

## Rewards and Sanctions Policy

At KIS, we are committed to ensure that we provide an environment which is supportive to the learning and personal development of all the students. All of our students are expected to maintain the highest standards and demonstrate exemplary behavior, and our staff will support them with this by coaching them towards self-discipline rather than blind compliance. Respect, tolerance, honesty, faith, and courage are the cornerstones of our community, and we work hard to ensure that all students feel included in every aspect of school life and are comfortable to voice their opinions.

Positive behavior is best encouraged by example, and by having clear, high expectations of students. Using a rewards system is proven to promote and maintain the standard of student behavior which we have put forth at KIS. At times, inappropriate behavior occurs, and it should be dealt with in a suitable and consistent way. Inappropriate behavior is divided into three levels, with strategies and sanctions associated with each. Strategies and sanctions are concerned with the personal and social education of every student involved and should not be looked upon as means of redress or retribution.

The application of disciplinary sanctions must always be carried out in a way that, whilst being robust and firm, is also open, and supportive of long-term positive outcomes. All colleagues must focus on repairing the trust and restoring relationships with the students to promote their learning. The school believes this is the most important part of administering a sanction.

Recognition and  
Rewards

*Using Positive Recognition and Rewards*

All students respond well to positive feedback. Students will seek encouragement and support as they strive to be part of a school community, form friendships, and learn. Positive recognition and rewards, when used appropriately, may have a significant impact on shaping student attitudes, choices, and behavior. Recognition of positive behaviors reinforces the expectations of appropriate behavior at school. Once students recognize that specific behaviors may elicit positive responses and rewards, they will be more inclined to behave appropriately.

KIS has developed its own Behavior Management System and support programs to promote positive student behavior. These programs should be relevant to students' gender, age, and needs. Schools should involve students, parents, teachers, social workers, and other school staff in developing recognition and reward programs. When creating our recognition and rewards program, we have considered the following:

- Standards of appropriate behaviors are clearly stated, shared, and understood by everyone
- All students are eligible for recognition and rewards
- Consistent level and use of recognition associated with specific positive behaviors
- Recognition and reward systems are clear, and everyone understands the reasons for receiving rewards
- Recognitions and rewards can be verbal (praises), action (clapping hands), or material (a gold star or a certificate), or all of the above
- Material rewards should not have significant monetary value (sometimes a certificate would be sufficient)

➤ Positive behavior recognition criteria:

- 1) Recognition of positive behavior should be immediate so that it does not lose its importance and value.
- 2) Ensure all students have equal chances to receive positive recognition
- 3) Type and degree of recognition should match the accomplishment without exaggeration or extravagance to avail the desired results.
- 4) Recognition should address students' behavior and not the student personally to avoid negative reflex from the student or his/her peers.
- 5) Recognition techniques should vary between verbal and non-verbal to maintain significance and impact

*Examples of Positive Recognition and Rewards Practices*

**How to Encourage Positive Behavior**

(1) Moral Recognition

(A) Verbal Recognition

- ❖ Recognize and praise student written work. This can be done during morning assembly or in class before all students
- ❖ Arrange for a meeting between student and the principal to encourage and motivate the student

(B) Written Recognition

- ❖ Certificates and appreciation letters
- ❖ Put student name and photo in recognition boards
- ❖ Post students work/appreciation on electronic sites, periodicals or magazines issued

by the school

- ❖ Present a thank you/ appreciation letter to the parent (during parent meetings, in the morning assembly, through school activities or special occasions)
- ❖ Different kinds of prizes and/or rewards

(2) Recognition through allowing participation in school events and activities

- ❖ To have student participate in school trips, honoring ceremonies, camps and other types of events and activities which would enhance students' social skills and experience.

## Disciplinary Actions

(sanctions)

Any disciplinary action used to address student misconduct should be firm, consistent, clear and in compliance with all ADEK and UAE laws, policies, and guidelines. The disciplinary action shall also be in accordance with the nature of the negative behavior and the level of offense that is associated with the behavior. School staff will ensure that students are given appropriate opportunities to act positively before it is escalated in disciplinary action.

### *Levels for Disciplinary Actions*

ADEK categorizes student misconduct into three levels; each level of behavior requires a different disciplinary approach for modifying and correcting the student behavior. The strategy applied for the level of behavior must be appropriate for the school cycle, student age and gender.