

# *Recognition and Retention*

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Presented by

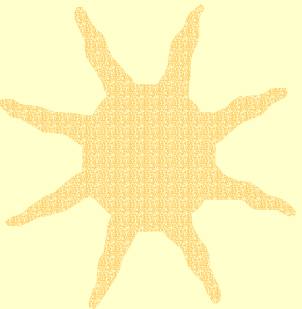
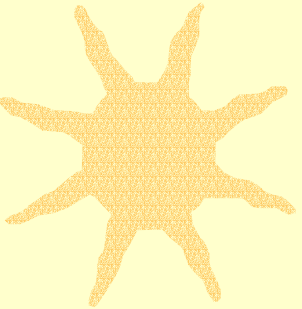
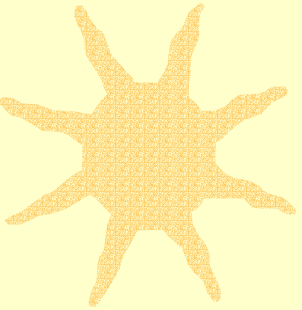
Partners In Education, Inc.

Broward County Public Schools



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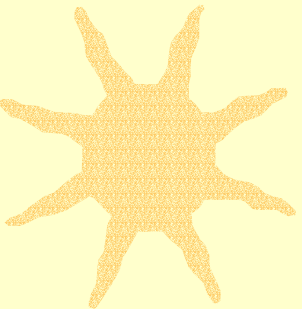
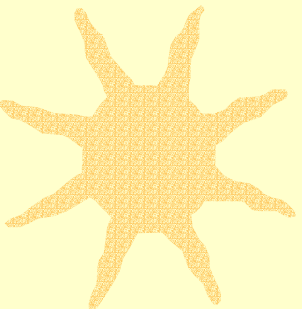
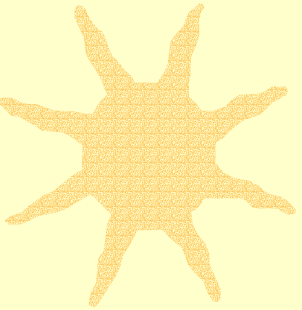


Recognition and retention efforts ensure that current partners and their employee volunteers will continue to work with your school



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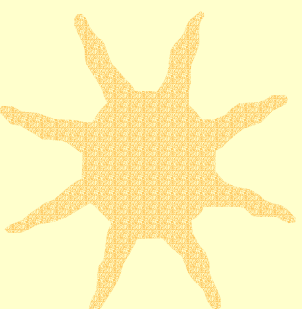
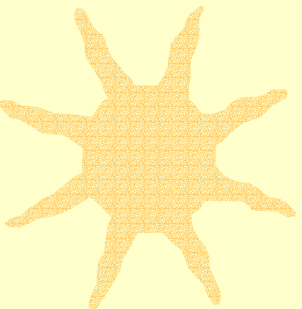
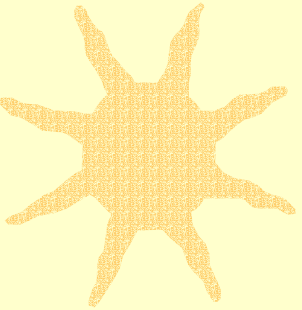


How much easier  
it is to keep the  
partners you  
have then to  
continually  
recruit new  
partners



## *Recognition*

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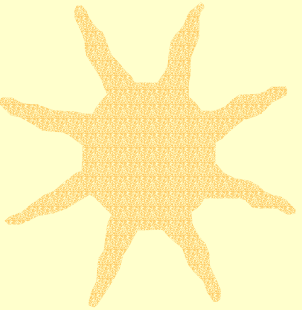
Recognition is the art of informing partners and volunteers that you value their contribution

- ★ It should be part of the culture of your school



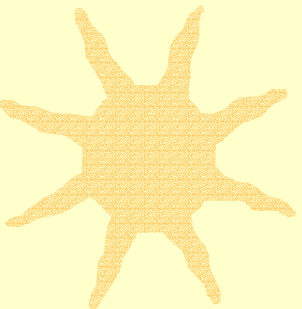
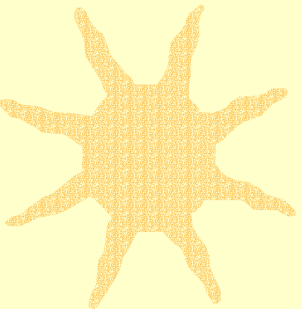
## *Recognition*

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Recognition may be

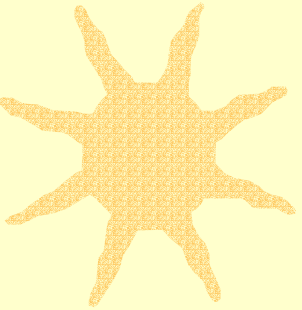
- ★ Public or private
- ★ Formal or informal
- ★ It is always year-round





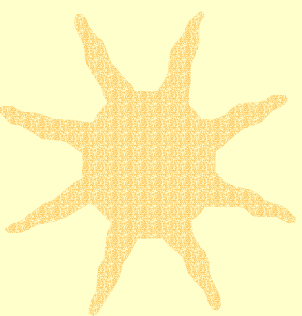
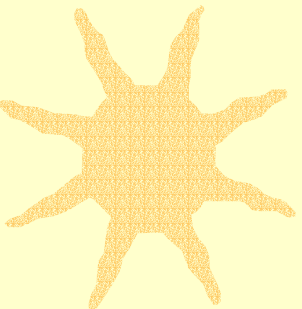
# *Recognition*

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Recognition takes many forms

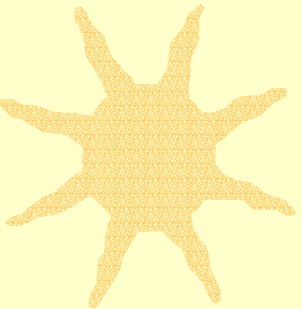
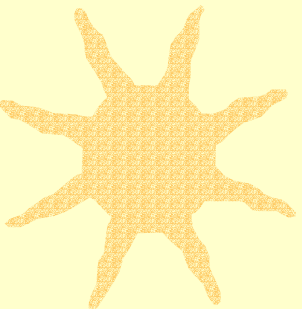
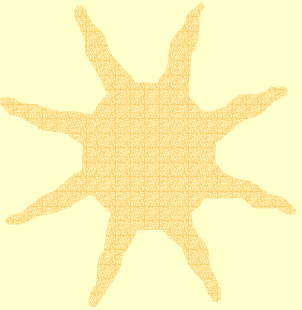
- ★ A simple “Thank You”
- ★ A letter stating accomplishments with a copy to the supervisor
- ★ A certificate of appreciation
- ★ An invitation to a school “thank you” program





# *Recognition*

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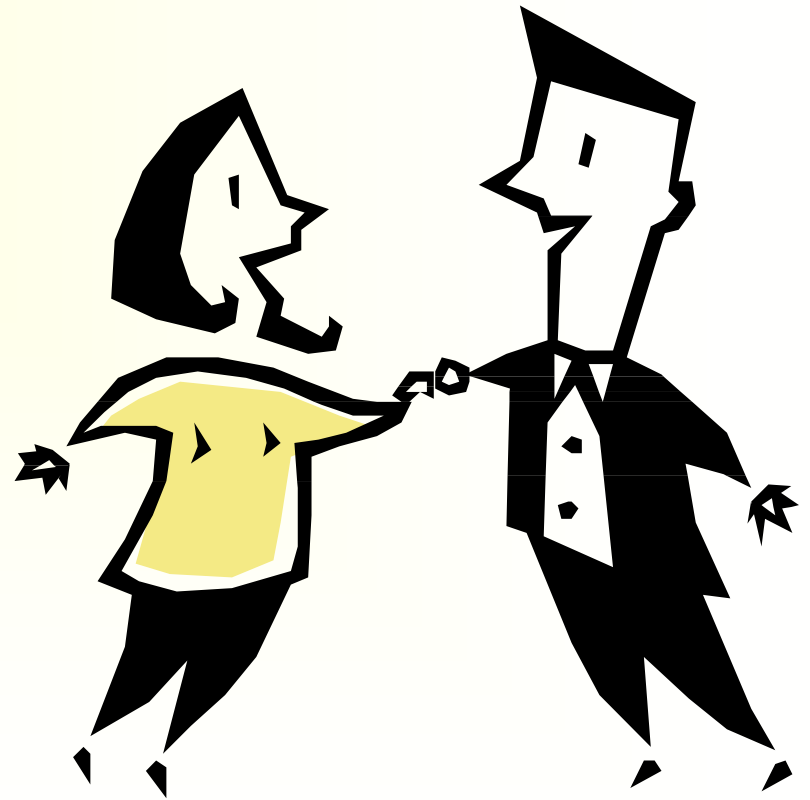
Recognition can just be the act of being identified as a partner volunteer upon entering the school



# *Recognition*

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How distressing it must be to be asked “May I help you” at the front desk every morning rather than be greeted with “Good morning, Mr. Franks, good to see you today.”

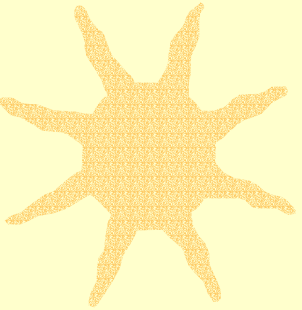




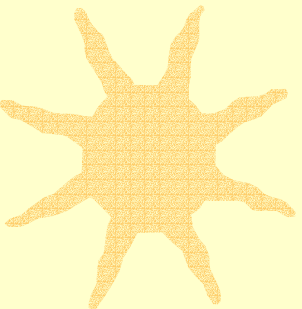
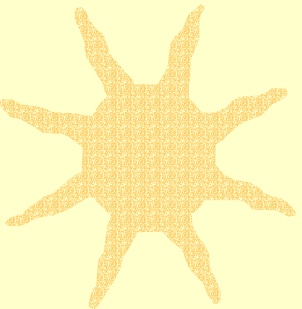


## *Retention*

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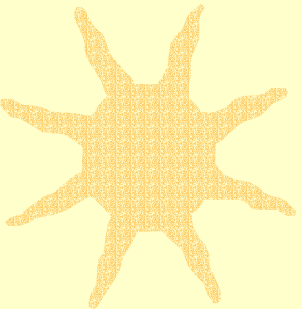
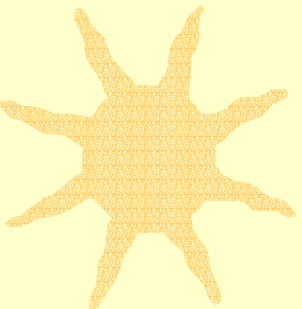
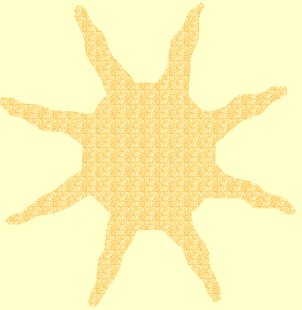
Retention is the art of keeping partners and volunteers involved by encouraging their annual reenlistment.





## *Retention*

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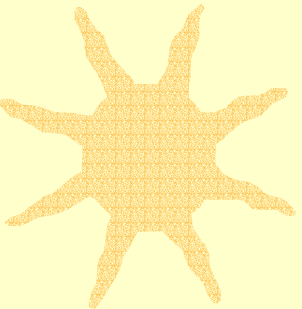
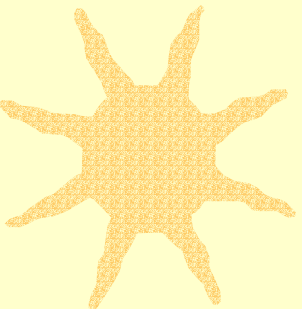
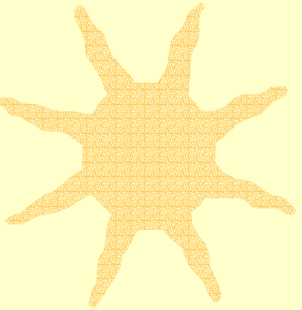


Partner volunteers, just like employees, require motivation, good morale, and job satisfaction



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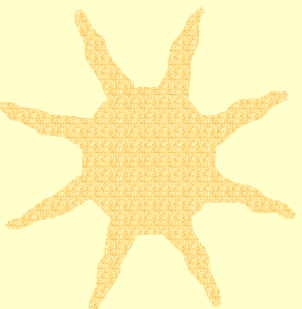
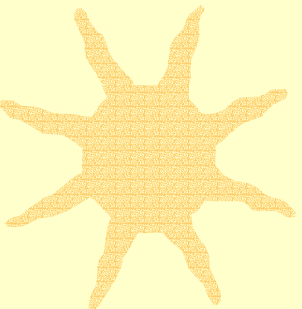
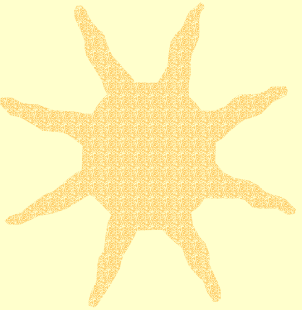


- ★ Make sure that the job they do is one that needs doing and will be valued and appreciated by teachers and staff
- ★ Make sure the job is one the partner volunteer wants to do



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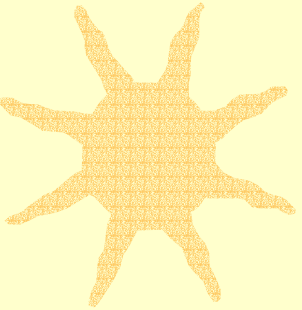


- ★ Make sure the partner volunteer knows the purpose of the assignment, and how it connects to the School Improvement Plan and to student achievement

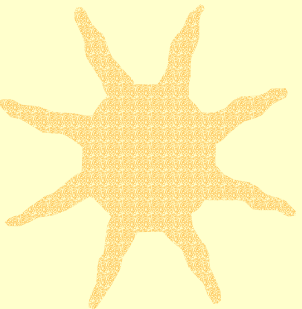


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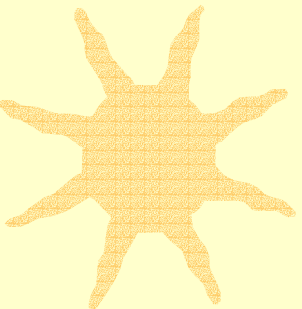
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★ Make sure the partner volunteer feels ownership for the activity



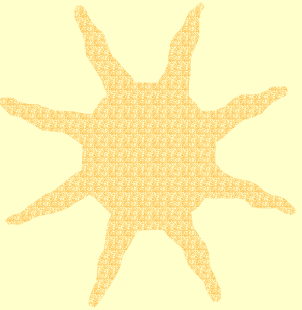
★ Make sure the partner volunteer is working in the most appropriate job for his/her interest and skills



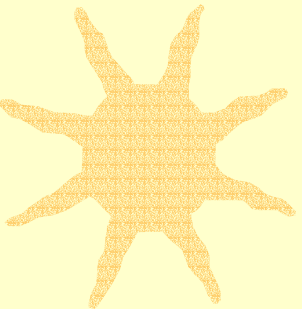


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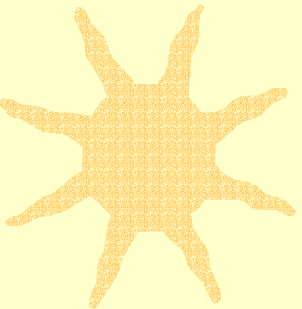
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★ Make sure the partner volunteer gets feedback on the outcomes of the activity



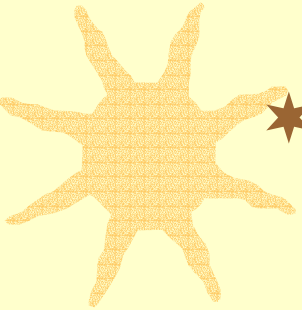
★ Make sure partners and their volunteers have the ability to make decisions about the activities in which they participate. Ask for their suggestions





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- ★ Ensuring that volunteers and partners are treated with respect and appreciation will keep your partnerships actively involved in your school.

