reading)	P-E-M-H	Ø
Get to rent space in the front display class to showcase art or special work	P-E-M-H	Ø
Get to scoop food in the cafeteria and serve the other students for a certain amount of time (health codes permitting)	P-E-M-H	Ø
Get to see inside the school walk-in freezer	P-E-M-H	Ø
Get to see inside the teacher's lounge	P-E-M-H	Ø
Get to shoot and edit a video for the school about school-wide expectations	P-E-M-H	Ø

Get to sit in the announcer's box during a home game	M-H	Ø
Get to sit on a special chair during read aloud time or read 180 class	P-E-M-H	Ø
Get to sit on a special love seat (donated) at a home game (50-yard line or behind home net)	M-H	Ø
Get to sit on bench with team during home game	M-H	Ø
Get to sit on the floor to do your work with teacher's pillow, bean bag, etc.	P-E-M-H	Ø
Get to star in the school video for school expectations	P-E-M-H	Ø
Get to use colored chalk at recess	P-E	Ø
Get to use gum in the classroom	P-E-M-H	Ø
Get to use the teacher's glitter pen to write your name on your paper	P-E	Ø
Get to wear a hat for the day	P-E-M-H	Ø
get to wear ear buds for one hour and listen to music while doing independent seatwork	P-E-M-H	Ø
Get to wear jeans for the day instead of school uniform	P-E-M-H	Ø
Get to wear slippers from home for the day	P-E-M-H	Ø
Get to write positive messages on the sidewalk for students as they enter using colored chalk	P-E-M-H	Ø
Get to write the morning positive message on the classroom door	P-E-M-H	Ø

Get to write Twitter status updates on classroom door (just laminated pieces of white construction paper that look like a twitter post)	P-E-M-H	Ø
Go on a walking field trip with the whole class- privilege earned by one student	P-E	Ø
Go the extra distance and get a drink from the coldest water fountain in the school	P-E-M-H	Ø
Keep a stuffed animal at your desk	P-E	Ø
Listen to audio recording of the book or section you are reading in class (someone else could earn the privilege of pre-recording it)	P-E-M-H	Ø
Root beer float with the principal (no one has complained about Styrofoam cups for this one) (I wrote to Dreyers ice cream once and they sent me 10 free certificates for gallons of ice cream)	P-E-M-H	\$
Select a paperback book from the teacher's personal supply and get to take it home to read	P-E-M-H	Ø
Sharpen pencils for the whole class at the beginning of the day	P-E-M-H	Ø
Sit anywhere in the room today	P-E-M-H	Ø
Sit at the teacher's desk for the day (hour)	P-E-M-H	Ø
Sit next to the teacher during story time	P-E	Ø
Student gets to write a positive message to each student and pass out a Hershey Kiss to class (boosts moods- good before a test)	P-E-M-H	\$
Take care of the class animal during the week	P-E-M-H	Ø

Take home a class game for the night to share with family	P-E	∅
Take the class pet home for the holidays to care for the animal (with parent approval)	P-E-M-H	∅
Wii party in the class with two friends (donated Wii)	P-E-M-H	∅
Wrist smelly for the whole class-earned as privilege by student- use scented lip balm	P-E	\$
Write with a pen or marker for the day	P-E	∅
X minutes of computer time	P-E-M-H	∅
X minutes of iPad time	P-E-M-H	∅

Notes for your own ideas:

Attention

With attention being one of the functions behind the behavior, the use of these items below can be a valuable asset. They can be offered as reinforcement for earning gotchas. Sometimes attention upon ourselves is desired and sometimes being able to give attention to others is preferable. Dictionary definition: notice taken of someone or something; the regarding of someone or something as interesting or important.

Attention	Age Level	Cost
Assist the PTO/PTA with teacher recognition	P-E-M-H	∅
Assistant coach for any sport	M-H	∅
Be a greeter at the front door on a special parent night etc.	P-E-M-H	∅
Be featured on a photo recognition board	P-E-M-H	∅
Be recognized during morning announcements	P-E-M-H	∅
Breakfast with a preferred adult	P-E-M-H	∅
Chance to go to the grade school and teach a class a topic of interest (permissions required)	M-H	∅
Chew and chat with a preferred adult (snack or hot chocolate or root beer)	P-E-M-H	∅
Choosing class reinforcement for group contingency-group reinforcement	P-E-M-H	∅
Designing theme and announcing the theme at assembly for school dance	M-H	∅
Earn a blue ribbon for an art display	P-E-M-H	∅

Earn a trophy for work that is displayed in the front hall	P-E-M-H	Ø
Earn one gotcha for everyone in your homeroom	P-E-M-H	Ø
Get a balloon attached to your desk with a special message from your parent on the inside. Popped at the end of first period.	P-E-M-H	\$
Get a book dedicated to you in the library	P-E-M-H	Ø
Get a community newspaper article written about you (You can send in a press release via fax)	P-E-M-H	Ø
Get a positive postcard sent home about your behavior or work	P-E-M-H	Ø
Get a positive text sent to your parents about your behavior or work	P-E-M-H	Ø
Get called up for a reinforcer in morning assembly	P-E	Ø
Get pictures sent in by your parents to be recognized in morning classroom announcements (share pictures from home on the smartboard)	P-E	Ø
Get sent to the principal for a positive referral	P-E-M-H	Ø
Get to be the door greeter and announcer for the classroom	P-E	Ø
Get to be the leader for morning assembly	P-E	Ø
Get to be the teacher's assistant for classroom or special teacher for one hour	P-E-M-H	Ø
Get to bring in a collection from home and share with class	P-E	Ø

Get to bring in a special visitor to the class to talk about a topic of choice by the teacher	P-E-M-H	∅
Get to choose a free choice for the whole class	P-E	∅
Get to do a special show and tell for the class	P-E	∅
<p>Get to eat lunch with any of the following visitors brought in by the school:</p> <ul style="list-style-type: none"> • Accountant • Auto mechanic • Banker • Business owner • Computer programmer • Construction worker • Dancer • Exercise coach • Firefighter • Grocer • Judge • Lawyer • National guard • Pediatrician • Police officer • Prison official • Restaurant owner • Soldier • Sport player • Store manager • Superintendent • Surgeon • Therapist • Veterinarian • Weight lifter 		

Get to go be a mentor in a younger class (idolized by younger peers) At secondary level- go to special needs classrooms	P-E-M-H	Ø
Get to have everyone write a positive statement about you in a special notebook	E-M-H	Ø
Get to invite a relative to come eat a school meal with the student	P-E-M-H	Ø
Get to invite a relative to come to one recess with the student	P-E	Ø
Get to invite three friends to eat lunch with you in the classroom or at a special table with the principal	P-E-M-H	Ø
Get to make a PowerPoint for the class on a topic chosen by the teacher	E-M-H	Ø
Get to make up and perform a song about a topic of the teacher's choosing for class	P-E-M-H	Ø
Get to perform a magic trick for the class (teacher's discretion)	P-E-M-H	Ø
Get to play chess/checkers with a preferred adult	P-E-M-H	Ø
Get to read a positive quote to the whole school over the morning announcements	P-E-M-H	Ø
Get to rent bulletin board space at the front of the school to display something you are proud of	P-E-M-H	Ø
Get to rent display case space to display something you are proud of	P-E-M-H	Ø
Get to run the computer while the class plays www.freerice.com and answers questions as team members	P-E-M-H	Ø

Get to shoot a basket at a home game during half-time from the half-court line	M-H	Ø
Get to shoot baskets before or after school with a preferred adult	P-E-M-H	Ø
Get to tell the class a joke- preapproved by the teacher	P-E-M-H	Ø
Get to use the teacher's hotline to call parents and brag about behavior	P-E-M-H	Ø
Get your name in lights on the school scrolling marquee	P-E-M-H	Ø
Get your picture in the school newsletter for doing a good deed	P-E-M-H	Ø
Get your picture on the school website	P-E-M-H	Ø
Get your picture on the school-wide expectations posters	P-E-M-H	Ø
Go for a walk around the school neighborhood with a preferred adult to talk for fun during recess	P-E	Ø
Have the principal make a positive phone call home	P-E-M-H	Ø
Have the teacher make a positive phone call home	P-E-M-H	Ø
Point to the letters, words, numbers on the board with a magic wand as the class recites them	P-E	Ø
Singing karaoke during lunch (like a talent show)	P-E-M-H	Ø
Sit at any table during lunch and join that group	P-E-M-H	Ø
Stay in at recess and talk to the teacher one on one for fun	P-E-M-H	Ø
Teach the class one lesson	P-E-M-H	Ø

Teaching younger or special needs class how to play a game you designed	E-M-H	Ø
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Notes for your own ideas:

Leadership

Leadership roles are important to some children who enjoy responsibilities. Dictionary Definition: the power or ability to lead other people.

Leadership	Age Level	Cost
Assistant principal for an hour	P-E-M-H	∅
Assistant teacher for an hour	P-E-M-H	∅
Be a guest speaker at student council	E-M-H	∅
Be a safety crossing guard for students	P-E-M-H	∅
Be the announcer at a school sporting event	P-E-M-H	∅
Be the director in a school video on school-wide expectations	E-M-H	∅
Be the DJ at a school dance	E-M-H	∅
Be the emcee at a school function	P-E-M-H	∅
Be the line leader when traveling in the hallway	P-E	∅
Be the secretary's assistant for an hour	P-E-M-H	∅
Be the student secretary at the board writing what the teacher is talking about	E-M-H	∅
Develop an academic strategy video for the class (Think Khan Academy type)	E-M-H	∅
Direct the parking lot for a school event	H	∅
Dress up like Einstein and perform a science experiment for the class from the book "Science Experiments You Can Eat" - teacher supplies materials	P-E-M-H	\$
Get to be a docent at the zoo for a day (weekend)	E-M-H	∅

Get to be a guest reader at the local library	E-M-H	∅
Get to be a guide at a nature preserve for a day (weekend)	M-H	∅
Get to be an apprentice at the local grocery store from 8-4 on a Saturday	E-M-H	∅
Get to be part of an adult level brainstorming team at the school	E-M-H	∅
Get to choose a song to plan during lunch for the whole lunchroom	P-E-M-H	∅
Get to choose what teachers and what song they must lip sync for the whole school.	P-E-M-H	∅
Get to design a slumber party in the gym. Students bring slumber bags, favorite books and flashlights. This student will be the emcee of the night and read one story aloud to kick off the evening. (Party ends at 11 pm- not all night)	E	∅
Get to design a synchronized swimming performance for the weekend	M-H	∅
Get to design a newscast for the CCTV and perform	M-H	∅

<p>Get to design a weekend school party that has some of the following:</p> <ul style="list-style-type: none"> • basketball area • computer animation area • conversation pit • dance area • game board area • graffiti wall (donated piece of sheetrock from lumber yard with color sharpies) • karaoke area 	M-H	∅
Get to go around entire school and pick up gotcha counts from individual classrooms and tally for principal	P-E-M-H	∅
Get to go help out at a nursing home for a weekend day.	P-E-M-H	∅
Get to help plan spirit week for the school	E-M-H	∅
Get to lead the whole school in a conga line for earning a day with zero office discipline referrals	P-E-M-H	∅
Get to make a video for the adults in the school about giving behavior specific praise	E-M-H	∅
Get to run the school store for gotcha cash-in day	E-M-H	∅
Get to take milk count down to the front office	P-E	∅
Guest conductor for a school orchestra performance	P-E-M-H	∅
Have a lead part in a school play	P-E-M-H	∅

Help the music teacher design a school song teaching the school expectations	E-M-H	∅
Helping to run the school store	P-E-M-H	∅
Judge a Dancing with the Stars contest put on by the school as a group contingency-group reinforcement for a certain number of days with zero office discipline referrals	P-E-M-H	∅
Judge a science exhibit	P-E-M-H	∅
Judge an American Idol contest put on by the school as a group contingency-group reinforcement for a certain number of days with zero office discipline referrals	E-M-H	∅
Judge an art contest	P-E-M-H	∅
Lead the audience in the star spangled banner before a sporting event	P-E-M-H	∅
Run concessions at a sporting event	M-H	∅
Run the light board for a school play	M-H	∅
Run the scoreboard for a school game	M-H	∅
Simon Says leader for the class game	P-E	∅
Teach the class something learned in Boy Scouts, Girl Scouts, Campfire	P-E	∅
When PBIS visitors come to see the school, be the student who gets to show the group around	E-M-H	∅
Write and direct a school play	M-H	∅

Notes for your own ideas:

Praise

Praise is sometimes desired by students. Other times, when praise is given the student immediately has an inappropriate behavior. If you are interested in the “why” behind that phenomenon, read my Four P’s for raising self-esteem PowerPoint. Some students like their praise in public and some like private. Dictionary Definition: the expression of approval or admiration for someone or something. One of the most important caveats I can impart is this: It must be behavior specific praise. The words “good job” mean nothing. It has to be paired with a labeling of the appropriate behavior.

Praise	Age Level	Cost
Get your name in lights naming the behavior you were caught exhibiting	P-E-M-H	∅
Get your picture on a scrolling electronic picture frame using www.picmonkey.com to make a collage showing what you were caught exhibiting.	P-E-M-H	∅
Get your picture on the CCTV naming the behavior you were caught exhibiting	P-E-M-H	∅
Get called forward in an assembly and given an award for a performance of high honor	P-E-M-H	∅
“Just tell me I did a good job on that”	P-E-M-H	∅
Get a “love note” from your teacher that you can take home and put on your refrigerator (Teacher writes about the thing they love about behavior performance- on a cute piece of paper)	P-E-M-H	∅

Get a fortune cookie with your behavior praise on the inside	P-E-M-H	\$ Easy recipes on Pinterest
Get your name called over the intercom during morning announcements with labeling of your appropriate behavior	P-E-M-H	∅
Get a special notebook that students can write positive messages in	E-M-H	\$ We get cheap notebooks printed at vistaprint.com
Get to go visit all your previous teachers and have them write something special in your memory book	E-M-H	\$ We get cheap notebooks printed at vistaprint.com
Get your picture in the school newspaper labeling your appropriate behavior	P-E-M-H	∅
Get your picture on the school website labeling your appropriate behavior	P-E-M-H	∅
Get a special visitor to surprise you – unknown to student- the surprise adult shows up before lunch and eats lunch and goes to recess with them.	P-E	∅
Get to sign the Golden Book of Gotchas- special podium in the front of the school with a spiral notebook decorated with gold paper and a fancy pen.	P-E	∅
Get your picture and special projects highlighted in the front display case with bragging stories from adults about your performance	P-E-M-H	∅

Get a six-foot tall poster made for free through the National Guard bragging about something awesome you did	P-E-M-H	Ø
Get a radio DJ to brag about your behavior on the radio. Parents are notified in advance so they can record it.	P-E-M-H	Ø
Get a surprise note delivered to your homeroom by a surprise visitor. Bragging about your behavior in the note.	P-E-M-H	Ø
Get caught saying something positive about another student and the Queen of Bling and Sparkle visits your home room and gives you a dragon tear (flat marble) and announces to the class that you exhibit kindness. Assistant principal is dressed up as the Queen or King of Bling and Sparkle.	P-E-M	Ø
Get your name written in glitter puff paint on a piece of sheet rock in the front foyer (donated from a lumber yard)- Some schools have a giant rock etc. Needs to have behavior specific praise with it.	P-E-M-H	Ø
Get your name on the marquee out front with the number of gotchas you have received. Some schools do this automatically when the student has 100.	P-E-M-H	Ø
Get invited to a special breakfast put on by the rotary club (or similar) honoring your achievements in behavior or academics	P-E-M-H	Ø

Get a presidential award- think of the Kennedy Honors. Badge worn after being announced at an all school assembly for your outstanding behavior performance	P-E-M	Ø
Get to sit at a special table for lunch as a praise reinforcer for students with good lunchroom manners	P-E-M-H	Ø

Notes for your own ideas:

Assistance

We have had many requests from students desiring to learn new skills or receive help for things they struggle with in school or life. This is an opportunity to get that help without it costing the student money. We also have students who want to give assistance to others. Philanthropy is a powerful reinforcer. Dictionary Definition of Assistance: the action of helping someone with a job or task.

Assistance	Age Level	Cost
Be a playground mentor for student disagreements	P-E-M-H	∅
Be an apprentice at a business on the weekend of a profession you'd like to learn more about. Most businesses we have talked to have been more than willing with a signed permission slip from the parent.	P-E-M-H	∅
Be an apprentice in a classroom at the high school with parent permission. Get to learn about a high school class that is of interest. This means all homework has to be caught up etc. Teacher permission to be gone for the afternoon as well.	M	∅
Be an assistant coach for a sporting event	M-H	∅
Be an assistant in a younger or lower level class	P-E-M-H	∅
Be an assistant in any classroom	P-E-M-H	∅
Be an assistant referee for a sporting event	M-H	∅

<p>Be taught a new skill such as:</p> <ul style="list-style-type: none"> • auto mechanics • baseball • basketball • calligraphy • chess • computer game coding • cooking • crocheting • dancing • dating etiquette • drama lessons • drawing • embroidery • face painting • football • foreign language • hair styling • horn lessons • Karate/Judo • knitting • make-up lessons • manners • mixing (music) • personal stylist (How to dress for your body type) • photography • piano lessons • Pilates • poetry • poise • pottery • sewing • sign language • singing lessons • soccer • song writing • Tai Chi • tatting • violin lessons • weaving • yoga 	P-E-M-H	Ø
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Failing Classes- trade in gotchas to get extra help before or after school	E-M-H	Ø
Get to use Khan Academy to help understand a math concept in class	E-M-H	Ø
Get to have teacher record difficult lessons as teaching is occurring and then email to home so student can study concepts again	P-E-M-H	Ø

Notes for your own ideas:

Touch

Some students just said, “You can just give me a high five.” Since the Five Languages of Appreciation in the Workplace mentioned Touch, we thought we’d explore those ideas. Dr. Riffel’s Definition of Touch: The act of connecting with a student in a physical way that is socially appropriate for school.

Touch	Age Level	Cost
Get a manicure	P-E-M-H	∅
Get to be the official greeter when dignitaries visit the school- showing proper etiquette and hand shaking abilities	P-E-M-H	∅
Get to braid a teacher’s hair (one with long hair and willing)	P-E-M	∅
Get to coordinate the cup song for the whole school which is a hand jive. For a sample of a whole school engaging in this: http://tinyurl.com/missemwheniamgone	E-M-H	\$ Ask for donations for the cups
Get to give a manicure	P-E-M-H	∅
Get to learn an old fashioned clapping game- research sources on line. There are a ton. Student learns and then teaches to class	P-E	∅
Get to stand at the front door with the principal and share a special secret handshake of the day with students as they enter.	P-E-M-H	∅

Get to stand with the teacher at the classroom door and high five all the students as they enter the classroom	P-E-M	Ø
When guest speakers come to the school, the student gets to go on stage and high five or greet the guest speaker	P-E-M-H	Ø

Notes for your ideas:

Escape

Escape is one of the larger reinforcers for students. As a matter of fact, the number one request of secondary students was a homework free night. The dictionary definition does not really define what the students are seeking: break free from confinement or control. They want more control over choices and small breaks.

Escape	Age Level	Cost
Assembly- Students can cash in gotchas to buy duct tape to duct tape the principal to the wall (willing participant)	E-M-H	\$ Donations of duct tape (it's expensive)
BBABG- Buy Back a Bad Grade – Chance to redo an assignment that was not up to par	E-M-H	∅
BBABG-Buy Back a Bad Grade for the whole class	E-M-H	∅
Be the assistant custodian for the last 15 minutes of the day	P-E-M-H	∅
Be the assistant custodian for the last 30 minutes of the day and erase scuff marks in the hallway with shortened broom handle with tennis ball on end	P-E-M-H	∅
Choose a fun poem or book for the teacher to read to the class as a break activity	P-E-M-H	∅
Choose five free answers to today's assignment	P-E-M-H	∅

Choose one question the teacher gives the answer to for the whole class	P-E-M-H	∅
DEAD 🎶 Drop Everything and Dance	P-E-M-H	∅
DEAD- Drop Everything and Draw	P-E-M-H	∅
DEAR- Drop Everything and Read	P-E-M-H	∅
Earn an Extra Daily Five of your choice	P-E-M-H	∅
Earn an Extra Recess	P-E-M-H	∅
Earn limo ride with principal (We get limo service donated by funeral homes. If business is dead, could they help us out by being a silent partner and driving the kids around the block for about 15 minutes)	P-E-M-H	∅
Enjoy a positive visit with the principal for 15 minutes	P-E-M-H	∅
Extra Free Choice Time	P-E-	∅
Free library passes for one hour to research any topic of your choosing	P-E-M-H	∅
Get to be the helper in another classroom for 30 minutes	P-E-M-H	∅
Get to choose 3 friends to eat lunch with you in the classroom (escape from the noisy lunchroom)	P-E-M-H	∅
Get to choose a brain break activity for the class- See "How Does Your Engine Run" for age appropriate ideas. "Brain Gym" is another source.	P-E-M-H	∅
Get to choose a teacher to help you clean and organize your locker or desk	E-M-H	∅

Get to go with the principal and other students who cashed in “gotchas” to a location for a social time (frozen yogurt shop, pizza shop)	P-E-M-H	\$ Usually donated by business
Get to read a comic book from the teacher’s supply during DEAR time	P-E-M-H	∅
Get to sit the last five minutes of class and just talk to friends.	E-M-H	∅
Get to skip one test question	P-E-M-H	∅
Get to tutor a younger or lower level student for 30 minutes	P-E-M-H	∅
Get to visit another classroom for 30 minutes and do their work with them	P-E-M-H	∅
Get to watch a video about classroom subject instead of reading text book	E-M-H	∅
Get to watch a video during recess instead of going outside	P-E	∅
Hall pass to leave class 5 minutes early so you can go by the coldest water fountain and get a drink between classes	M-H	∅
Make deliveries to the office or another classroom for a proprioceptive activity	P-E-M-H	∅
Serve as a page for a local politician for the day. Write a paper about it and share with class for credit	M-H	∅
Shoot baskets at the trash can for extra credit points	P-E-M-H	∅
Stand in the hallway during class changing period and pass out gotchas for appropriate behavior. Pass to be 2 minutes late to next class.	M-H	∅

Walk and talk with an adult of choice at a time that is convenient	P-E-M-H	Ø
Whole school agrees one night a week is a no homework night-dedicated to family time	E-M-H	Ø

Notes for your ideas:

Supplies

Although no students reported wanting tangibles, we feel it is important to have school supplies and other items that students who have low socio-economic status have the chance to purchase. Dr. Riffel's definition of supplies: Things that are available to most students but not available to students in low socio-economic areas or with parents who do not provide.

Supplies	Age Level	Cost
Cash in gotchas for any of the following items: (National Guard has many things for free. Ask churches to donate. Ask parents to donate.)	P-E-M-H	Ø
Pencils	P-E-M-H	\$
Pens	P-E-M-H	\$
Calculator	P-E-M-H	\$
Protractor	P-E-M-H	\$
Spiral notebook	P-E-M-H	\$
Binder notebook	P-E-M-H	\$
Backpack (National Guard has free)	P-E-M-H	\$
Crayons	P-E-M-H	\$
Markers	P-E-M-H	\$
Color pencils	P-E-M-H	\$
Drawing book	P-E-M-H	\$
Notebook paper	P-E-M-H	\$
Mechanical pencils	P-E-M-H	\$
Twist n' write pencils	P-E-M-H	\$
Pencil sharpeners	P-E-M-H	\$
Erasers	P-E-M-H	\$
Coupon for extra scoop of fruit at lunch	P-E-M-H	\$

Coupon for extra scoop of vegetables at lunch	P-E-M-H	\$
coupon for extra milk at lunch	P-E-M-H	\$
Coupon for extra milk at breakfast	P-E-M-H	\$
Coupon for extra juice at breakfast	P-E-M-H	\$
Entrance ticket for school events	P-E-M-H	\$
Rent a parent night- if parents are unable to attend an evening program- a volunteer at the school will stand in and provide transportation. (sometimes kids miss fun events at school because there is no parent to bring them)	P-E-M-H	Ø
Basketball to encourage outdoor play	P-E-M-H	\$
Football to encourage outdoor play	P-E-M-H	\$
Baseball to encourage outdoor play	P-E-M-H	\$
Hula hoop to encourage outdoor play	P-E-M-H	\$
Jump rope to encourage outdoor play	P-E-M-H	\$
Coupon for one free parent signature – for those students whose parents “forget” or “won’t” sign a permission slip- with a phone call and verbal permission, the school administrator will sign the student’s permission slip to attend an event	P-E-M-H	Ø
Tennis shoes	P-E-M-H	\$
Hair cut	P-E-M-H	\$
T shirts or school uniform shirts	P-E-M-H	\$
Underwear	P-E-M-H	\$
Socks	P-E-M-H	\$
Toiletry needs (shampoo, soap, laundry soap)	P-E-M-H	\$
Reading material for home use	P-E-M-H	\$

Offer to take student to library to study in the evening if they come from a home where they cannot study	M-H	∅
Allow student to stay after school and work until the building needs to be empty and provide safe transportation home	P-E-M-H	∅
Cans of food for family for the weekend	P-E-M-H	\$
<p>Coupons for the family – all donated by restaurants and businesses:</p> <ul style="list-style-type: none"> ● Bowling alleys ● Chik-fil-a ● Frozen Yogurt ● Ice cream parlors ● Jiffy Lube ● McDonald's ● Movie theaters ● Museum passes ● Pizza Hut ● Pretty much any business you go with your family, there are some kids who have never been- when you visit, ask to talk to the manager and ask them to consider donating. You can give them a tax write-off notification for donating. ● Skating rinks ● Sonic ● Swimming passes ● Theatrical productions 	P-E-M-H	∅

<p>A group of middle schoolers told me that it would be cool to be able to get your backpack monogrammed. The rich kids had monogrammed backpacks and the poor kids didn't. If a teacher had a Cricut machine, heat transfer vinyl is inexpensive and could be used to make iron on monograms for backpacks. Helps the students fit in.</p>		
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Notes for your ideas:



100 Free or Inexpensive Reinforcements for Parents to Offer Their Children

Free or Inexpensive Reinforcements for Parents

Young Children

1. Ask your children if they'd rather have a dollar a day for thirty days or a penny a day that doubles each day for 30 days. In other words, on day one 1 cent, day two 2 more cents, day three 4 cents and so on. Once they decide then help them figure out which one would have been the better deal. \$10,737,418. 23 at the end of 30 days with the double the pennies per day. This is just a hypothetical situation; they don't really get the money 😊 But it's a fun interaction.
2. Assist the parent with a household chore
3. Attach cork panels to a wall in the kitchen or put in a large picture frame and put a special piece of art, poetry, or an exceptional paper on the board and have the entire family view and comment at dinner on the highlighted piece.
4. Bury treasures in a sandbox for the child to find. Put letters in plastic Easter eggs and they have to put the letters together that spell treat the child will receive. (Ideas: a walk with grandma, bike riding at the park, etc.)
5. Buy your child an inexpensive digital camera and have them take pictures and then gather the family with popcorn and watch the video on your television by hooking the camera to the television or upload to the computer and attach the computer to the television. Have everyone choose a favorite photo and talk about it. Let them use your phone and take pictures that you turn into a PowerPoint presentation instead of watching television.
6. Camp out in the backyard with a parent.

7. Change the screen saver on your computer to say “My child is the greatest.” ...or something that would make them feel good about themselves. Do this at your office and then take a picture of it or take your child to your office on the weekend and let them see it.
8. Check with your local humane society and see if they allow children under 18 to volunteer to feed and water the animals. (Some shelters only allow adults over 18). Let your child earn the privilege of going to the shelter to feed and water the animals. Perhaps they can walk a small dog or pet a cat. IF they don’t allow children to volunteer, the child can earn some money and donate dog or cat food to the shelter.
9. Dig shapes in the sandbox and then decorate with items found around the house. Pour inexpensive plaster of Paris into the shape and wait to dry. When it’s pulled out it will be a sandy relief that can be hung on the wall (if you remember to put a paper clip in the plaster of Paris on the top before it dries 😊)
10. Download a fun recipe and let your child help you make that recipe as a surprise for the rest of the family that evening. (Put up signs that say “Secret Cooking in Progress”. Must have special pass to enter the kitchen.
11. Find an old croquet set- probably on Ebay. Set up croquet in your yard and challenge your child to a game of croquet. The winning child gets to choose what the family eats for dinner.
12. Find an old fashioned popcorn popper (not an air popper). Spread an old sheet out on the living room floor, put a little oil in the popper and then have your children sit outside the perimeter of the sheet. Put a few kernels of popcorn in the popper and watch them fly up in the air. The kids will love watching this. For a special treat pour cinnamon sugar on the popcorn after it pops.
13. Find some light balsa wood and create a boat powered by a rubber band and paper clip paddle wheel. Make a unique sail and take the boat to a creek or lake nearby and help your child launch their boat. Be sure to take a butterfly net to retrieve the boat when it goes

downstream. (Proactively, you could put an eye hook on the front of the boat and attach some fishing line to it so it can be brought back to shore.

14. Get a car ride to or from school instead of the bus
15. Get to ask friends to bring dog and cat food to their birthday party instead of toys that will break. Take the food to a shelter the day after as a reinforcement. They will get a ton of attention from the staff.
16. Get to be the first person to share 3 stars and a wish at the dinner table (3 good things that happened that day and one thing they wish had gone better.)
17. Get to choose the game the family plays together that night
18. Get to choose the story the family reads out loud together (read the classics)
19. Get to choose what is fixed for dinner that night- example: "You get to choose: I can make tacos or meatloaf. Which do you want me to fix?"
20. Get to create a family night activity- roller skating, hiking in the park, picnic dinner on the living room floor or under the dining room table with blankets over the top.
21. Get to decorate paper placemats for the dining room table for dinner that evening
22. Get to gather old toys and take to a shelter for children who have nothing
23. Get to go shopping with a parent as an only child. Give them a special task to look for something that you are seeking. For example: "Here's a picture of a blue blouse that I'm trying to find. Help me look for something that looks like this."
24. Get to go with a parent to volunteer at a retirement home (the children will get tons of attention)
25. Get to have a picture framed for mom or dad's office
26. Get to help parent fix dinner- shell peas, peel potatoes, make art out of vegetables, make ants on a log etc.

27. Give your child a nice piece of Manila paper and some wax crayons. Have them color a design on every inch of the paper- could be stripes or wavy lines- whatever they desire. Then have them cover the entire page with black crayon. They color over the entire page. Then give them a paper clip and have them open one end and scratch a cool design into the black crayon. The colors underneath will show through. Do an art gallery tour and have tea and cookies after looking at the different pictures.
28. Give your child a special piece of jewelry that belongs to you to keep and wear for the day. (Nothing that costs a lot of money- but something that looks like it is special to you.) The child will feel special all day long.
29. Go outside and collect cool leaves and flowers. Come inside and put those leaves and flowers between two sheets of wax paper. The parent will iron these two sheets together and create placemats for everyone in the family for the evening.
30. Go to your local appliance store and ask them to save a refrigerator box for you. The next time your child earns a reinforcement, give them the box and help them plan and decorate the box to turn it into anything their imagination desires.
31. Have a date night with your child as an only child. Take your child out to dinner and a play or a movie.
32. Have a talent night for the family. Have everyone keep it a secret what they are doing and then perform for each other.
33. Have the bedroom fairy come while they are at school and choose the bedroom that is the neatest. Hang a fairy from the doorway of the room that is the neatest and that person gets to sit in “Dad’s chair” to read that night. (Or something that would be appropriate at your house).
34. Have your child collect some toys they have outgrown. Clean up the toys and take them to a local hospital children’s ward and donate the toys to the ward. The child will get lots of attention and feel good.

35. Help your child organize their room giving them a mnemonic to help them remember where things go- for instance teach them the color order of the rainbow and then teach them to hang up their clothes in color groups matching the order of the rainbow (ROYGBIV). Later on when you catch them hanging up their clothes in the correct place draw a “rainbow” award for their good work and put it on their door as a surprise when they come home.
36. Let your child design thank you cards, birthday cards, or holiday cards and use them to send to friends and relatives. Make sure they sign their work.
37. Let your child dictate where you drive on the way home from a location. In other words, they have to tell you turn left here...turn right here. If they happen to steer you into a Baskin Robbins Ice Cream Parlor, it wouldn't be a horrible thing to stop and have a family treat together.
38. Let your child earn 5 minutes of either staying up later or sleeping in in the morning. Use that time to read together if they stay up later.
39. Let your child help you do the laundry and then pay them with a special dessert for dinner. Be sure to say, “Since you helped me save time by helping me fold the laundry, I have time to make this special dessert for dinner.”
40. Let your child take the digital camera out in the back yard and then come back in and turn those pictures into a story on the computer. Help them print off their book for a distant family member.
41. Make a story on the computer with your child using Microsoft's PowerPoint program. Let your child be the star of the story.
42. Make **Papier-mâché** Halloween masks by taking punch ball balloons and spreading the paper strips over the balloon shape. Make noses, horns, tongues whatever they desire and then paint when dry. You will have a unique and free Halloween costume and you will have given your child tons of attention.
43. Make special mud pies in the backyard with mom or dad or have a family contest to see who can make the best mud pie.

44. Mystery grab bag. Take an old pillow case and put slips of paper inside listing some of the reinforcers on this page and let the child draw out the reinforcer they are going to get for their behavior reinforcer.
45. Play hide and go seek in your house in the dark. Turn out all the lights and have everyone hide. One person is “it” and they have to go around the house and find the people who are hiding. It’s really a great way to help your children not be afraid of the dark. You can limit it to one or two rooms if your children are young.
46. Play secretary and let your child dictate a story to you. Type up the story and send it out to some relatives who will call them and tell them how much they liked the story.
47. Play the “Gatekeeper Game” with your child. You make up cards of animals (pictures or words)- hold out your arms like a gatekeeper. As the child approaches with a card, tell them the animal can pass or not pass. If they can pass, the child lays the card down behind you. Otherwise, the card is discarded. At the end of all the cards, the child has to decide why some animals got through and others didn’t. (Could be farm animals, animals with four legs, animals that can fly, animals that lay eggs- lots of possibilities)
48. Send an email to a relative telling them what a good job they had done on a project at school. In other words, email Aunt Linda and tell her about the “A” you got on your spelling test.
49. Sign your child up for acting lessons (they have to have earned this privilege). Many universities offer free acting classes on the weekend for children.
50. Start a family story at the dinner table and each person in the family has to tell a part of the story. The child being reinforced gets to start and end the story.
51. Surprise your child with a scavenger hunt around the house. If they read, give them written clues hinting as to where the next card is hiding. At the end have them find a note that tells them their big reinforcer. (If your child can’t read, you can use pictures.)

52. Take a tension curtain rod and put it in the door frame with some old curtains attached. Let your child put on a talent show for you as they enter through the curtain.
53. Take all the kids to grandma and grandpa's house except one and let that child stay home with mom and dad and be "only child" for the weekend. The other kids will get spoiled with lots of attention by grandma and grandpa and the "only child" will get lots of attention from mom and dad. (If you don't have grandma and grandpa nearby- trade with another family taking turns to keep each other's children.)
54. Take your child fishing. It's a great place to have some really in depth conversations.
55. Take your child for a ride looking for items that start with each letter of the alphabet. Take the child's picture in front of each item that starts with that letter and then put it together as an ABC Book. For example: "This is Johnny in front of Applebees." "This is Johnny in front of BlockBuster." And so on....
56. Take your child on a nature walk and collect rocks. Bring the rocks back home and have a contest painting the rocks to look like animals.
57. Take your child to an art gallery and then have them draw a picture of their favorite painting or statue. Possibly stage a mini art gallery tour of the child's work for relatives who are coming to visit. Serve cheese and grape juice.
58. Take your child to the local fire department. As long as they are not busy, they will be glad to show the child around and give them some great attention. Most children have seen a fire truck, but few have actually gone to the fire department to see what it looks like.
59. Take your child to the university astronomy lab. (It is usually free). Help them place stars on the ceiling of their room in their favorite constellation. If possible they could paint the stars with "glow in the dark" paint.

60. Take your children to the library one at a time and give them special one on one time at the library checking out books or listening to stories.
61. Teach your child how to darn a sock and then turn it into a magical sock puppet. Put on puppet shows for each other.
62. Teach your child how to throw a football, shoot a basket, kick a field goal, hit a baseball, and putt a golf ball. Then for fun, switch hands and try to do all of those things with the opposite side of the body.
63. Tell your children you have a surprise performance for them. Get a stocking cap and lay on a sturdy table with your head hanging chin up in the air. Cover all of your face with the stocking cap except your chin and mouth. Draw two eyeballs on your chin and then lip sync to a silly song. It looks really funny, like a little headed person with a big mouth singing. Then let your child put on a performance for you.
64. Turn your dining room table into a cave by covering it with blankets, quilts and sheets that cover the top and sides down to the floor. Lay inside the cave and draw picture by flashlight to hang on the wall of the cave- just like the caveman drawings. You can safety pin the pictures to the “cave walls”.
65. Write a story for your child where the child or their personal hero is a character in the story.

Teenagers

1. A gallon of paint is inexpensive. Let the child choose the color and help them paint their room. You can also buy mistake paint (colors that didn't work out for others) and let the child paint a mural on their bedroom wall.
2. Choose a family member of the month and make a poster of them. Let them choose Friday night dinners for the month.
3. Do some research for your teenager. For example, if your teen is studying Greek Mythology go to the library and check out all the books on Greek Mythology for them or download some appropriate

materials from the Internet (be careful of the Internet as some information is not correct).

4. Do your own *Trading Spaces*. Parents redecorate the teen's bedroom and the teen redecorates the parent's bedroom.
5. Have a contest to see who can find something that no one in the family can guess what it is. For example, a shirt stay, or the inside spring to a toy, things that might not be recognizable away from their use.
6. Have everyone come to the table with a quote and then a contest to see who can guess who made the quote famous.
7. Help your teen become a big brother or sister to a child who needs a mentor. There is no greater gift you can give yourself than that of service to someone in need.
8. Help your teenager organize their notebook using color coded folders for each subject and pocket folders for study cards.
9. Help your teenager study for a test by downloading a free *Who Wants to be a Millionaire* PowerPoint game and put the answers to your teenagers' test into the game and then play to help them study.
10. Hide positive messages all over your teenager's room, in their books they use at home (you don't want them to get embarrassed at school), on their bathroom mirror, etc.
11. Hire your child to be an interior decorator and using only items available in the house, redo a room in the house.
12. Let them drive the "good" car for a special occasion.
13. Let your teen host the training of a guide dog. This will teach them responsibility and give them a sense of pride.
14. Let your teenager play their music during dinner and talk to you about why they like each song that plays.
15. Make a deal. If your child maintains the grades you agree upon, does not have any unnecessary absences, and has been agreeable, allow them to take a mental health day and stay home on a day you are home as well. Go window shopping together, fishing, go-kart riding, or whatever would float your child's boat. My mother did this

with us when we were children and I still remember these days fondly.

16. Make a scrap book of your teenager and their friends with ticket stubs and pictures and present at a surprise party.
17. Make a special mix CD for your teen of their favorite songs. You can upload I-tunes and then copy their own CD's into the program and mix and match their favorite songs onto one CD so they don't have to flip through CD's to listen to their favorite songs.
18. Make flash cards for your student's exams to help them study for a big exam.
19. One of the greatest gifts you can give to a teenager is to teach them charity. Sign up to work in a soup kitchen, nursing home, or other similar area and work with them once a month.
20. Organize a neighborhood football or basketball game "oldies" vs. "youngsters" or "men" vs. "Women" and then have a block barbecue afterwards.
21. Save your change for a year. Let your teenager choose what to do with that money. One family that I know saved enough to take a family of six to Disneyland.
22. Scan your teenager's papers or art work and have them bound in a book (www.lulu.com has inexpensive binding available). Present the book to your teenager at a special dinner.
23. Surprise them with their favorite dessert for no special reason.
24. Surprise your teen with a scavenger hunt all over the house when they get home from school. Make the clues hard to figure out. I always had a little reinforcer at the end like baseball cards.
25. Take your teen to a museum, on a nature walk, to a sporting event, whatever would float their boat. It's the time you spend with them that is important and there are many free events you can attend.
26. Tape record your student's study questions onto a tape recorder for them so they can listen to them while they are going to sleep.
27. Teach your children how to play a game like *Spoons*, *Canasta*, *Poker*, etc. And have a family game night.

28. Teenagers have a difficult time with their emotions. Download yoga lessons from online and do yoga breathing exercises together as a family. Talk to your child about using these techniques when they feel tense at school.
29. Teenagers need extra-curricular activities; however, these activities are expensive. Work out a deal with the karate teacher, horse stable, art teacher, sport coach etc. Offer to provide transportation, house cleaning duties once a month, or precooked meals to get a discount on these classes for your teenager.
30. Turn out all the lights in the house and play hide and go seek in the dark. The person that can stay hidden the longest gets to choose the movie the family watches on Saturday night. Our personal children loved this well into their teens because they got better at hiding.
31. Use plastic Easter eggs and put dollar amounts in the eggs on slips of paper and number the eggs with a permanent marker. Play *Deal or No Deal* with one of the parents playing the banker.
32. Watch an old black and white classic movie together and talk about how movies have changed. My children loved “Harvey” with Jimmy Stewart when they were teenagers.
33. Watch Jeopardy and give each family member a pad of post it notes or index cards. Have everyone write down what they think the answer is and keep points. The person who wins gets to pick what the family does as an activity that weekend.
34. Write a story about the 20 things you love about them. Include fun pictures.
35. Write half a story or poem and let your teenager write the other half. Submit the story for publication.

Notes for your ideas:

Reinforcements for Adults in Your Building

One of the items discussed in monthly brainstorming sessions at our schools was the difficulty for those who see every single student in the school to be part of delivering gotchas. Especially, the elementary school special teachers (music, PE, computer lab, library, Spanish class, art class, dance class)

These are some of the trophies we brainstormed and use in the schools. The class with the best manners during the week get to earn this trophy and bragging rights. Their name is called on the announcements and posted in the front hallway on a poster.

Physical Education

- Donated tennis shoes from local basketball heroes (For instance, the shoes are size 18)
- Football helmet from local football team
- Hockey mask from local hockey team
- Home plate signed by local baseball team
- Old team trophy that has the nameplate removed and a plaque that says "Class of the Week"
- Old tennis shoes spray painted gold or silver
- Soccer ball attached to a base so it looks like a trophy

Music Education

- A plastic child's guitar as a trophy
- Decorated tambourine as a trophy
- Old guitar hero as a trophy
- Old LP spray painted gold or silver and put in record album frame

Librarian

- A discarded children's book turned into a clock as a trophy
- Shelf elf as a class trophy
- Stuffed animal character from a favorite children's book as a class trophy

Spanish Teacher

- Maracas as a class trophy
- Sarape as a class trophy
- Sombrero as a class trophy

Art Teacher

- Beret as a class trophy
- Paint brushes spray painted gold or silver and connected together as a trophy
- Paint palette as a trophy

Computer Teacher

- Clock made out of motherboards as a class trophy
- Mouse spray painted gold or silver as a class trophy
- Old computer monitor with the components on the inside removed as a class trophy

Dance Teacher

- Ballet or Tap shoes spray painted gold or silver as a class trophy
- Ribbon hoop as a class trophy

Custodian

Classrooms

Custodians like to get in on the action too. This works for elementary and secondary schools. The custodian walks around at the end of the day and looks for the classroom that is left the cleanest. They attach a golden or silver plunger to the white board of the classroom. Here is what happens the next day:

- Elementary: The line leader gets to carry it wherever they go. All other classes must stop and salute.
- Secondary: The class that was in the classroom last earns a reward dictated by the teacher (Homework free night, drop everything and draw etc.)

This has been awesome.

Bathrooms

Some custodians do dust-pans that are spray painted gold or silver with a little stuffed bunny attached. They call this the dust bunny award and award it to the bathroom that is left the cleanest. At the elementary level that hallway earns 5 extra minutes of recess.

Hallways

Especially at the secondary level, the hallways can be left a mess between class changing periods. Awards can be given to hallways and those in that hallway can earn some kind of special reinforcement.

Whole School Ideas

Office Discipline Referrals

Elementary

Zero the Hero- Principal dresses up as Zero the Hero the day after a zero office discipline referrals. The principal is in this costume during lunch or all day greeting students and eating lunch with them.

Secondary

Zero Office Discipline Referrals earns the principal a Zorro costume. The principal runs through the school into every classroom putting a “Z” on the board for a zero homework day. The day is at the teacher’s discretion.

Long term goals

For 10 zero office discipline referral days, the principal will spend 24 hours on the roof of the school dressed as Zorro or Zero the Hero

For 20 zero office discipline referral days, the whole staff will come to school dressed as heroes.

For 30 zero office discipline referral days, the whole school will perform a lip sync choreographed song of the students’ choosing in a video-shown during homeroom time.

Notes for your ideas:



Cafeteria

Noise Level, Neatness, Etc.

One of the topics discussed in monthly brainstorming sessions was the noise level in the cafeteria as well as the neatness and overall behavior. We brainstormed this idea and it has been a hit:

Tables are assigned- students can sit anywhere at the table, but they stay with the same table. The tables are labeled with a color or number. Each day of the week, the cafeteria staff carry spray painted ice cream sticks. They add ice cream sticks to library pockets that coordinate with the table numbers or letters. So if you have three lunch periods- you would have Table A1, B1, C1. Each day the ice cream stick colors change colors. On Tuesday, the table that earned the most ice cream sticks for appropriate behavior gets to sit at a special table. They could also earn first dibs in line that day. Some schools let them bring in their technology and listen to music on earphones. On Wednesday, whoever earned the most on Tuesday gets the table rights. This goes on through the week. Monday is based on Friday. The big pay-off is on Thursday, the group that earned the most ice cream sticks (all colors) gets to choose what four teachers and what song. Those teachers must perform by lip-syncing to that song for that lunch period. It is a small group contingency with a big group pay-off. Elementary schools sometimes perform on Friday morning at Friday Round-up for the whole school. It is up to the school and staff.

This has improved behavior in the lunchroom tremendously.

Music

Many of our schools have started playing classical music during lunch from the baroque period. Most of this music is 60 bpm which has a calming effect. It is played at conversation level.

Hallway

Hallway Noise-Group Contingency-Group Reinforcement

The staff sets up a decibel reader. These can be downloaded as an app for your phone or iPad. Once you know your baseline level, set up a 50% reduction. Tell the students if they meet the goal for one week, the principal will spend the day dressed up in costume (tutu, cow costume, cheerleader, favorite book character etc.)

Hallway-Different Context Confusion

One middle school we worked with had students being very noisy coming back from lunch in the middle of the day. After discussion, we decided the confusion was the ability to talk and visit with friends in the morning and during class changing periods. When coming back from lunch, class is going on and they need to be using zero inch voices. It was hard for the students to code switch without an environmental cue. The electricians came out and rewired the lights so the lights could be turned down during lunch period. The environmental cue was dimmed lights. The students were taught, imprinted, practiced, and praised for recognizing the dimmed lights as a cue to be using zero inch voices. Reinforcements were offered during assemblies for reaching the goal of zero inch voices during lunch passing time.

Tardies

At the secondary level, tardies can be an issue between class changing periods. One school brainstormed a solution that has been working for seven years. The principal took data on baseline tardies. The school was averaging 50 tardies per hour (Large school 6-12th grade). They had a five-minute class changing period because the school was literally one-mile-long and a few students needed all five minutes. He took a survey of favorite music. He gave them one week free. He would play four

minutes of their music during class changing time and one minute of his music. His music was polka music (It had to sound different enough for the students to take notice.) He gave them a target and told them as long as they met that target, he would continue to play their music in the four-minute interval. If the target rose above his level, he would play four minutes of polka music and one minute of their music. He has only had to do that once. The students monitor themselves.

Notes for your ideas:

Reinforcements for Staff

While we do not recommend food rewards or tangibles for students, we find it quite reinforcing for adults.

Candy Grams

(Put in staff boxes paired with a behavior specific praise for each adult)

- Package of M&M's
 - Magnificent and Marvelous Staff member
 - Much and Many Thanks
 - Magical and Marvelous Teacher
- Cotton Candy-
 - "You make the fluffy stuff around here because...."
- Peanut M&M's
 - You are anything but plain
- 100 Grand Candy Bar
 - You are worth a 100 Grand to us
 - We wouldn't trade you for a 100 Grand
- Reese's Pieces
 - We love you to pieces
 - We love how you helped keep us from falling to pieces
 - You were the piece we were missing
 - Thank you for teaching the kids the missing pieces this year
 - You are an important piece to our team
- Milky Way:
 - You are the best in the Milky Way
 - You are the brightest star in the Milky Way
 - Your smile brightens the Milky Way



- DOTS:
 - Thanks for helping us connect the dots
- Mike and Ikes:
 - Mike and Ike think you are special
- Sweet-tarts
 - Thank you for being such a sweet-tart
- Smarties
 - You are one of our smarties
- Mints
 - We mint to tell you how much we appreciate you
 - You are a breath of fresh air
- Snickers
 - You keep it together even when the kids want to make you snicker
 - Laugh and the whole world laughs with you
- Lifesavers
 - You are a lifesaver
- Whoppers
 - You go to great lengths to help the kids grow whoppers
 - You keep it together even when the kids tell whoppers
- Three Musketeers
 - All for one and one for all- We are glad you are part of our “tiers”
- Extra Gum
 - Thanks for going the extra mile
- Bubble Gum
 - You are so bubbly- you make our team so much fun

- Almond Joy
 - It's a joy to have such a great nut on our team
- Double-mint Gum
 - You double our pleasure
 - We doubled our fun when we chews you to be part of our team
- Jolly Rancher
 - You're a jolly good member of this team
- Tootsie Roll
 - Stop, Drop and Have a Tootsie Roll
- Twix Bar
 - Twix you and me- I hope you have a great week
 - Merry Twixmas
- Mounds
 - It's mounds of fun with you on our team
- Gummy Bears
 - Have a BEARY great week
- Rice Crispy Treats
 - Thanks for putting some snap, crackle and pop in our school
- York Peppermint Patty-
 - "You were "mint" to be here because.... ."
- Fanta pop-
 - "You're Fanta-stic because.... ."
- Pepsi Maxx-
 - "We know you enjoy your job to the maxx because.... "
- Hydrive energy drink-
 - "We know you give everyone an extra boost because.... "

- Whoppers-
 - “You smile even when the kids tell whoppers”
- Zero Candy Bar-
 - “Thank You for Letting Zero Fail.... ”
- Bit O’Honey-
 - “You are as Sweet as Honey”
- Turtles-
 - “You don’t hide when the going gets tough”
- Air Heads- (cover up the air)-
 - Give out during planning meetings “Two Heads” are better than one.
- Mamba Lemons-
 - Join us in the gym as “Mamba” better known as Jim- dances the Samba for us. (Get Jim to dress up crazy and dance the samba to lighten the mood when things get crazy and give everybody some lemon drops.
- Snickers-
 - Give everyone a Snickers bar and ask them to tell a funny “kid” story from their classes.
- Mountain Dew-
 - “We love the way you just “dew” it.
- Shockers-
 - “Thanks for not letting the shockers send you flying”
- Little plastic ice cream cones-
 - Put in staff boxes and invite them to the cafeteria with a saying like- “You’ve taken a licking this week- come have an ice cream cone and relax.

- Twizzlers-
 - Principal leaves on teacher's desk after observing- cover up the "T" and "lers" and say You were a "WIZZ" at teaching the kids- and then leave specific praise about what the teacher did well.
- Good and Plenty-
 - Pass out thesauruses and a message- We know the kids drive you nuts saying "Good and Plenty all the time- here's a class thesaurus.
- Milky Way-
 - "You are the best in the whole Milky Way because.... ."
- Halls-
 - During testing time (which is always when everyone has the sniffles)- pass out the halls cough drops and say "Thank you for keeping the Halls quiet"
- Tootsie Rolls-
 - "Stop, Drop, and Have a Tootsie Roll.
- Runts-
 - "You make this School Run (t)-(cover the t) like clockwork.

Notes for your ideas:

Random Reinforcements for Staff

These can be drawn from gotchas that are turned in or offered to everyone.

- Adult gets to pick what the topic for a faculty meeting is going to be
- Adult gets to rent the principal's chair for the day
- Ask an office supply store to consider donating their clearance items to the school and have a "store" for all the staff members to come in and "purchase" office supplies with gotchas they received from each other.
- Ask everyone to start a diary writing down 3 things that went well each day. Ask the staff to bring their diaries to faculty meetings. Reinforce staff for bringing the diaries and give out chocolate kisses to everyone who shares at least one thing from their diary.
- Ask parents to send in praise via email. At the end of the day, do a David Letterman's mail bag and read the kudos that came in via email about staff members. Give kudos to the parent who shared by sending a hand written note. It won't take long for word to spread that compliments are appreciated.
- Ask PTO to do a pot luck- put a ladle in the teacher's boxes and message like this- "You've been dishing the learning. Since we have to stay late tonight for the meetings, we'd like to dish some treats your way. Meet us in the lounge for a delicious treat.
- Ask the cafeteria staff to bake some special cookies. After a particularly difficult day, invite all the staff to come down for cookies in the cafeteria. Have the UNIVERSAL PBIS BEHAVIOR team set up ready to entertain. The UNIVERSAL PBIS BEHAVIOR team might be dressed as Alvin and the Chipmunks and lip sync

the Alvin and the Chipmunks song. Another idea is to have the UNIVERSAL PBIS BEHAVIOR team put on lipstick and paint eyeballs and a nose on their chins. Then lay across a table with heads hanging backwards with stocking caps over their hair, face, and nose. Then lip sync to a silly song like “We are Family.”

- Ask your employees what makes them tick. Ask each employee to list their values that guide their daily decisions. During conferences with individuals ask them to compare and contrast their values with the mission of the school.
- At Family Math Night all the adults are highlighted in a video montage
- At the beginning of the year, have staff fill out a questionnaire on spouse and children’s birthdays. Send birthday cards from the school to spouses and children. Recognizing that staff members have lives outside the school is very important.
- Blank diary with a name on each page (every staff member). This rotates through the school as people write positive things about each person. When it shows up in your box, you have 24 hours to read it and write something about others and then put it in another box.
- Bouncy Castle Moon Walk Bounce for the Adults- You’ve got to act like a kid again
- Bring in a masseuse and a massage chair and provide free massages during planning periods. Darken the staff lounge, play classical music and burn candles (if the fire marshal approves). Do this during one of the more difficult months for student behavior. (October, December, March, April, May).
- Bulletin board highlighting staff of the day showing treasures provided by their family (surprise) If you have about 90 staff members one every other day would work

- Call each other by name especially in front of the students. “Good morning, Mrs. Turquoise.” And Mrs. Turquoise says, “Good morning, Mr. Purple”. Modeling appropriate greetings is very important for the students and using names with each other shows respect for individuals.
- Call in an ice cream truck to come to the school the last day of criterion reference testing. Have the truck show up after all the students are gone and invite all the staff to come down and have an ice cream on the UNIVERSAL PBIS BEHAVIOR team. Tell them they are “Way Cool, the way they accomplished all the testing this week.”
- Create an instruction manual based on skills developed or used by team members in the school. Beginning of the year tips from the experts. Take a picture of each staff member with their words of wisdom and print the book off for all staff. Give a copy to new staff members and substitute teachers. For example, “Mr. Green’s recipe for cheering up students on a difficult day. Do a magic trick. Have two brown paper bags. Put a piece of fruit in one brown paper bag and staple it shut. Ask the students to guess what fruit is in the bag. Have little slips of paper and pretend to write the fruits that the students name on pieces of paper and drop them in the other brown paper bag. Now tell the students that you will be able to pull out the exact name of the fruit in the sealed bag. Reach in to the open paper bag and pull out a slip of paper and amazingly read the name of the fruit that is in the bag. Show the students that it indeed says “apple” (or whatever fruit). Then open the sealed brown paper bag and show the apple. The students will be amazed. What the students do

not know is that you wrote “apple” on every piece of paper that you put in the open brown paper bag. Even though you pretended to struggle even to write the word rhubarb- you were really writing apple. It’s a great mood breaker. “Put a picture of Mr. Green on this page. On the next page you might have Mrs. Brown’s great math experiment. “Mrs. Brown asks her students to answer this question: Which would you rather have? A dollar a day for the next 30 days or a penny on day one, two pennies on day two, four pennies on day three, eight pennies on day four and so on for 30 days? The students guess and then Mrs. Brown shows them that pennies doubled each day for thirty days comes out to 10,737,418.23 dollars. It is great fun to watch their faces.” Put Mrs. Brown’s picture on this page.

- Dim the lights in the staff lounge and get a volunteer masseuse to come provide 5-minute neck rubs during planning periods- Play restful music
- Do a staff survey and find out everyone’s favorite snack? Stock the staff lounge with snacks one day a week. The PTO could help furnish the snacks.
- Dollar Store Humming Bird Feeder- “You make this school hum because....”
- Dollar Store Kneeling Pad- “Thank you for planting the seeds of knowledge”
- Dollar Store- Oriental Trading Company- Cardboard coasters- make great clipboards for writing gotchas in the hallways- easy to have with you- coaster and a binder and you have an instant clipboard.

- Donut day- These donuts are in honor of Peggy’s contribution to the PTO (PARENT TEACHER ORGANIZATION) (PARENT TEACHER ORGANIZATION)
- Draw a staff member’s name, and watch them all day and then report on what great deeds they did over the intercom that afternoon for all to hear. (Report good news)
- During morning announcements highlight something that an adult in the building did and tell why
- Duty free lunch period
- Each day have the entire UNIVERSAL PBIS BEHAVIOR team spend ten minutes looking for someone doing something that furthers the goals of the UNIVERSAL PBIS BEHAVIOR plan of action. Give out special gotchas good for leaving school 10 minutes early on a day of choice.
- Encourage employees to post their values in a conspicuous place in their respective rooms.
- Find a beauty school and get someone to volunteer to come in and do 5 minute manicures
- Flowers on the desk from someone’s garden (with permission)
- Get a donation of a shopping cart to keep at the school for adults bringing in huge loads of supplies
- Get a parent volunteer to be at the door in the morning dressed in a tuxedo. Have them speak in a British accent and greet each staff member as they enter the building. They could say something like, “We’ve been anticipating your arrival Mrs. Yellow.”
- Give each other affirmations. When someone says, “Oh my goodness, I don’t think I can handle another day of Johnny and Susie swinging from the chandelier.” Make sure the staff is ready

to tell each other “You can do it.” “I know you can do it.” “I have faith in you.”

- Give out thank you cards to all staff members and ask them to write one a week to someone on the staff. Ask them to write to different people each week.
- Give out the Depends Award during staff meeting. Take a pair of Depends™ Undergarments and spray paint them gold. Give out the Depends Award to the most dependable person each week. This is an award they can keep until it is passed on to the next person. Be specific about how each person is dependable.
- Go around a local mall and ask the store owners to donate items to celebrate great education staff members. If the UNIVERSAL PBIS BEHAVIOR team splits up the mall, they can collect a huge bevy of items for giveaway items for the adults. Use these as reinforcers for recognizing everyone’s contributions to the greater cause.
- Golden plunger award from custodian for classroom that was the cleanest
- Golden spatula award from cafeteria staff for most polite class of the week
- GOOSE- Get Out Of School Early- No staying for the 30 after
- Gotchas work for school personnel, but only if everyone remembers. Put three silver dollars in your left pocket in the morning. As you compliment different adults in the building, move a silver dollar from your left pocket to your right pocket. At the end of the day, all three silver dollars should be in your right pocket. (You move from left to right to help you remember you are doing the “right” thing.)

- Have the entire staff fill out a sheet answering this question: 1) Name something about yourself that no one else would ever guess. Each morning read one clue and give everyone an answer sheet. Each day they are to guess who the mystery person is based on the clues read that morning. After all the clues have been read, invite the whole staff to a pizza party. Read the entire list of clues and have people guess aloud and then have the real mystery person confess their secret identity. Have a reinforcer for the person who gets the most guesses correct.
- Have the principal make up a rap song about being cool in school and perform it on the CCTV for the school- Staff of the Day get to be background dancers
- Have the UNIVERSAL PBIS BEHAVIOR team read books that would be helpful for teachers and create “Cliff’s Notes” on those books for the staff. Send it out in a weekly newsletter. Book idea: Marzano’s “What Works in Schools.”
- Have your UNIVERSAL PBIS BEHAVIOR team go online and post positive statements about each one of the staff members on the school website. Example: Meet John Jones. Loves waterskiing and horseback riding. We love the way Mr. Jones is always at the front door to greet the students.
- Highlight staff strengths in the parent newsletter. Let the parents know the strengths of each staff member throughout the year.
- Hire a celebrity impersonator to come to the school and visit classrooms. For example: Abraham Lincoln visits the school and comes in each classroom giving a small history lesson tying something special about the adults in each room to the history lesson. For example, “I was the only president to ever own a

patent. I designed a special idea that helped boats float over sand bars. I was good at floating boats and Mrs. Blue has designed a special chair that lets students get their wiggles out.”

- Hire the high school choir to change the words to a popular song and serenade the staff with a kudos song some morning.
- Identify what each staff member does best and have an “Academy Awards” ceremony with statues for each person. Invite the parents to come to the award ceremony.
- If a staff member has a problem, find out about it and figure out a way to help them. For example, if a staff member’s child is struggling in Algebra find another staff member who is willing to tutor that member’s child in exchange for something they need-like their car washed.
- Instead of criticizing an employee who has behaviors you would like to “target” for change, make a positive intervention. Express to the employee what needs to change and end with a statement affirming, “I have confidence in you that you can get this done.”
- Invite spouses and children to come up for the catered dinner on the nights your staff need to work late.
- Invite staff members to the next board meeting and stand up and compliment their achievement to the board.
- Limo ride to school and home for staff of the day- This sounds weird but funeral parlors will sometimes provide this service for free if they aren’t using the cars that day- Don’t Tell rule applies
- Make a deal with the staff. “If we have 100% attendance for the Criterion Reference Testing then the UNIVERSAL PBIS BEHAVIOR staff will wash everyone’s car on a non-rainy day.”
- Make it a point to give one hand written note a day to someone who has done something exceptionally well.

- Melted crayon hearts- “You color my world because....”
- Mini-fridge for a week in the adults’ office area filled with his or her favorite drink
- Name the conference room after an employee each week. Base the choice on someone who has received a lot of gotchas that week. Make a sign for the door and make sure to call people down to the Violet Conference Room.
- Once a month host an ice cream social with a “sister”- “brother” school. Alternate schools each month and let teachers tour getting ideas from each other on lesson plans, bulletin boards, etc. I Spy something great I’d like to duplicate
- Order business cards for each staff member
(<http://www.vistaprint.com/frf?frf=691384697124>) Pick a design that fits each person’s personality. Vista Print has almost free deals on business cards.
- Order enough flowers for each staff member to get one and stand at the door as each person enters and tell them you appreciate the way they help children “bloom” in this building.
- Organize a lunchtime game that everyone can watch. For example, set up a jeopardy game, who wants to be a millionaire etc. in the staff lounge and challenge two contestants during lunch to play while others watch.
- Pass out grape juice in plastic goblets at the next staff meeting and toast each other. Keep going until everyone has received a toast.
- Permission to leave the building at lunch time for lunch off campus

- Plan a big faculty meeting or inservice at someone's house – with a pool and a grill instead of sitting on the little dot seats in the cafeteria
- Poll your staff to find out what they would like to have training in and then have your UNIVERSAL PBIS BEHAVIOR team decide where some training opportunities exist and who should go to those trainings.
- Post goals in teachers' lounge and graph results. Example: Positive phone contacts home- shoot for 2 times the number of students in the school. Set the goal of 200% in 6 weeks. (graph phone calls, post cards, emails, notes)
- Postcard sent home detailing something admired in the adult
- Preferred parking space
- Principal and staff member trade jobs for a day
- Principal institutes a pineapple upside down day- Everyone comes in and is assigned a different job for half a day- Everyone has to have their job description or lesson plans written down step by step
- Principal kidnaps a class after PE or recess and take them somewhere else. Send a messenger to the teacher telling him or her to put their feet up for 20 minutes. Teach a lesson to the class on something of interest to you- American History- Art etc.
- Principal leaves love notes on adults' desks – not the 6:00 news kind- the kudos kind
- Principal takes over morning or afternoon duty for an adult in the building
- Principal writes lesson plans for teacher for one period
- PTO (Parent Teacher Organization) (Parent Teacher Organization) designs 5 strokes for every poke lanyard for all adults in the building



- PTO (Parent Teacher Organization) takes turns baking a casserole once a week for an adult “gotcha” receiver (it’s their dinner that night)
- Purchase small plants for each staff member and place on their desk. Leave a note saying, “I know you’ll nurture this plant to full beauty because of the way you nurture children.”
- Scrape ice off windshield of Staff of the Day’s car
- Sneak into the school over the weekend and write a note on each classroom white board telling them to “Have a Great Week”
- Special table outdoors for teachers to enjoy sunshine during lunch
- Stuart Smalley- Glitter Mirrors “You are good enough, you are strong enough and gosh darn it those kids need you.”
- Supply a box of birthday cards to each staff member. On birthdays, encourage each staff member to fill out a birthday card and do a drive-by carding by hiding birthday cards all over the person’s area throughout the day. For example, the birthday person might find a card taped to the staff restroom mirror, or on the coffee pot and so on.
- Surprise an adult in the building by letting two or three students wash their car- be careful on this one though- There are also services that come on sight and wash cars for a fee- possibly PTO (Parent Teacher Organization) could sponsor
- Surprise staff by greeting them at the door with a cup of hot coffee or diet coke (know what everyone’s drink of choice is) Just say, “We are so glad you are here today.”
- Surprise the staff with a scavenger hunt all over the school. As each person enters the building have them see a sign that says “Immediately check your box.” In their boxes have a candy bar that says, “Your next clue is awaiting you at the coldest water



fountain in the school.” When the staff members get to the coldest water fountain, one of the UNIVERSAL PBIS BEHAVIOR team members will be waiting with a bottle of water that has the next clue taped on it. This will go on and end up in the cafeteria where the team meets up again and has a breakfast ready for all the staff members.

- Surprise whole staff and take them on a group outing on a weekend- for example: 1) movie theater to see an uplifting movie, 2) breakfast at a restaurant, 3) BBQ at someone’s house or 4) pool party at someone’s house (preferably someone with a pool 😊)
- Survey the staff and find out what their least favorite part of the job is. Throughout the year, have the UNIVERSAL PBIS BEHAVIOR committee do one disliked job for each person. For example, Mrs. Green might dislike bus duty. The UNIVERSAL PBIS BEHAVIOR team might take Mrs. Green’s bus duty some Friday and let Mrs. Green go home early.
- Take a survey of the staff on their favorite magazines. Purchase some subscriptions to put out in the staff lounge.
- Take an old real estate sign and paint it with white enamel paint or chalkboard paint. Each day when the staff are pulling into the parking lot let them see the UNIVERSAL PBIS BEHAVIOR team has written a special thank you to one staff member for something outstanding each day. “Mrs. Orange, we love the way you handled the bullying situation yesterday.” “Way to Go.”
- Think about each employee’s strength and ask them to share that strength with others. This could be done through faculty meetings, one to one mentoring, etc. Make sure when the

employee is asked to share, they are told why they were chosen.
“What made them stand out as an exemplar in this area?”

- Treat bags- shovels with “I dig you because.... .”
- Valet parking for a day- put a sign out in the morning inviting a certain staff member to park and wait for valet parking to come out (PBIS team member)
- When a new employee comes to the school (including substitutes), set expectations by planning a small celebration welcoming the new person. Make an intercom announcement welcoming the substitute and ask everyone to make them feel welcome.
- When employees have to work extra (PTO, Parent Teacher Conferences, etc.) provide a catered dinner.

Notes for your ideas:



Group vs Group Reinforcement Within the School

Principal chooses classroom with the most gotchas each week and presents trophy on the door:

- Light up Rug from Ikea in front of the classroom door
- Post made from wood that lights up in front of classroom door (woodworker can make from lumber scraps)
- Funny hat that starts out with one feather. Every time the principal chooses a class, he or she adds a feather to the cap. By the end of the year it will be ridiculously feathery
- Knocked the principal's socks off. Pair of toe socks stuffed and encased in a plastic tube as a trophy for the class with the most gotchas
- Smarty Pants- Class with the most gotchas gets a trophy made from a pair of young child's jeans sewn shut at the bottom and stuffed. Pants are covered with Smarties candies as a class trophy. Smarties are glued shut
- Picnic basket trophy- class with the most gotchas gets to eat lunch with the principal – picnic style one day that week

Notes for your ideas:

General School Ideas

- Our expectations for gotchas:
 - Must be in triplicate
 - Top copy goes home to parents. Parents are taught in training how to respond when comes home
 - Brag
 - Ask questions about how they completed that behavior
 - Help them generalize- what would that look like at:
 - Home
 - Grocery store
 - Museum
 - Middle copy gets put in homeroom teacher's box
 - This is the one that gets recorded at some schools (classroom teachers record)
 - This is the one that is saved for cashing in at the PBIS Store (coupons for things in this booklet)
 - Teacher brags about the gotchas and announces who and what they did to the class
 - Bottom copy goes to the principal.
 - This one is used for recording purposes in some schools
 - Principal draws 3-10 names a day and brags on those students with behavior specific praise
- Using your PBIS data, determine which day of the week will be the most difficult. Secretly signal all staff what day the next week they

will wear their school shirts. When the students come in the next morning and see all staff wearing school shirts, the students know it is double gotcha day.

- Some schools have special gotchas they give that day that are a different color, or the number two in the top corner. Other schools just write on the gotcha (because it's triplicate and the only copy the students get is the top copy).
- This is especially useful for those days before a three-day weekend or a holiday.
- Leave your mark on the school
 - Invite Eagle Scouts who need a project to come to your school to make any of the following:
 - Buddy benches
 - Performing stages on the outdoor playground
 - Wardrobe closets for dramatic performances
 - Students can cash in gotchas to put their handprint as decoration on the finished product
- One of the topics we brainstormed in our monthly meetings was how to get more gotchas given :
 - One of the things we discussed was the need for the following visitors to understand the purpose behind gotchas- this was developed:
 - Give them booklets to know which behaviors are worthy of gotchas
 - <http://behaviordocor.org/gotcha-expectation-booklet/> (here is a sample of a gotcha book)

- Here are some of the ideas we developed that worked well
 - Ask parents to come in and volunteer one day a month
 - Invite Watch Dog Dads into your school- great program
 - <http://www.fathers.com/watchdogs/>
 - Invite residents from an independent care center to come be surrogate grandparents at the school
 - Invite the rotary club to come for an hour a week and catch students being exemplars



Group Contingencies-Group Reinforcements for Teachers Within the Classroom

We include a few ideas here to spark your interest. The new FY17 Positive Interventions and Effective Strategies book coming in August 2016 will be filled with ideas for classroom teachers.

Group Contingencies- Group Rewards

The summer before you begin using this technique stop at garage sales in your area. Many of the items you might want for group contingencies can be purchased for a few dollars. If several of you are starting your teaching career together, you might want to meet for breakfast on Saturday morning and then head out to hit the garage sales. Most of the items on this list can be shared between two or three teachers. You will be looking for things that can be used to make good behavior a fun game. Group contingencies: Group rewards is about getting the students working together to earn a group reinforcer.

Use things like:

- Mr. Potato Head



○ As you catch the students being good as a whole class, draw one name out of your student pick jar and have that student come up and add a piece to “blank” Mr. Potato Head. Once he is all put together the students get a reinforcer.

- Cootie Bug
 - As you catch the students being good as a whole class, draw one name out of your student pick jar and have that student come up and add a piece to a “blank” cootie bug. Once he/she is all put together the students get a reinforcer.
- www.tinyurl.com/homeworkopoly
 - This is a free download that looks like a Monopoly game
 - As you catch the class being good in returning their homework, you move the pieces on the game board and the students earn reinforcers
- Scratch off tickets
 - Use this as the reward portion of the group contingencies- when they have the Potato Head put together or the marble jar lit up etc., they get to scratch off a reinforcer.
 - Mix two parts airplane model paint with 1 part dishwashing detergent
 - Draw bubble letters on a piece of tag board
 - Write a reinforcer inside each letter
 - Laminate the bubble letters
 - Paint over the letters
 - Let dry- will take more than one night for it to dry
 - Students can scratch off



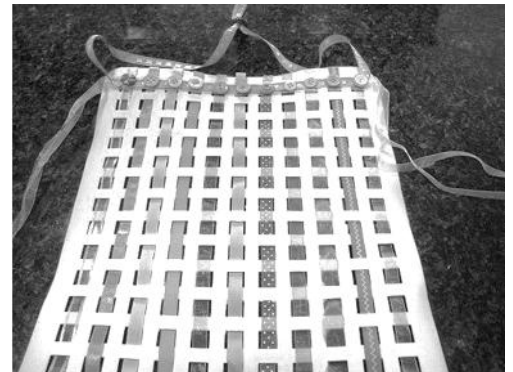
- Barrel of Monkeys
 - Purchase any color of barrel of monkeys, they are available for less than \$10 at toy discount stores
 - Put a self-stick hook on the white board up near the top
 - Put one of the monkeys hanging up on the hook
 - As you catch the students being good, add a monkey
 - When the monkeys reach the silver tray, the whole class wins a reinforcer

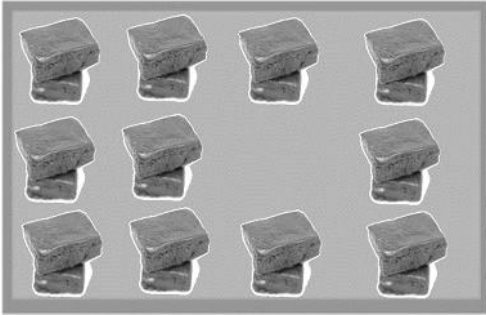


- Links on a chain
 - Dollar stores have giant links for babies. They are very colorful and link together
 - Do the same thing as the Barrel of Monkeys, but with links
 - During months that are more difficult for behavior, use smaller links and that way you can catch more kids being good

- Plastic Sink Strainer- Ribbons- Weaving good behavior in the classroom

- Purchase a plastic sink strainer at a dollar store
- Gather left over ribbons and attach them to the top of the sink strainer
- As students are caught being good, draw one student's name to come "weave a row for good behavior"
- When the whole strainer is woven, the class earns a reinforcer





- Brownie Points
 - Aluminum cookie sheet
 - Brownies run off from “pictures on Microsoft Office”.
 - Make the appropriate size so that 12 of them will fit on the cookie sheet
 - Laminate the brownies and put a magnet on the back.

- Marble Run- Made from a Pool Noodle
 - Purchase a pool noodle from the dollar store
 - Cut it in half hot dog way (the long way)
 - Attach it to the silver tray under the white board
 - Put each end into a clear Tupperware square and label one “A” and one “B”
 - Get two big shooter marbles and set them on the silver tray
 - You’ll choose two students from your name cup and give each a marble.
 - Whichever one lands first is the winning reinforcer.



- Mystery Motivator
 - Like hangman- students flip over letters to find out what the reward they earned



- Marbles in a jar- light it up
 - Purchase marbles, clear flat rocks, or jelly beans they have at the dollar store and a clear glass mason jar.
 - As you catch the kids being good, you will add marbles
 - I used this type of system:



- 3 marbles if another teacher complimented my students
 - 5 marbles if the principal complimented my students
 - 2 marbles if I complimented the whole class
 - 1 marble if I complimented one student- they earned it for the whole class
- Right before the last marble is about to be entered to the jar, take all the marbles out while the kids are gone. Sneak in a strand of Christmas lights and hide the cord on the back side of a book shelf.
- Plug the lights into a power strip with a switch turned “OFF”
- When the last marble goes in, move your foot to the switch and light up the jar. The kids’ eyes will pop out of their head and they will want to do it again.
- Piggy bank jar of good choices
 - Purchase a small piggy bank and use pennies
- When the piggy bank is full, the students earn the reinforcement
- Pot holder loops
 - Put tons of pot holder loops in your pockets
 - As you catch individual students being good, hand them a pot holder loop to wear as a bracelet
 - Give behavior specific praise as you hand the student a loop
 - At the end of the day walk around the room with a container and collect all the pot holder loops and count them as you pick the loops up.
- Have a set number in mind that you have shared with the students and if they reach that number, they earn the number of pot holder loops they earn the class reinforcer

- Smarty Pants



- I purchased a Smarty Pant game online at Ebay for several dollars. I use the plastic pants as a holder.
- When students get caught being good, they get to add their name to the Smarty Pants
- I can draw a name from the pants for any number of reinforcers including being able to spin the reinforcer wheel, or drop a marble down the marble run
- A real reinforcer the students like is the ability to sit in the teacher's chair
 -

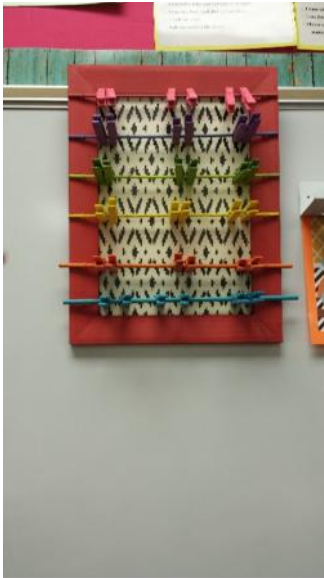
Notes for Your Ideas:

Group vs. Group Contingency and Reinforcement

Classroom Management

Here's one idea. There are many out there. This is pitting one group against the whole group. Each day is a new chance, so it is not a bad rivalry and works with elementary and secondary.

Each grouping of desks is divided into teams in this example. Each grouping is color coded based on their chair color and coaster for their water bottles. As each table grouping is caught exhibiting excellent behavior (remember to raise their hands, keeping their area neat, staying in area, staying on topic, etc.) they earn a color coordinating clothespin on a color coordinated bar hanging in the front of the room.



(I left these pictures in color for the electronic version- as you can see the rods on the board are coordinating colors to the group colors in the room. Clothespins were spray painted to match the color coding)

Whichever group earns the most clothespins the day before, gets to sit in the special seating area of the classroom for Daily Five.

Similar reinforcements can be earned through points, paperclips in team cups, etc. The reinforcer should be something a different group could earn each day.

Notes for your ideas:

Individual Contingency-Individual Reinforcement

Here is a sample that worked for us at the secondary level. We hated students flying in the door just as the bell rang. We numbered all the chairs in the room. The minute the bell was about to ring, we would draw a number stick and whomever was seated in that chair, earned the teachers chair for the hour. If the tushie was not in the chair at the moment of the bell ringing, so sad- the chair went to the next number drawn. This was very effective after the first few days of learning.

Anything that is a problem for you- make it a reinforcer for the replacement behavior. It is quite the incentive to learn the new replacement behavior.

Notes for your ideas:

The following pages are ideas for your own use- feel free to download the electronic version and spiff these up for your school. We have found having a rolling cart with drawers and coupons already preprinted shortens the length of time students spend in the PBIS Gotcha Store. Also, posting the coupons in a front window for perusing helps students know what they want before they come inside the store.

One principal has a staff member stand outside the store room and that person ensures they have their gotchas stapled in groups of ten and the student is ready to make their purchase. This principal has a poster outside the door with that week's menu selection.

Some principals have a spinning prize wheel and for 10 gotchas the students can spin the prize wheel. They will earn a coupon for whatever the wheel lands on. Some students like to take this chance and others are more frugal with their choices.

Secondary students can run the store with adult supervision before and after school. This alleviates any issues of being late to class. Another idea used by some secondary schools is opening the store only during lunch time. The students are allowed to cash in gotchas during their lunch period. Student volunteers usually run the store (student council).

Have fun, and remember: We are doing this to encourage appropriate behavior. We are not bribing students to be good. We are all fed by reinforcement. Whether it is negative or positive reinforcement, it motivates our behavior. If we focus on the negative and what not to do, the energy will gravitate toward the negative. If we are having fun and focusing on the positive, the energy of the school will gravitate toward positive behavior.

Have fun!



Our last idea to share is this:

Ask your PTO/PTA to purchase a plastic frame and plastic insert for each classroom door. Put bright construction paper behind it and a heading like "Positive thought for the day". These are available for \$1 at the Dollar Stores. You may have to go to more than one to get enough. Make sure it is all plastic. Industrial Velcro them on the doors or outside the doors. With a Vis a' Vis pen, write a positive message each day. Let the teachers choose their own positive message, but give them reinforcers for changing them every day. You can google quotes. You can choose a student each day to write the message for the next day. The school will be filled with positive vibe.



- a. Whether you think you can- or think you can't- You're Right (Henry Ford)
- b. If you are feeling blue- trying painting yourself a different color
- c. Life has no remote. Get up and change it yourself.
- d. Those who are the happiest, never did have everything.
- e. Everybody is a genius. But, if you judge a fish by its ability to climb a tree, it will its whole life believing it is stupid. (Albert Einstein)
- f. Things turn out best for those who make the best out of the way things turn out.
- g. Today, I will be happier than a bird with French fry.
- h. Never judge a book by its movie.
- i. Whatever you are, be a good one.
- j. "Believe that you will succeed, and you will." *Dale Carnegie*

<p>Coupon Good For Renting the principal's chair for the day</p>	<p>Coupon Good For Taking off your shoes in class</p>
<p>Coupon Good For One free answer on a homework assignment</p>	<p>Coupon Good For Being assistant principal for 15 minutes</p>
<p>Coupon Good For Working in the score booth at the next football game</p>	<p>Coupon Good For BBABG Buying back a bad grade (chance to redo an assignment)</p>
<p>Coupon Good For Seeing an embarrassing photo of the principal when he was a little kid</p>	<p>Coupon Good For One free hot chocolate with the principal</p>

Grants and Monies for Education

2. Grants for educators:
 - a. www.donorschoose.org
 - b. Kohl's Community Cares
 - c. Limeades for Learning
 - d. Walmart Community Grants
 - e. <http://www.grantwrangler.com/>

3. Stores that Love Teachers

<http://www.bradsdeals.com/blog/teacher-discounts>

This website has a listing of stores that love teachers and offer discounts.

Notes for your own ideas: