

## CONGRATULATIONS CERTIFICATES

1. It should be just as difficult for a year 3 child to get a certificate as a year 6 child.
2. It should be just as difficult for a low ability child to get a cert. for effort as an able child.
3. More certs. should be given for high achievement than for effort. (If there are concerns about bright children 'coasting' then teachers need to address this by raising their own expectations and demanding more. Bright children also need motivating; their response should not be taken for granted.)
4. There should be a clear indication about the standard of work and why it is exceptional, compared to the rest of the class or year group.
5. There should be an emphasis on specific pieces of work as well as high standards over a period of time.
6. No 'shoddy' work should be rewarded.
7. Improved behaviour should only be rewarded with a cert. in exceptional circumstances after a considerable period of time. (N.B. The majority of children never get rewarded for this, yet they are exemplary)
8. Consistent hard work, diligence etc. can be rewarded ( particularly those in that middle, 'average' band) - but beware the 'pseudo-diligence' that does not result in learning or real progress. Children who are quiet, who cause no trouble need to be recognised - but achievement is essential to progress.
9. It is perfectly proper to flag up attitude/ independent working etc. from time to time e.g. the first half-term with a new teacher. But rewarding enthusiasm etc. should be occasional and after a long period unless strongly tied into high achievement.
10. Children may be awarded more than 5 certs. in a year but rarity adds value and they must feel it is a real achievement to gain 5.

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