



JostensRenaissance™

Getting Started... Made Easy

When organizing your custom Jostens™ Renaissance™ program, consider using the following steps as a guide.

Gain administrative and faculty support:

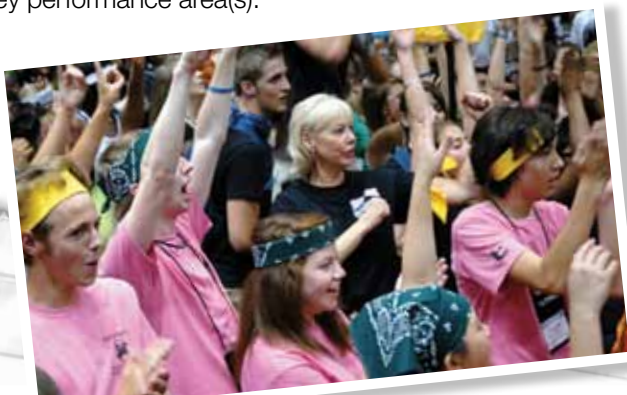
- Speak to your principal. Supply him/her with general information about the basic principles, goals and objectives of Jostens Renaissance.
- Ask administration and faculty to attend the Jostens Renaissance National Conference.
- Select a few key faculty members, students, and parents to help you plan your program.
- Request one hour of a faculty meeting or in-service day to share your vision of what you believe your school can become. Explain how the program can help achieve that vision, not as the answer to all of your school's needs but as an essential part of the answer.

Determine the key performance area(s) on which your committee will concentrate:

- Improved GPA's
- Improved attendance rates
- Improved graduation rates
- Improved school culture
- Reduced discipline problems
- Faculty/staff involvement
- Brainstorm ideas in terms of eligibility requirements, incentives and recognition plans that pertain to the key performance area(s).

- Thoroughly research your ideas looking for any drawbacks, roadblocks or potential problem areas. You will probably meet with resistance, so the more research you have done regarding all areas of your ideas, the more likely you are to have answers to questions and concerns.
- Sift through your ideas and focus on those that are attainable.
- Sort ideas into different categories:
 - **Immediate**— Can quickly be put into action
 - **Short Term**— Require more organization and work, but are definitely achievable
 - **Long Term**— Good ideas that are not achievable at this time
- Place ideas into categories of expense: no cost, low cost or high cost.
- Establish baseline information for area(s) of concentration so you can chart your school's progress and celebrate its victories.
- Of all the ideas, select one that you can do, and do it! Continue to repeat this idea so that the students are aware that the reward/incentive system is consistent and permanent.
- Review your efforts and results. Find all of the potential problems and address them before you start a new idea.

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Jostens Renaissance™



Create a plan of action:

- A 3 to 6 month planning period is usually necessary to implement a Jostens Renaissance program.
- Select a date to officially start your program.
- Return to your faculty/staff with a solid plan to garner as much support from your colleagues as possible.
- Enlist faculty members' help, drawing on their energy, talent and ideas.
- Make volunteering easy. Have a job ready when someone offers help.

Formally introduce Jostens Renaissance to your student body:

- Kick off with a party, dance, rally, etc. Try to build interest and curiosity with promotion. Decide how this will be done, and who will be responsible.
- Try to bring in a speaker to ensure that everyone is aware that a new era is dawning at your school.
- Plan a student recognition program that is out of the ordinary. Seek to recognize large numbers of students for a variety of positive achievements.
- Remember to keep recognition visible and tangible.

Fully implement and promote Jostens Renaissance in your school:

- Keep the program image, name, principles and criteria in front of everyone all the time.
- Advertise! Advertise! Advertise!
- Plan ongoing recognition efforts. Plan recognition weekly, monthly, or whenever the opportunity presents itself.
- Focus on the behaviors that demonstrate improvement in key performance areas.
- Remind faculty and students that incentives and rewards are earned. These incentives and rewards must be viewed as a part of the school's culture in order to reinforce the positive behavior you wish to see.

