

Practical Recognition Strategies Checklist

A Powerful Low-Cost Strategy for Employee Success

- “Caught Doing Good” cards
- Peer-to-peer recognition
- Handwritten thank you notes
- Classified staff spotlights
- District/School swag for substitute teachers
- Placards in the lower window of buses, highlighting an achievement, accomplishment, or compliment the bus driver has received
- Listening sessions with focus groups from all departments (do not forget to report back on how their feedback has been implemented).
- Weekly shoutouts (over the bus dispatch radio, school intercom, newsletters, a board found in a prominent place in the school or department, social media posts that can be created in batches and then scheduled to release weekly).

Why Recognition Matters

- ✓ Strengthens belonging & purpose
- ✓ Boosts engagement scores
- ✓ Reduces burnout
- ✓ Improves culture at scale