

## What Tiffany, Tara and Laura Think:

### PROS

- Encourages students to develop **intrinsic motivation**
- Encourages **experimentation**
- Concentrates on solving **underlying** problems
- Focuses on **trust** and **honesty** within teacher/student relationships
- Relies more on **natural consequences** instead of punishment

### CONS

- Does not give **alternative methods** to rewards and punishment
- Discourages all rewards (even **praise**)
- What do you do with students who are not intrinsically motivated?
- How do you teach intrinsic motivation or intrinsically motivate all students?
- Doesn't allow for teaching students **expectations** in **school** and **society**

### SO WHAT SHOULD WE DO?

(I am frustrated when people ask me this question, there is no *one* alternative.)

We need an **objective**, a long-term goal to know where we want to go first.

How do we set up the conditions for motivation?

- Abolish incentives
- Reevaluate evaluation
- Authentic motivation



#### For More Information See:

**Punished by Rewards:** The Trouble with Gold Stars, Incentive Plans, A's, Praise, and other bribes, by Alfie Kohn

Or Visit [www.alfiekohn.org](http://www.alfiekohn.org)

## My Dream School



At our school we believe that an approach offering children rewards for better performance is destined to be ineffective.

We construct our school on the belief that at any age rewards are less effective than **intrinsic motivation** for promoting effective learning.

Extrinsic incentives such as stickers, candy, praise and a vast variety of punishments contribute to children feeling anxious and helpless.

**BY ALFIE KOHN**



At the **School of Kohn**, we want your children to stay just as eager and delighted as he or she was on the first day of school.

You will never hear the following behaviorist phrases:

"Come on Ellen, you're so close to getting an A in here."

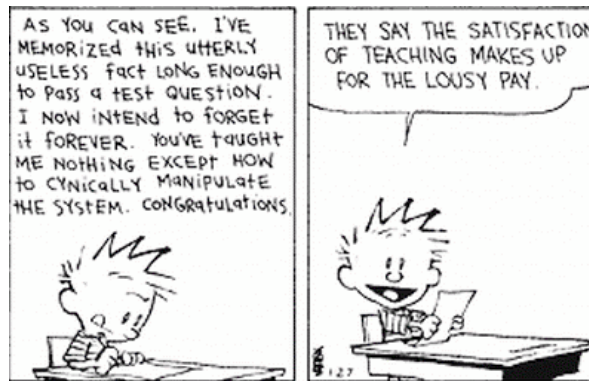
Or a threat like: "Do you want a zero young man?"

The same goes with calling on students even if they don't raise their hands.

At School of Kohn we long to consistently provide your child with reasonable **autonomy**. Studies have shown the sad effects

**controlling** teachers have upon students. Such effects are lowered **self-esteem** and **intrinsic motivation**. At Kohn we have teachers who believe children should be allowed and **supported** in their capacity to make **choices**.

Here at Kohn, we take **pride** that our students *think* about what they are learning. We also focus on **creating** interesting and **kid-enjoyable curriculum**. Our only form of punishment is **natural consequences**. (If the kid tips in his chair, he will fall over.)



### WHY IT'S NOT RIGHT TO REWARD:

Lets look at how we have traditionally decided who or what should be rewarded in the past:

- EQUALITY**, one star for everyone
- EFFORT**, regardless of success
- SUCCESS**, regardless of effort

**These choices are not acceptable!**  
**This is why we should not reward at all.**

## More on why I hate rewards:

### Rewards punish.

- If rewards are expected and not delivered, it is essentially the same as punishment.

### Rewards rupture relationships.

- They produce competition, not collaboration between students.
- Students stop confiding in and relying on their teacher for help
- They focus on impressing and dodging their teacher's attention.

### Rewards ignore reasons.

- The underlying problem is not solved, only masked.

### Rewards discourage risk taking.

- Rewards teach students to do only what is necessary.
- Students learn to play it safe without creative experimentation.

### Rewards stunt intrinsic motivation.

- This system teaches people that they should only be driven by the expectation and achievement of rewards.