

## Reward/Reinforcement Reflection Tool (R<sup>3</sup>): Considerations for Effective Reinforcement/Reward Systems

	Good	Fair	Weak	Undefined/Inadequate
Immediacy	Reinforcement is delivered <u>within 1-3 seconds</u> of demonstrating criteria for earning.	Reinforcement is delivered <u>within 1 minute</u> of demonstrating criteria for earning.	Reinforcement is delivered <u>within 5 minutes</u> of demonstrating criteria for earning.	Reinforcement is <u>not delivered within 5 minutes</u> of demonstrating criteria for earning.
Frequency	Rate of reinforcement of desired behavior <u>slightly exceeds</u> rate of baseline challenging behavior (e.g., 4 yells/day vs. 5 earns/day)	Rate of reinforcement of desired behavior <u>matches</u> rate of baseline challenging behavior (e.g., 4 yells/day vs. 4 earns/day)	Rate of reinforcement of desired behavior <u>is less than</u> rate of baseline challenging behavior (e.g., 4 yells/day vs. 3 earns/day)	The rate of reinforcement for the desired behavior is unclear or poorly defined.
Size/Amount	Amount of reinforcement <u>matches</u> the rigor of the criteria for earning. <i>(i.e., student is not motivated by a slightly smaller amount of the same reward)</i>	Amount of reinforcement <u>exceeds</u> the rigor of the criteria for earning. <i>(i.e., student can be successfully motivated by a slightly smaller amount of the same reward)</i>	Amount of reinforcement <u>is less than</u> the rigor of the criteria for earning. <i>(i.e., student can be successfully motivated by a slightly larger amount of the same reward)</i>	The amount of reinforcement for the desired behavior is unclear or poorly defined.
Contingency	After student demonstrates criteria for earning, reinforcement is <u>always</u> delivered. <b>and</b> When student has not demonstrated criteria, student <u>does not access</u> reinforcement.	After student demonstrates criteria for earning, reinforcement is <u>usually</u> delivered. <b>and</b> When student has not demonstrated criteria, student <u>does not access</u> reinforcement.	After student demonstrates criteria for earning, reinforcement is <u>sometimes</u> delivered. <b>and/or</b> When student has not demonstrated criteria, student <u>may gain access to</u> reinforcement.	After student demonstrates criteria for earning, reinforcement is <u>never</u> delivered. <b>and/or</b> When student has not demonstrated criteria, student <u>has easy access to</u> reinforcement.
Choice	<u>A choice</u> of reward is <u>always</u> provided to the student for demonstrating criteria for earning	<u>A choice</u> of reward is <u>usually</u> provided to the student for demonstrating criteria for earning	<u>A choice</u> of reward is <u>sometimes</u> provided to the student for demonstrating criteria for earning	<u>A choice</u> of reward is <u>never</u> provided to the student for demonstrating criteria for earning
Variety	Rewards <u>are always varied</u> over time <b>and</b> <u>reflect</u> student interests via preference assessment.	Rewards <u>are usually varied</u> over time <b>and</b> <u>reflect</u> student interests via preference assessment.	Rewards are <u>sometimes varied</u> over time <b>and/or</b> <u>do not reflect</u> student interests.	Rewards are <u>never varied</u> over time <b>and</b> <u>do not reflect</u> student interests.

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*Disclaimer:* The purpose of this tool is for reflection on some considerations in effective reinforcement/reward systems and is not intended for personnel performance, nor have the psychometric properties of the tool been examined.