

The Susquehanna Township School District
Harrisburg, PA

Staff Recognition Plan

Purpose: The purpose of this plan is to encourage and inspire our school district's staff. To provide recognition and motivation of staff promoting student performance.

Rationale: Research has shown that recognizing employees can have an impact on job satisfaction. (Bialopotochi, 2006; Darling-Hammond and Ducommun, 2009) Andrews, 2011).

Plan Timeline: 2017/18 School year

Recognition	Purpose	Tasks	Timeline	Responsible Person(s)
Teacher of the Year Shippensburg Study Council	To recognize two teachers each school year.	Select two teachers each year. Pool of Candidates comes from the Rotary Educator of the Month Awardees.	Nominations due in June, Banquet in November	Director of HR
Exemplary Programs Award Shippensburg University Study Council	To encourage innovation and creativity in instruction and programming among staff.	Administration encourages and provides applications to staff with innovative, creative, and exemplary programs.	Nomination due in January of each year.	Administration
Teacher Impact Award -- WGAL	To recognize exceptional teachers.	Recommend a candidate Complete the application	Nomination due in April of each year.	Director of HR
Tom Holtzman Award	To recognize an educator	Submit an application for the educator. Promote the program.	Nominations due in Spring of each year	Admin, parents, public, teacher, students, etc.
Keystone Technology Innovator Recognition	To promote technology use and leadership among the staff.	Provide a nominee for the Governor's Technology Institute at Kutztown University.	Nominate a teacher each year.	Dir of Technology and Administration.
Rotary Educator of the Month	To recognize an educator who has served well.	Administrators recommend.	Monthly during school year.	Principals
Piece of the Puzzle	To share staff recognition with entire staff.	Include in weekly HOPE Notes as needed.	As needed. HOPE Note is published weekly.	Superintendent
YWCA Woman of the Year	To recognize our female staff members who go above and beyond in the community.	Nominate a female staff member each year.	January nomination and March Banquet in Hershey.	Superintendent

Recognition	Purpose	Tasks	Timeline	Responsible Person(s)
Little Red Wagon Award	To provide a greater recognition	Awarded at closing of school address	Selection comes from educators of the month	Administration
Service Awards	Provide recognition for service to STSD	Awarded at closing of school address	Years of Service determined in January of each year as of the last day of school	Director of HR
STSD Innovation Award	Provide recognition for innovative teaching practices	Awarded at closing of school address	Process to be developed	Core Team
Attendance Awards	Provide recognition for commitment to STSD	Awarded at closing of school address	Attendance reports run the week before closing of school address	Director of HR