

## Gamification Model for Training Newly Hired Teachers *“Reach for the Stars”*

### **Introduction:**

Welcome to our school! We are excited you are here and are looking forward to getting to know you better. As a newly hired teacher, there are some essential things and people you need to know. Instead of sitting in ho-hum training sessions, you are going to *Reach for the Stars*. *Reach for the Stars* is our very interactive training game ... learning has never been so much fun!







*Reach for the Stars* has 5 levels of missions. As you complete each mission you will earn Gold Stars. When you have completed a level, you will not only earn a special badge, and move to the next level, but you will also receive some great merchandise! Some missions you will do individually, and some you will do with a partner. As you progress in levels, the missions will become more challenging. With great challenge, comes great reward.

The *Reach for the Stars* Leaderboard will be displayed prominently in the main training room and will be updated as you and your fellow teachers complete your missions, earn Gold Stars, and reach higher levels. There may even be some bonus Gold Stars along the way. 😊

Get ready to learn, have fun, and *Reach for the Stars*!

**Rules:**

1. The following table outlines each level, the number of Gold Stars needed to move to the next level, and a brief description of each level's badge:

<i>Level</i>	<i>Gold Stars</i> ★	<i>Badges</i>	
1	0		Balloon: You have lift off. You will be watching videos and answering questions associated with school and/or district policies. All participants in Level 1 will have this badge.
2	10		Compass: You are heading in the right direction. You will be on a scavenger hunt with a partner (like the Amazing Race) to find specific and important locations around the school. All participants in Level 2 will have this badge.
3	30		Key: You are getting to know "key" people. You will be on a mission with a partner to "Meet the Team." You will find and visit specific people associated with the school. All participants in Level 3 will have this badge.
4	60		Bullseye: You are on target. You will be working with a partner to become familiar with the functionality of the school-approved LMS. All participants in Level 4 will have this badge.
5	100		Home: You are in the homestretch. You will be presented with real-life scenarios that could occur in the classroom, on school grounds, or with parents. You will decide the best ways to handle each situation based on your training. All participants in Level 5 will have this badge.
			Star: You are a star! When you have successfully completed all missions and have earned at least 150 Gold Stars, the game is over, and you will earn the ultimate star badge. Congratulations, your new-hire training is complete.

Free, non-editable badges were created by Tim Slade and downloaded from <http://www.powerpointicons.com/flat-gamification-icons/>

## 2. Earning points:

- Level 1 - The successful completion of each mission in level 1 earns 1 Gold Star.
- Level 2 - The successful completion of each mission in level 2 earns 2 Gold Stars.
  - Each member of the first team to successfully complete all missions in level 2 will earn 5 bonus Gold Stars, each member of the second team will earn 3 bonus Gold Stars, and each member of the third team will earn 1 bonus Gold Star.
- Level 3 - The successful completion of each mission in level 3 earns 3 Gold Stars.
  - Each member of the first team to successfully complete all missions in level 3 will earn 5 bonus Gold Stars, each member of the second team will earn 3 bonus Gold Stars, and each member of the third team will earn 1 bonus Gold Star.
- Level 4 - The successful completion of each mission in level 4 earns 4 Gold Stars.
  - Each member of the first team to successfully complete all missions in level 4 will earn 5 bonus Gold Stars, each member of the second team will earn 3 bonus Gold Stars, and each member of the third team will earn 1 bonus Gold Star.
- Level 5 - The successful completion of each mission in level 5 earns 5 Gold Stars.



## 3. Moving through levels:



- You must complete all missions at your current level before moving to the next level. You may not skip any missions in your current level, and you may not start any missions in a level you are not in currently. You will earn Gold Stars to help you get to the next level, as specified in the table above.



## 4. Achieving goals:

- As you earn Gold Stars and move to each level you will receive that level's badge. Each level will also include marvelous merchandise such as a lanyard, special lanyard pins, a coffee mug, free concessions at school sporting events, a bag, a t-shirt, and a certificate. The three teachers with the most Gold Stars will earn bonus gifts when the *Reach for the Stars* training is complete.

Reach for the Stars Gamification Summary Chart

Level	Level Name	Expectations	Tasks/Activities	Validation of Competency
<p>1</p>  <p>(initial badge)</p>	<p>“To Do or Not to Do? (that is the question)”</p>	<p>By the end of this level, participants will know and understand how to apply school and district policies.</p>	<p>Participants will watch 10 different entertaining and informational videos associated with school and/or district policies. Interspersed throughout the videos will be questions related to the information presented in which the participants will answer.</p>	<p>Participants must score at least an 85% on the quiz questions for each video to earn a Gold Star for that activity. Upon completion of this level, each participant will have earned 10 Gold Stars, a staff lanyard, the Level 2 badge, and will move to Level 2.</p>
<p>2</p> 	<p>“Where Am I?”</p>	<p>By the end of this level, participants will know where specific and important rooms and buildings are located on the school’s property.</p>	<p>Participants will solve riddles and/or follow clues in a timed scavenger hunt (Amazing Race) activity to find specific locations around the school.</p>	<p>Participants’ progress will be evaluated by the items and pictures they bring back from their scavenger hunt. They will earn 2 Gold Stars for each location they find successfully. Upon completion of this level, each participant will have earned a total of at least 30 Gold Stars, a lanyard pin, a coffee mug, the Level 3 badge, and will move to Level 3.</p>

<p>3</p> 	<p>“Who Are You?”</p>	<p>By the end of this level, participants will have met specific, key people from the administration, staff, faculty, and support personnel.</p>	<p>Participants will be given an autograph booklet in which clues or riddles associated with specific people are listed. In a timed scavenger hunt activity, participants will have to figure out who those people are and find them on the school property. When each person is located, the participant must write down 1 interesting fact about the person and will receive a unique sticker from that person.</p>	<p>Participants’ progress will be evaluated by the items saved in the autograph book. They will earn 3 Gold Stars for each person they find successfully. Upon completion of this level, each participant will have earned a total of at least 60 Gold Stars, a lanyard pin, a \$5 “gift card” for free concessions at school sporting events, the Level 4 badge, and will move to Level 4.</p>
<p>4</p> 	<p>“For Real?”</p>	<p>By the end of this level, participants will be proficient with using the school-approved LMS.</p>	<p>Participants will create a class, enter students’ names, create assignments and assessments, and enter grades.</p>	<p>Participants’ progress will be evaluated based on their successful completion of each LMS activity. They will earn 4 Gold Stars for each completed activity. Upon completion of this level, each participant will have earned a total of at least 100 Gold Stars, a lanyard pin, a school bag, the Level</p>

				5 badge, and will move to Level 5.
<p>5</p> 	<p>“Say What?!”</p>	<p>By the end of this level, participants will apply their knowledge and experience to handle real-life situations.</p>	<p>Participants will be presented with real-life scenarios that could occur in the classroom, on school grounds, or with parents. These scenarios will be presented via videos, role-play, and case studies. Participants will decide the best ways to take care of each situation based on their training.</p>	<p>Participants’ proficiency will be evaluated based on their scoring at least an 85% on the questions associated with the scenarios. They will earn 5 Gold Stars for each completed activity. Upon completion of this level, each participant will have earned a total of at least 150 Gold Stars, a lanyard pin, a school t-shirt, certificate of completion, the Final badge, and will have completed the new-hire training.</p>
<p>Game over</p> 	<p>“You’re a Star!”</p>	<p>Training is complete.</p>		

**Level One: *“To Do or Not to Do? (that is the question)”***

Level 1 is about school and district policies. You are probably thinking, “Uggh – how boring!” Well... you will be quite surprised when you watch these informational, yet very entertaining short videos. As you watch each video, you will be presented with questions associated with what you have watched. When you have earned at least an 85% on your “quiz” questions for each video, you will earn 1 Gold Star. You must complete all 10 video missions. When you have earned 10 Gold Stars, you have completed Level 1. You will also receive a staff lanyard, the Level 2 badge, and will move on to Level 2.

**Level Two: *“Where Am I?”***

Level 2 is about finding your way around our buildings and grounds. In this timed Amazing Race type scavenger hunt, you will work with a partner to solve riddles and follow clues to find specific and important locations. Don’t forget your phone, you’ll need it! Along the way you will take pictures, tweet using specific #hashtags, and collect some fun items. There are 10 location missions; you will earn 2 Gold Stars for each mission you complete successfully. You will want to complete all 10 missions. When you have earned the 20 Gold Stars available in Level 2, you will also receive a lanyard pin, a coffee mug, the Level 3 badge, and will move on to Level 3. But wait... there’s more....

Bonus Gold Stars:

- Both members of the first team to successfully complete all missions in level 2 will earn 5 bonus Gold Stars
- Both members of the second team will earn 3 bonus Gold Stars
- Both members of the third team will earn 1 bonus Gold Star

By the end of Level 2, you will have earned at least 30 Gold Stars.

**Level Three: *“Who Are You?”***

Level 3 is about connecting with key people. Now that you know what you should or should not do, and where to go, now it’s time to meet and greet some VIPs. In this timed scavenger hunt, you will work with a partner to solve riddles and follow clues to find specific and important people listed in your autograph booklet. When you locate each VIP, find his/her page in your autograph booklet, write down 1 interesting fact about the VIP, and affix the unique sticker you receive from that person. There are 10 VIP missions; you will earn 3 Gold Stars for each mission you complete successfully. You will want to complete all 10 missions. When you have earned the 30 Gold Stars available in Level 3, you

will also receive a lanyard pin, a \$5 “gift card” to be used for concessions at school sporting events, the Level 4 badge, and will move on to Level 4. But wait... there’s more....

Bonus Gold Stars:

- Both members of the first team to successfully complete all missions in level 3 will earn 5 bonus Gold Stars
- Both members of the second team will earn 3 bonus Gold Stars
- Both members of the third team will earn 1 bonus Gold Star

By the end of Level 3, you will have earned at least 60 Gold Stars.

#### **Level Four: “For Real?”**

Level 4 is about setting up your digital classroom. Now that you know what to do, where to go, and who to know, now it is time do what teachers need to do (besides teach). 😊 You will be working with a partner to learn the nitty-gritty about our LMS. Similar to a think-pair-share, you will each create a class, enter students’ names, create assignments and assessments, and enter grades. Have fun collaborating, problem-solving, and strengthening your partnership. As a teacher, these are skills you will need to use on a daily basis. There are 10 LMS missions; you will earn 4 Gold Stars for each mission you complete successfully. You will want to complete all 10 missions. When you have earned the 40 Gold Stars available in Level 4, you will also receive a lanyard pin, a school bag, the Level 5 badge, and will move to Level 5. But wait... there’s more....

Bonus Gold Stars:

- Both members of the first team to successfully complete all missions in level 4 will earn 5 bonus Gold Stars
- Both members of the second team will earn 3 bonus Gold Stars
- Both members of the third team will earn 1 bonus Gold Star

By the end of Level 4, you will have earned at least 100 Gold Stars.



**Level Five: "Say What?!"**

Level 5 is about determining what you would do in the real world. You will use all the knowledge and experience you have gained from your missions and put them into action. You will be presented with real-life scenarios that could occur in the classroom, on school grounds, or with parents. These scenarios will be presented via videos, role-play, and case studies. You get to decide how you would take care of each of these situations. You will need to score at least an 85% on the quiz questions associated with the scenarios. There are 10 real-life missions; you will earn 5 Gold Stars for each mission you complete successfully. You will want to complete all 10 missions. When you have earned the 50 Gold Stars available in Level 5, you will also receive a lanyard pin, a school t-shirt, a certificate of completion, and the Final badge. By the end of Level 5, you will have earned at least 150 Gold Stars and have completed the new-hire training.

**Game Over: "You're a Star!"**

But wait... there's more....

The three teachers with the most Gold Stars will earn bonus gifts when the *Reach for the Stars* training is complete.