



IOWA BEHAVIORAL ALLIANCE

...for positive behavior supports, dropout prevention, and mental health initiatives

Why Rewards or Recognition?

“Exposure to exclusionary discipline has been shown, not to improve school outcomes, but in fact to be associated with higher rates of school dropout.”

- Skiba, Peterson and Williams, 1997
 - Ekstrom, Goertz, Pollack, & Rock, 1986
 - Wehlage & Rutter, 1986
 - Sprick, Borgmeier, Nolet, (2002)
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Punishing problem behaviors (without a proactive support system) is associated with increases in (a) aggression, (b) vandalism, (c) truancy, and (d) dropping out.

- Mayer, 1995
 - Mayer & Sulzar-Azaroff, 1991
 - Skiba & Peterson, 1999
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“We have no evidence that suspension and expulsion make a positive contribution to school safety or improved student behavior; they may in fact have significant unintended negative consequences for students and school climate.”

- Russ Skiba, Testimony before U.S. House of Representatives, May, 2002
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Reviews of over 600 studies on how to reduce school discipline problems indicate that the least effective response to school violence are:

- >>> Counseling (talking therapies)
- >>> Psychotherapy
- >>> Punishment

—Gottfredson, 1997; Lipsey, 1991; 1992; Tolan & Guerra, 1994
Elliott, Hamburg, Williams, 1998

The same research reviews indicate that the most effective responses to school violence are:

Social Skills Training
Academic Restructuring
Behavioral Interventions
Gottfredson, 1997
Elliot, Hamburg, & Williams, 1998
Tolan & Guerra, 1994
Lipsey, 1991; 1992

Effective Leadership Matters

“What the Worlds Greatest Managers Do Differently” -- Buckingham & Coffman 2002,

Gallup Interviews with 1 million workers, 80,000 managers, in 400 companies.

Create working environments where employees:

1. Know what is expected
2. Have the materials and equipment to do the job correctly
3. Receive recognition each week for good work.
4. Have a supervisor who cares, and pays attention
5. Receive encouragement to contribute and improve
6. Can identify a person at work who is a “best friend.”
7. Feel the mission of the organization makes them feel like their jobs are important
8. See the people around them committed to doing a good job
9. Feel like they are learning new things (getting better)
10. Have the opportunity to do their job well.

<http://www.educ.drake.edu/rc/elemrewards.html>