

MERIT SYSTEM POLICY

DATE OF REVIEW OF POLICY:
December 2018

DATE OF NEXT REVIEW:
September 2019



AMBERFIELD
COLLEGE

Review members:

- Ms L van Vuuren –Academic director
- Ms K Panayotakis – Executive Principal
- Ms Bronwen Derbyshire – Principal
- Mr Nico Liebenberg – Discipline Manager
- Ms S Bulwan - Discipline Manager

1. INTRODUCTION

The purpose of this policy is to put a procedure in place to reward learners for special achievements and for behaviour that is in line with the PIPE values

2. POLICY

- Learners are encouraged to live the PIPE values of the school
- Learners are encouraged to do their best in all aspects at all times
- Certificates for special achievements are handed out during prize giving ceremonies
- Educators are encouraged to identify positive behaviour aligned with the PIPE values
- Educators are encouraged to incentivise learners with merits – focus on the positive, not only on the negative
- A merits function should be held at least once a term
- Merit awards can also be handed to learners on an ad hoc basis
- All merits should be captured on the SMART system
- Parents should be informed of their child's merit awards on a regular basis (at least twice a year)

3. MERITS ARE AWARDED AS FOLLOWS:

Description	Category	Type	Points
ACADEMIC GOAL ACHIEVED(QUATERLY) (MERITS)	Merits	Recognition	10
ACADEMIC PERFORMANCE GOOD QUATERLY(75%+) (MERITS)	Merits	Recognition	20
ACADEMIC PERFORMANCE INCREASED 10% (QUATERLY) (MERITS)	Merits	Recognition	10
ACADEMIC PERFORMANCE INCREASED 15%+(QUATERLY) (MERITS)	Merits	Recognition	15
ACADEMIC PERFORMANCE INCREASED 5% (QUATERLY) (MERITS)	Merits	Recognition	5
ASSIGNMENT RESULT 75%+ (MERITS)	Merits	Recognition	10
ASSIST FELLOW LEARNERS (MERITS)	Merits	Recognition	5
ASSISTING TEACHER (MERITS)	Merits	Recognition	5
ATTENDANCE 100% (QUATERLY) (MERITS)	Merits	Recognition	10
EXAM/ TEST RESULTS 75%+ (MERITS)	Merits	Recognition	10
EXTRA EFFORT WITH SCHOOL WORK(Specify)	Merits	Recognition	5
GOOD GENERAL BEHAVIOUR MONTHLY (MERITS)	Merits	Recognition	5
HIGHEST MARKS IN SUBJECT(QUATERLY) (MERITS)	Merits	Recognition	10
HONESTY (MERITS)	Merits	Recognition	5
LEADERSHIP ABILITIES DISPLAYED (QUATERLY) (MERITS)	Merits	Recognition	5
NEATNESS (Monthly-Specify) (MERITS)	Merits	Recognition	5
PARTICIPATE IN SCHOOL CULTURAL ACTIVITIES (MERITS)	Merits	Recognition	10
PARTICIPATE IN SCHOOL SOCIAL FUNCTION (MERITS)	Merits	Recognition	10
PARTICIPATE IN SCHOOL SPORT ACTIVITIES (MERITS)	Merits	Recognition	10
PIPE VALUES ACHIEVED (QUATERLY) (MERITS)	Merits	Recognition	30
PLAYGROUND/CLASSROOM CLEANED (MERITS)	Merits	Recognition	5
RESPECTFUL BEHAVIOUR (Monthly) (MERITS)	Merits	Recognition	5
SUSPENSION COMPLETED (MERITS)	Merits	Recognition	40
VOLUNTARY WORK (Specify) (MERITS)	Merits	Recognition	10

4.REWARDS FOR MERITS ARE GRANTED AS FOLLOWS:

- Merits will be rewarded at the beginning of each term. Learners will start with 0 at the beginning of each term
- At the end of the year positive merits of all four terms will be added together
- The following rewards may be granted:

Top 5 learners per Grade (Per Term)	Learner may wear civvies on one chosen Monday of the following term
Top 2 learners per Grade	Learner is invited to attend the achiever's tea
Learner with the highest number of merits per grade per term (minimum of 50)	Learner receives a merit badge or cap or water bottle or stationary top up pack
Learner with the highest number of merits per grade per year (minimum of 50)	Learner receives a certificate and book voucher at the end of the year

5. AMENDMENTS TO POLICY

The School reserves its right to deviate from this policy if it deems it necessary or appropriate and to amend this policy from time to time in accordance with any changed policy considerations of the School or legal developments