



Exceeding Excellence Bonus Program

" – Fostering Safety, Impact, Empathy, Relationships, Respect, and Communication-"

At Show Me Love Learning Academy, we believe in recognizing the dedication and passion of our educators. The "**Exceeding Excellence Bonus Program**" is designed to align with our core values, motivating our team to go above and beyond in creating a safe, impactful, and nurturing learning environment.

1. Bonus Criteria:

- **Above and Beyond with Students:**
 - Teachers who embody **empathy** and **impact** through innovative teaching methods that contribute to the **emotional, social, physical, and educational growth** of every child. This includes demonstrating a strong, positive impact on student progress while maintaining a **safe** and organized classroom environment.
 - Submit monthly student progress reports highlighting at least one area of significant improvement per student, showcasing their commitment to fostering a love of learning.
- **Positive Engagement with Coworkers:**
 - Embrace our value of **relationships** by regularly collaborating with and supporting fellow teachers. Participate actively in team-building activities or meetings, promoting a culture of **respect** and teamwork.
 - Engage in our peer-nomination system, where teachers can recognize colleagues who have provided exceptional support, fostering a spirit of **communication** and camaraderie.
- **Classroom Enrollment Maintenance:**
 - Maintain at least **90% classroom enrollment** for a specified period (e.g., quarterly) to ensure stability and a thriving learning environment. This reflects the **impact** and **respect** teachers have on students and families.
 - Foster family engagement and satisfaction through open and ongoing **communication**, contributing to student retention and creating a strong sense of community within the Academy.



2. Bonus Structure:

- **Monthly Bonus:**
 - A **small cash bonus** (\$50-\$100) for teachers who meet at least **three** of the criteria, acknowledging their commitment to our core values of **impact, empathy, and relationships**.
- **Quarterly Bonus:**
 - A **larger bonus** (\$200-\$300) for teachers who have consistently met **all six** criteria during the quarter, demonstrating their dedication to upholding our values and contributing to a positive, collaborative environment.
- **Annual Recognition:**
 - A **yearly bonus** (\$500-\$1000) for teachers who have maintained high performance across all criteria throughout the year. This includes "**Teacher of the Year**" recognition with a certificate and a small gift (e.g., a personalized item, gift card) to honor their embodiment of **safety, impact, empathy, relationships, respect, and communication** in their work.

3. Program Implementation:

- **Nominations and Evaluation:**
 - A committee of staff members, including administration, will review monthly and quarterly reports, peer nominations, and feedback. This process will be guided by our core values to ensure a fair and respectful evaluation of bonus recipients.
- **Feedback and Improvement:**
 - Provide **constructive feedback** for teachers who did not qualify, offering guidance and support for future bonus eligibility. This approach demonstrates our commitment to **empathy** and continuous growth, creating opportunities for all team members to excel.

By aligning our "Exceeding Excellence Bonus Program" with our core values, we encourage teachers to excel in their roles, foster a collaborative environment, and drive student-focused outcomes. This program celebrates those who exemplify the heart and mission of Show Me Love Learning Academy.