

## **Setting The BAR Student Incentive Program**

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***Key words:* Alternative school, attendance, graduation rate, discipline**

**Funding Sources:**

- CSI Federal classification (\$86,500/year)
- Donations made by local businesses

**Project Cost and Budget Narrative:**

According to the North Carolina ESSA (Every Student Succeeds Act), schools were identified as Comprehensive Support and Improvement (CSI) and/or Targeted Support and Improvement (TSI) based on a number of criteria including low performance and low graduation rate. We were identified as TSI for underperforming subgroups and CSI-LG with a graduation rate of 56.7. A Behavior Management Technician was hired for approximately \$30,000. We also contracted to partner with Hustle University for 1 year for \$36,000 to implement a social-emotional learning curriculum and target attendance. To sustain the student incentive program requires approximately \$150.00/month.

**Project Description:**

We determined that attendance was a key factor in academic progress, graduation rate and overall student success. We serve middle and high school students and the main focus for middle school was behavior, whereas for our high school students the primary problem was attendance. In order to best serve all our students, we had to design and implement a program that would target both areas and at the same time reinforce positive interactions as a whole among students and between students and staff.

We developed a program called “Setting The BAR” where students could earn points throughout the week in order to be recognized once a week to participate in the incentives. Students who earn a perfect score are entered into a drawing to receive a gift card to a local restaurant. We also hold a celebration once a month for students who have attended 75% or more for the month. Students earn points based on **B**ehavior, **A**ttendance, and **R**esponsibility. This program had allowed staff to interact with students more, build positive relationships and at the same time address areas such as respect and communication skills. All staff, including front office personnel, graduation coaches, custodians and the SRO are participating in the ongoing professional development provided by Hustle University centered around connecting with and engaging at-risk students.

**Staffing Pattern:**

Certified staff

Non-certified staff

Support staff- Behavior Management Technician, Graduation coaches and SRO

School Social Workers

School Administration

**Population Served:**

Approximately 107 students grades 6-12.

Demographics: 13% African American, 11% Multiracial, 54% White and .04% Hispanic. We are also predominantly male at 75%.

**Project Origination:** The project originated from the attendance data, graduation rate and discipline referral data. The primary focus became getting students in the building in order to address other important issues.

**Issues Addressed:**

- Chronic absenteeism
- Student behavior issues
- Course completion
- Earning a diploma
- Being proactive rather than reactive to absences
- Parental contacts by staff
- Parental involvement and parents understanding the importance of attendance

**Desired Outcomes and Measurable Objectives:**

- Attendance data (percentage of excused versus unexcused)  
-Increase daily attendance by 2%
- Teacher contact logs for parent contacts  
-Contact parents a minimum of once a week
- LobbyGuard data (check in and check outs daily)
- Create meaningful relationships with students and families
- Increase the cohort graduation rate by 4%
- Decrease the dropout rate by 3%
- Parent participation in Family Involvement activities  
-Increase parent participation in school sponsored events by 25%
- Staff participation in professional development  
-Provide 6 PD days throughout the year with 100% participation
- Create a culture that supports the whole student, including the social and emotional as well as mental health issues

**Strategies and/or Interventions:**

- Create autonomy for students when determining their schedule
- Create contact logs for all staff to track communication with stakeholders
- BMT tracks attendance weekly and makes parent calls
- Graduation coaches meet with students and make home visits when necessary
- Admin. provides weekly and monthly incentives for students who achieve attendance goals
- Develop “Setting the BAR” sheets to track student progress
- Establish a student course completion bulletin board to celebrate accomplishments

**Project Timeline:**

Ongoing. The CSI identification and funding is a three year cycle.

**Outcomes Related to School Completion, Dropout Prevention, and/or Graduation Rates:**

Data for the graduation rate will not be available until completion of this school year. Daily attendance for high school students averages 42%.

**Special Conditions, Expertise, and/or Skills Required to Carry Out The Project:**

In order to participate in this project, staff had to buy into the vision of serving the whole student, not just the academic side. They had to be willing to attend multiple professional development sessions and a year of training from Hustle University. We as a staff have embraced the Trauma Skilled Schools Model and shifted our focus to building meaningful relationships with students and their families. We have also implemented a protocol referred to as “check in before the lesson” in order to better understand where our students are mentally on a daily basis and how we can best serve them academically and emotionally.

**Current Status of Project:**

This project will be ongoing throughout the three year cycle of the grant. We will examine attendance data as well as the graduation rate over the course of the summer and determine what areas of the project need improvements. Administration will also work with graduation coaches over the summer to visit potential dropouts based on attendance data and outline a plan to get them back on track to graduate.

**Role in Project as a NDPS Certification Program Participant:**

- Facilitate weekly staff meetings to discuss potential student issues and track attendance progress
- Collaborate with support staff to assist with family and parent involvement
- Maintain contact with district admin. to garner support and awareness of progress
- Attend relevant PD and conferences to strengthen my knowledge of working with students who have or have had trauma
- Work closely with Hustle University to ensure training and PD is relevant

**Lessons Learned:**

You can not stop learning and growing in order to fully meet the changing needs of your student population. Also, be transparent from the beginning with staff in order to gain their full support and always be open to constructive criticism if it can potentially improve the services offered to your students.

**Advice for Dropout Prevention Practitioners about the Project:**

- Set small, achievable goals for staff as well as students
- Ensure that you have support from the district office before moving forward
- Be transparent and communicate with staff to get buy in
- Be aware of outside factors that could potentially affect progress towards goals
- Communicate regularly to all stakeholders (staff, parents, community) to keep them abreast of initiative status and progression

**\*Below are copies of the high school and middle school incentive sheets as well as the posters for the program that are in each classroom.**

Student Name: \_\_\_\_\_

Week of: \_\_\_\_\_

Weekly Points

Period	Monday	Tuesday	Wednesday	Thursday	Friday
1st					
2nd					
3rd					
4th					
5th					



Max number of pts. per week = 75 pts  
You can earn up to 15 pts per day  
To get incentives you must have a  
minimum of 65 pts. per week

***It is up to You!***

## Setting the BAR

<b>Behavior</b>	<b>Attitude</b>	<b>Responsibility</b>
* Following Directions	*Participation/ Attentiveness	*Be on Time/ Stay on Task
* Use Kind Words	* Cooperation	* Completing Assignments
* Compliance/ Correcting Behavior	*Respect	* Making <i>Adequate</i> Progress/Class Participation
	* Use Kind Words	* Follow the Dress Code

Student Name:

Week of:

\_\_\_\_\_

Weekly Points

Period	Friday	Monday	Tuesday	Wednesday	Thursday	P.E./PBL
Lang Arts						
Science						
Math						
SS						
Stem						
Char/SSR						



Max number of pts. per week = 108 pts  
You can earn up to 18 pts per day  
To get incentives you must have a  
minimum of 90 pts. per week

*It is up to You!*

## Setting the BAR

<b>Behavior</b>	<b>Attitude</b>	<b>Responsibility</b>
* Following Directions	*Participation/ Attentiveness	*Be on Time/ Stay on Task
* Use Kind Words with Peers	* Cooperation	* Completing Assignments
* Compliance/ Correcting Behavior	*Respect	* Making <i>Adequate</i> Progress/Class Participation
**No Drama	* Use Kind Words with Teachers	*Mind Your Own Business/Belongings



# SETTING THE BAR | FOR SUCCESS



**B**

## **Behavior**

- Follow Directions
- Use Kind Words
- Compliance / Correcting Behavior

**A**

## **Attitude**

- Participation
- Use Kind Words
- Cooperation
- Respect

**R**

## **Responsibility**

- On Time
- Complete Assignments
- Dress Code
- Participation
- Making Adequate Progress