

OHA 'Aspire To Be More'

Building a High-Performance Culture

Rationale:

Celebrating positive behaviours and rewarding both community and academic progress is essential in fostering a high-performance culture within schools. Recognising and reinforcing behaviours that will help raise attainment and developing young peoples attitude will create an environment where effort and achievement are valued and ultimately help students achieve beyond their potential and raise outcomes.

Behaviours we want to promote and reward:

OHA'ers in the community	OHAer's in the classroom
Values; Respect, Resilience & Responsibility	Attendance; 100%
Contribution to the house system	Progress in at least 3 subject areas
Contribution to academy enrichment	Achieve on or above target at assessment points in a least 4 subjects
Contributions to student leadership	Sparx – completing the weekly goal for all core subjects GCSE POD for English at Y10/Y11

This will complement the House Point system that rewards our three OHA values and positive behaviour in and around the academy and personal development.

The house point system recognises students displaying our three core values and their commitment to academy life.

Weekly Rewards:

OHA'ers in the community		OHAer's in the classroom	
Category	Reward	Category	Reward
Every 20 HP achieved	Purple ticket	Individual attendance 100% or above	Purple ticket
Top 3 individual highest HP per year	Lucky dip	Individual Weekly Sparx goals	Purple ticket per subject; Maths/English/Science
PT highest HP per key stage	Sweets tub	PT Sparx score per key stage	Sweets tub
		Overall praise	Teacher phone call home

Weekly Bulletin Recognition:

- PT Attendance
- PT Sparx score
- Top 10 Sparx Students
- PT House points

- Top 10 students House Points
- Top 10 purple ticket standings

Half Termly Rewards Events

Students with the most accumulate purple tickets will be invited to all half termly events.

In academy during October, February and MAy (end of each half term)

External rewards trips for December, April and July (end of term)

Termly Rewards:

OHA'ers in the community		OHAer's in the classroom	
Category	Reward	Category	Reward
Individual Raffle on HP tickets	£10 voucher <i>(Y11 + prom ticket/leavers hoody)</i>	Individual Raffle on academic tickets	£10 voucher <i>(Y11 + prom ticket/leavers hoody)</i>
PT House Points	Sweets Tub	PT Attendance	Sweets Tub
Special Recognition; Values	Sweets bag & certificate	Special Recognition; per subject	Sweets bag & certificate
Top Boy and Girl HP per year	Sweets bag & certificate	Progress between AP points	3 raffle tickets per subject showing progress of above 1 grade 1 raffle ticket per subject on target

Termly Assembly Recognition, with certificates:

- PT Attendance
- 100% Attendance slides
- PT SPARX score
- PT House Points
- Top Boy and Girl House Points
- Special Recognition Awards; values, pastoral & subjects

Public Recognition

Letters/Emails:

- PTs will get a weekly Wednesday update of where students stand in terms of the purple tickets they have earned so far, this information will be shared with students during PT on Wednesdays.
- Parents will receive an email/mail merge letter informing them of their child's ticket standing each term.

MAVIS Screens / Social Media:

- Progress and achievement slides,
- Tassomai highest performers over the fortnight in each year
- Top 10 students of the week per year group

Newsletter – Aspire to be more page

- Purple ticket standings per year group (Top 10)
- Top 3 students of the week per year group

Monitoring (Staff responsibilities)

NPM:

- Data tracking to update weekly
- Half termly updates to parents and students (NPM support)

LTS:

- Progress and improvement tracking
- AP data for bulletins after each assessment point

MMM: P6 Attendance monitoring

ALV/SMG/TXL: SPARX information for bulletin slides

ADS:

- Lucky dip rewards for top 3 students taken round during PT on Mondays.
- PT sweets tubs delivered to RSLs before Monday PT time.
- Weekly shout outs during lunch addresses or random lesson drop ins (focus tbc and change each week)
- Organization of celebration assemblies & coordinating all data for RSLs
- Weekly mavis/social media updates to L.Preece/D.Lethaby
- Ordering and distributing of rewards; certificates, treats & vouchers.

LLW

- Weekly bulletin slide information shared with PTs
- Fortnightly data for the newsletter
- 100% club letters