The Evaluation of the Jackson Middle School Kindness Program

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# Abstract

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 A 17 question, voluntary survey was sent to the teachers of Jackson Middle School in Vienna, West Virginia. The survey was developed to determine the teacher’s perceptions about the school’s kindness program and to establish whether or not the program was considered meaningful as is and what, if any, changes should be enacted. The program was developed by the staff to recognize student acts of kindness during the school day. Teachers give students a kindness slip which is used at the end of each term for a prize drawing. Based on the survey results the staff is in favor of retaining the program, with a few minor changes. More than half of the staff wants to keep the program, and values its ideals, but there were some desired changes in consistency and content. Overall, the information provided should serve the kindness committee well in their future planning efforts.

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# Introduction

 This study was developed to determine teacher attitudes about the Jackson Middle School Kindness Program. The program was created to recognize students’ acts of good will and kindness to their peers. The aim of the survey is to determine how teachers feel about the program and what, if any, changes they envision.

This program can greatly benefit all students because it gives them recognition for all the good acts that they perform on a daily basis. Each term the school holds an assembly in which each student who was nominated by a teacher for an act of kindness is called to the front of the school where they receive a Jackson Middle School bracelet and certificate. Those student’s names are then drawn from a hat and they are able to select from a table of prizes including school hoodies, footballs, flip-flops, or similar items.

# Design and Methods

A 17 question survey was distributed by e-mail using Survey Monkey to a group of approximately 40 teachers at Jackson Middle School in Vienna, WV. The teachers received an e-mail, approved by the principal, that asked them to participate in the survey. Participation was completely voluntary.

The survey consisted of three parts. Part A determined the grade levels the instructor had taught, their year of involvement with the program, and their general knowledge of the program. Part B better defined the teacher’s attitudes about the program through 13 questions using strongly disagree to strongly agree scale. These questions determined how much the teachers knew about the program and if they wished to change the program. Part C was an open-ended question that allowed teachers to make suggestions about what they would like to happen with the program.

# Findings

The findings suggest that a majority of the staff are in favor of the kindness program, but would also like to see some changes. When asked how many years they have worked with the program 22 respondents said that it had been 0-5 years, 7 respondents said that it had been 6-12 years and 2 out of the 31 did not have an answer to the question. Seventy-four percent of the staff reported that they are generally aware of the goals of the program. (Chart C-2) They understand the main concepts, but perhaps do not know all of the minor details surrounding how the program runs. Seventy-three percent agree that the program is consistent with our mission statement, (Chart C-3) which promotes community, academic rigor, pride in oneself, and effective communication. Ninety percent of the teachers surveyed believe that the kindness program is an effective way to recognize student acts of good will and citizenship. (Chart C-4) Eighty-six percent believe that the nomination process is effective, (Chart C-5) yet 75% feel that criteria for this nomination should be established. (Chart C-6) Seventy percent of the teachers surveyed believed that students would be kind without the program,(Chart C-7) but 76% also thought the program was valuable to the students. (Chart C-8)

Ninety percent believe that using a community representative would be valued by the students (Chart C-9) and 93% believe that it would be valued by the staff. (Chart C-10) One half of the teachers want to expand the program, (Chart C-11) and 93% believe that the program should not be decreased. (Chart C-12) Eighty-nine percent feel that $100 is being used appropriately (Chart C-13) and 64% think that the $100 is enough money for the assembly and prizes.(Chart C-14) Fifty-nine percent want to increase the reward for more than one nomination, but no examples of how to accomplish that were given. (Chart C-15) Of the 31 survey respondents 12 teachers wrote in a suggestion for the program. The comments suggested that several teachers wanted to alter the prizes chosen. They felt that the prizes were too gender specific and needed to be more neutral. Several teachers also suggested consistency within the program. Some teachers give out the kindness slips every day and some teachers never give them out. There is also some debate over what constitutes kindness and what should be rewarded with a kindness slip versus what should be considered normal, human behavior.

# Conclusion

 It is evident from the survey results that a majority of the staff values the kindness program and wishes to keep it as is, and make only minor changes. Many seemed happy with the program details, finances, and effectiveness and only with for more neutral awards and consistency among the staff in terms of frequency and content of nominations. If the program advisors so desired these changes could be easily implemented and another evaluation conducted at a later time to re-evaluate the findings.

# Appendix A



# Appendix B

**Teacher Survey of Jackson Middle School Kindness Program (JMSKP)**

**PART A-** Please place a check mark beside the most appropriate response to each question.

1. Grade level taught: \_\_6th \_\_7th \_\_8th

2. Years working with the JMSKP **\_\_\_\_\_**

3. I am aware of the goals of the JMSKP

\_\_ Slightly \_\_Somewhat \_\_Generally

**PART B-** Following is a series of statements about the JMSKP. Please use the following scale to indicate your level of agreement with each statement.

SD= Strongly Disagree D= Disagree A= Agree SA= Strongly Agree

1. The JMSKP is consistent with the school mission.\_\_\_\_\_

SD D A SA

2. The JMSKP is an effective way to recognize student kindness. \_\_\_\_\_

SD D A SA

3. The student nomination process is effective. \_\_\_\_\_

SD D A SA

4. Criteria for student nominations should be established. \_\_\_\_\_

SD D A SA

5. Students would be as motivated to be kind to others if there was no reward. \_\_\_\_\_

SD D A SA

6. Prizes are perceived as valuable to the students. \_\_\_\_\_

SD D A SA

7. Using community representatives would be appreciated by the students. \_\_\_\_\_

SD D A SA

8. Using community representatives would be appreciated by the staff. \_\_\_\_\_

SD D A SA

9. The JMSKP should be expanded. \_\_\_\_\_

SD D A SA

10. The JMSKP should be decreased. \_\_\_\_\_

SD D A SA

11. The $100 per assembly is being used appropriately. \_\_\_\_\_

SD D A SA

12. The $100 per assembly is an adequate amount of funding. \_\_\_\_\_

SD D A SA

13. The reward for students who are nominated more than once should be larger. \_\_\_\_\_

SD D A SA

**PART C-** What recommendations would you have for improving the JMSKP?

# Appendix C

**Chart C-1**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **Grade levels taught:** |
| **Answer Options** | **Response Percent** | **Response Count** |
| 6th | 53.3% | 16 |
| 7th | 60.0% | 18 |
| 8th | 63.3% | 19 |
| ***answered question*** | **30** |
| ***skipped question*** | **1** |

**Chart C-2**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **I am aware of the goals of the JMSKP.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| Slightly | 9.7% | 3 |
| Somewhat | 16.1% | 5 |
| Generally | 74.2% | 23 |
| ***answered question*** | **31** |
| ***skipped question*** | **0** |

|  |
| --- |
| **Chart C-3****The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **The JMSKP is consistent with the school mission statement.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 0.0% | 0 |
| D | 0.0% | 0 |
| A | 73.3% | 22 |
| SA | 26.7% | 8 |
| ***answered question*** | **30** |
| ***skipped question*** | **1** |

**Chart C-4**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **The JMSKP is an effective way to recongize student kindness.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 0.0% | 0 |
| D | 10.0% | 3 |
| A | 66.7% | 20 |
| SA | 23.3% | 7 |
| ***answered question*** | **30** |
| ***skipped question*** | **1** |

|  |
| --- |
| **Chart C-5****The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **The student nomination process is effective.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 3.4% | 1 |
| D | 10.3% | 3 |
| A | 69.0% | 20 |
| SA | 17.2% | 5 |
| ***answered question*** | **29** |
| ***skipped question*** | **2** |

|  |
| --- |
| **Chart C-6****The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **Criteria for student nominations should be established.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 7.1% | 2 |
| D | 17.9% | 5 |
| A | 46.4% | 13 |
| SA | 28.6% | 8 |
| ***answered question*** | **28** |
| ***skipped question*** | **3** |

**Chart C-7**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **Students would be as motivated to be kind to others if there was no reward.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 3.3% | 1 |
| D | 26.7% | 8 |
| A | 46.7% | 14 |
| SA | 23.3% | 7 |
| ***answered question*** | **30** |
| ***skipped question*** | **1** |

**Chart C-8**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **Prizes are perceived as valuable to the students.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 3.3% | 1 |
| D | 20.0% | 6 |
| A | 63.3% | 19 |
| SA | 13.3% | 4 |
| ***answered question*** | **30** |
| ***skipped question*** | **1** |

**Chart C-9**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **Using community representatives would be appreciated by the students.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 0.0% | 0 |
| D | 10.0% | 3 |
| A | 80.0% | 24 |
| SA | 10.0% | 3 |
| ***answered question*** | **30** |
| ***skipped question*** | **1** |

**Chart C-10**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **Using community representatives would be appreciated by the staff.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 0.0% | 0 |
| D | 6.7% | 2 |
| A | 80.0% | 24 |
| SA | 13.3% | 4 |
| ***answered question*** | **30** |
| ***skipped question*** | **1** |

**Chart C-11**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **The JMSKP should be expanded.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 3.6% | 1 |
| D | 46.4% | 13 |
| A | 39.3% | 11 |
| SA | 10.7% | 3 |
| ***answered question*** | **28** |
| ***skipped question*** | **3** |

**Chart C-12**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **The JMSKP should be decreased.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 25.9% | 7 |
| D | 66.7% | 18 |
| A | 3.7% | 1 |
| SA | 3.7% | 1 |
| ***answered question*** | **27** |
| ***skipped question*** | **4** |

**Chart C-13**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **The $100 per assembly is being used appropriately.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 3.7% | 1 |
| D | 7.4% | 2 |
| A | 70.4% | 19 |
| SA | 18.5% | 5 |
| ***answered question*** | **27** |
| ***skipped question*** | **4** |

**Chart C-14**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **The $100 per assembly is an adequate amount of funding.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 7.1% | 2 |
| D | 28.6% | 8 |
| A | 53.6% | 15 |
| SA | 10.7% | 3 |
| ***answered question*** | **28** |
| ***skipped question*** | **3** |

**Chart C-15**

|  |
| --- |
| **The Evaluation of the Jackson Middle School Kindness Program (JMSKP)** |
| **The reward for students who are nominated more than once should be larger.** |
| **Answer Options** | **Response Percent** | **Response Count** |
| SD | 13.8% | 4 |
| D | 44.8% | 13 |
| A | 31.0% | 9 |
| SA | 10.3% | 3 |
| ***answered question*** | **29** |
| ***skipped question*** | **2** |

#

# Appendix D