During the 2008-09 school year, Washington, D.C., public schools implemented a new program. Middle school students were paid up to $200 a month for attendance, good behavior, and other criteria like wearing uniforms and completing homework and classwork. The Schools Chancellor said that the payments were meant to motivate students at an age when many start to get bored with school. So she decided it was worth undertaking a monetary incentive program to see if it improved their motivation to do well.

Over the course of the school year, participating students received an average of approximately $530 each, for a total payout of $1.2 million. Harvard economist Roland Fryer analyzed the findings from the incentive study. He concluded that students who were paid through this incentive program scored slightly higher on some district tests than students who weren't offered a monetary incentive.

Some people criticize the idea of paying students to attend and do well in school. After all, in Africa, many students are willing to pay fees and undergo considerable hardship to attend school. Why should American students receive money for attending? Furthermore, paying students might undermine their natural motivation to learn. Even if paying students gets some quick results, wouldn’t it be better in the long run to undertake changes or reforms to make school more interesting?

Others think that monetary incentives should only be used to motivate students who are more likely to struggle in school. In France, for example, there was a movement to pay students from low-income areas to attend school. Many argued that incentives would encourage these students who were at risk of dropping out to stay in school. This would help the country as a whole.

Defenders of the incentive program say the issue is simple: We should do whatever it takes to enable students to do better in school. They won’t learn if they are not in school, so paying for attendance is worth it. Others are confident that paying students for different things like reading books would have an even greater effect. What is your opinion? Should students ever be paid to attend or do well in school?

Questions for Classroom Discussion:
- What motivates you to do well in school?
- In your experience, do your classmates take their education seriously?
- Besides money, how can students be motivated to do their best in school?
- What are the pros and cons of paying students for their performance in school?
- Is poor academic performance a reflection of American youth or the American school system?
USE THE FOCUS WORDS * and alternate parts of speech

**implement** *(verb)* to put something (a decision, plan, action, etc.) into effect

→ *Sample Sentence*: On January 1, the two countries will begin implementing the new peace plan.

→ *Turn and Talk*: Should all schools implement a “no peanut” policy?

*implement* *(noun)* a tool

→ *Sample Sentence*: A fork and a spoon are eating implements.

→ *Turn and Talk*: What implements would you need if you wanted to make a tuna sandwich?

**motivate** *(verb)* to make someone or something want to take action

→ *Sample Sentence*: Our volleyball team was motivated to beat Central Middle School because we lost to them last time.

→ *Turn and Talk*: What would you tell a friend to motivate him or her to get healthy?

**undertake** *(verb)* to accept as a challenge

→ *Sample Sentence*: Because she needed money, Susannah agreed to undertake the difficult task of babysitting her neighbor.

→ *Turn and Talk*: What task would you undertake to make a few dollars?

**incentive** *(noun)* a reward that leads someone to take action

→ *Sample Sentence*: Playing chess with his father was Tyrese’s incentive to finish his homework early.

→ *Turn and Talk*: What are some incentives a teacher could offer to convince all students to complete their homework?

**enable** *(verb)* to make something possible

→ *Sample Sentence*: Mahmoud’s three-pointers enabled his team to make a comeback in the championship game.

→ *Turn and Talk*: How could knowing a second language enable you to get a good job?
DO THE MATH

Option 1: The incentive program in Washington, D.C., was designed to motivate students. Good behavior, good attendance, and other factors like homework completion enabled students to earn up to $100 per pay period. Each pay period is 2 weeks, or 10 school days.

There are 180 days in the school year. What is the maximum amount of money that each student could earn for the year?

A. $180  
B. $900  
C. $1,800  
D. $4,500

Option 2: Many different people have undertaken efforts to create better schools. Their ideas vary widely. Some schools are based on strict discipline, while others are based on student freedom. Some use complicated textbooks, while others use no textbooks at all. But no plan can enable schools to succeed if students are unmotivated. Are cash incentives the answer? If we took a fraction of the money spent buying books, paying teachers, and implementing programs, and offered it directly to students as an incentive to focus and study, would this fix our schools?

In the U.S., schools spend about $10,000 per student per year. Some schools spend more and some spend less. What if we turned 5% of the money spent on each student into incentive money? If \( i \) = incentive money and \( e \) = expenditure per student, write a formula that would show the relationship between per-student expenditure and per-student incentive.

\[ .05e = i \quad \text{OR} \quad 20i = e \]

Discussion Question: Pretend that your school wants to implement a cash incentive plan to encourage students to attend an extra one-hour study session after school each day. What is the minimum amount it would take to motivate you to attend for one week? How about for one year? Would it be cost-effective for your school to undertake this kind of plan?
The students in Mr. Seemy’s class are about to take a test on organizing and interpreting data. Mr. Seemy asks, “What would you say if I told you that those of you who got an A on this test would get $20?”

“I’d say that’s the best news I’ve heard all year!” exclaims Shantel. “I would be much more motivated to study if I knew I could make money for doing well.”

Mr. Seemy says, “The school is thinking about implementing a program to pay students when they get good grades. It would be a partnership between local businesses and the government to provide the money and payment plans.”

“Really?” questions Sharif. “Incentives are great, but I think that would send the wrong message to kids. There are other good reasons for doing well in school. Money isn’t everything, you know.”

“But it sure does help. I mean, anything that enables kids to learn more is good, right?” responds Shantel.

“Well, to undertake such a program, the school would need to gather evidence to support the idea that money motivates students to get better grades,” says Mr. Seemy. “Shantel, do you think you can prove you’re right?”

“I’m sure of it. I’ll survey everyone in 8th grade,” replies Shantel, “and my evidence will show that money is the most important reason students are motivated to get good grades.”

“I’ll work with you, just to make sure you report your data accurately!” says Sharif.

### Shantel and Sharif's survey

<table>
<thead>
<tr>
<th>Item</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>Having my friends think I’m smart</td>
</tr>
<tr>
<td>B</td>
<td>Getting approval/privileges (not money) from my parents</td>
</tr>
<tr>
<td>C</td>
<td>Being able to get a good job/get into a good college</td>
</tr>
<tr>
<td>D</td>
<td>Getting money so I can buy stuff</td>
</tr>
<tr>
<td>E</td>
<td>Feeling good about myself</td>
</tr>
</tbody>
</table>

Was Shantel right? Do students consider money to be the most important? How do you know?

No. Item C was selected most often, not item D. But students could argue that the desire to get a good job or get into a good college could be related to earning money in the long run.

Are you surprised by the data that Shantel and Sharif collected? Why or why not?

Answers will vary.

How could you replicate this investigation at your school?
SHOULD STUDENTS BE PAID FOR PERFORMANCE IN SCHOOL?

DEBATE THE ISSUE
Pick one of these positions (or create your own).

A  □ Students should be paid for performance in school.

OR

B  □ Students should not be paid for performance in school.

OR

CREATE YOUR OWN

□ __________________________

□ __________________________

□ __________________________

Jot down a few notes on how to support your position during a discussion or debate.

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

________________________________________________________________________

Be a strong participant by using phrases like these:

Can you show me evidence in the text that...?

I believe that...

You make a good point, but have you considered...

I agree with you, but...
TAKE A STAND

✍ Support your position with clear reasons and specific examples. Try to use relevant words from the Word Generation list in your response.

implement | motivate | undertake | incentive | enable

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