

2020 Academic Incentive Program

Summary

"I really enjoyed participating in the program, since...I could improve my English vocabulary, it was fun, and it was nice to know...that you are good at something that you had not known about yourself." - 7th grade student

Objectives

The main objective of the program was to offer a different way to motivate students to learn English by way of a healthy competition, while at the same reinforcing the importance of English and demonstrating the opportunities it can bring. The program also encourages values of respect, punctuality, work ethic and trust.

Results

This year 9 teachers and 45 classes participated in the program from one school, with 513 students from 6th through 11th grade participating, of which 137 won a total of 190 incentives. At the end of the program, 320 students responded to a survey about the program. Here are some of the findings:

- Overall, **62% of the students were more motivated** with the use of incentives
- The level of **motivation increased an average of 24%** per student with the use of incentives
- **97% of the students said it is acceptable to receive incentives** for their work
- **94% of the students said they would like to participate again** in the program

There was less student participation this year compared to last year due to changes to the school calendar and the transition to virtual classes caused by the pandemic. Also, one of the schools from last year did not participate this year. Even though we had to adapt to a fluid situation, the program still achieved its goals and maintained its commitments. In addition, based on suggestions from last year, we introduced several changes this year that were well-received:

- different types of incentives, including academic and entertainment
- more interaction with native speakers
- more time and flexibility to develop the projects

The incentives are not the most important aspect of the program, rather it is the sense of accomplishment and recognition by the teachers and classmates. The purpose of the incentives is to push the students who lack motivation while at the same time recognize those who are already motivated by a means apart from grades. With the program, student motivation towards English continues to increase and this year we began to consolidate that motivation with the use of academic incentives specifically targeted at English learning.



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Survey Data

DEMOGRAPHY									
	Total	Male	Female	6th	7th	8th	9th	10th	11th
No. of surveys ¹	320	138	181	53	64	9	38	88	68
Participated in the program	185	87	98	33	28	1	16	70	37
Won an incentive	84	30	54	7	15	1	11	29	21
MOTIVATION TOWARDS ENGLISH (GROUP AVERAGE)									
<i>1 = no motivation, 10 = super motivated</i>									
	Total	Male	Female	6th	7th	8th	9th	10th	11th
In general	8.1	8.1	8.1	8.7	8.1	7.9	7.9	8.1	7.8
Project without incentives	8.0	7.8	8.2	8.3	7.9	6.0	8.6	7.9	7.8
Project with incentives	9.0	8.6	9.4	8.8	9.4	9.0	9.1	8.9	9.2
CHANGE IN MOTIVATION TOWARDS AN ENGLISH PROJECT WITH INCENTIVES (PER STUDENT)									
	Total	Male	Female	6th	7th	8th	9th	10th	11th
More motivated	62%	52%	72%	55%	68%	100%	50%	59%	75%
No change	32%	39%	26%	32%	27%	0%	50%	36%	21%
Less motivated	5%	9%	1%	14%	0%	0%	0%	5%	4%
% change (avg.) ²	+24%	+23%	+25%	+20%	+33%	+50%	+11%	+18%	+35%
INCENTIVES									
	Total	Male	Female	6th	7th	8th	9th	10th	11th
Good to receive prizes?	97%	94%	99%	98%	97%	100%	95%	96%	98%
Reason - Effort	72%	67%	76%	60%	61%	89%	74%	79%	81%
Reason - Performance	25%	28%	22%	38%	30%	11%	26%	18%	18%
Reason - Grade	3%	5%	2%	2%	9%	0%	0%	2%	1%
GENERAL									
	Total	Male	Female	6th	7th	8th	9th	10th	11th
Participate again?	94%	91%	97%	88%	96%	100%	100%	93%	97%

¹ 1 student chose not to specify their sex

² Does not include outliers and students who are already "super motivated"



General Data

PARTICIPATION				
	2018	2019	2020	Change
No. of schools	1	2	1	-50%
No. of teachers	10	16	9	-44%
No. of contracts	43	60	11	-82%
No. of classes	39	64	45	-30%
No. of participants	828	1600	513	-74%
Grades	6th - 11th	4th - 11th	6th - 11th	--
INCENTIVES				
	2018	2019	2020	Change
No. of winners	248	456	137	-70%
No. of incentives ¹	208	513	190	-63%
Incentives	Movie, burger, pizza, Manoa, Guatika	Movie, burger, ice cream	Class reader (23), dictionary (23), online course (22), burger (95), ice cream (14), sports ball (7), ...	--

¹ Some students received more than one incentive



11th grade student



11th grade students



7th grade student



11th grade students

