



# Staff Recognition: Celebrating School Lunch Heroes

Presented by Leah Erke





# COURSE OBJECTIVES

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1. Describe benefits of staff recognition
2. Give examples of ways to recognize and reward staff
3. Name state- and national-level events and awards for school nutrition professionals

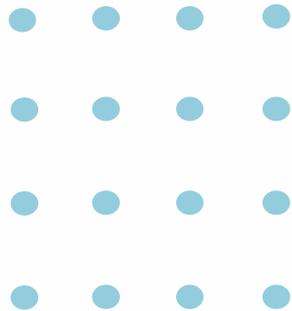
Recognition is  
**acknowledging the  
good work** an employee  
is doing and **sharing  
that they are valued.**

Source: Andriotis N. 2018. Employee Recognition in the Workplace: The Why and How. efront.



*“Recognition is so easy to do and so inexpensive to distribute that there is simply no excuse for not doing it.”*

-Rosabeth Moss Kanter, Management Consultant



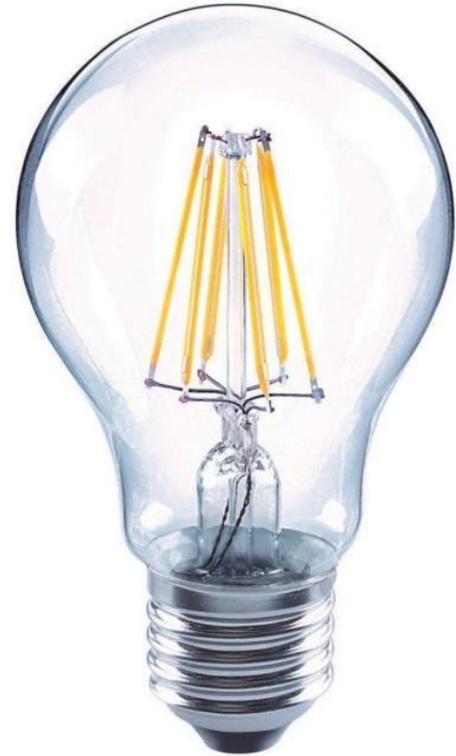
*“We all like to be recognized and appreciated. Just by giving an award or recognition certificate, formally recognizing someone in front of a group or even buying a cup of coffee, we’re telling the employee that their work is appreciated.”*

-Harvey Stein, President, Stein & Read Incentives

# Benefits of Recognition

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**What do you think are potential impacts?**



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The background features a series of overlapping, semi-transparent green triangles and polygons of various shades, creating a dynamic, abstract geometric pattern. The colors range from light lime green to dark forest green. The overall composition is clean and modern.

collaboration  
morale  
productivity  
happiness retention  
loyalty



## What do you value?

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- What actions and behaviors are expected?
- What actions and behaviors go beyond basic job expectations?

# Employees typically value personalized recognition for a job well done.

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Source: Luthans, Kyle. Recognition: Powerful, but often Overlooked, Leadership Tool to Improve Employee Performance. 2000. The Journal of Leadership Studies.





**Ask during performance evaluation**

**Paper or electronic survey**



# Staff Recognition Survey

*A job well-done deserves to be celebrated! Please tell us how you like to be recognized and rewarded.*

Name \_\_\_\_\_ Job Title \_\_\_\_\_

Birthday/birth month (don't include year) \_\_\_\_\_ Work Anniversary (Month/Date/Year) \_\_\_\_\_

Which of these do you like to be recognized for? (Circle all that apply.)



Great customer service



Taking on extra responsibilities



Contributing to a positive work environment



Consistent job performance

Other \_\_\_\_\_

Are you comfortable being recognized publicly for your contributions?



Yes



No

Other \_\_\_\_\_

How do you like to be recognized? (Circle all that apply.)



Verbally (such as a conversation)



In written form (cards, notes)



Events with team (e.g., catered meal, dessert)



Mementos (certificate, trophy, service pin)



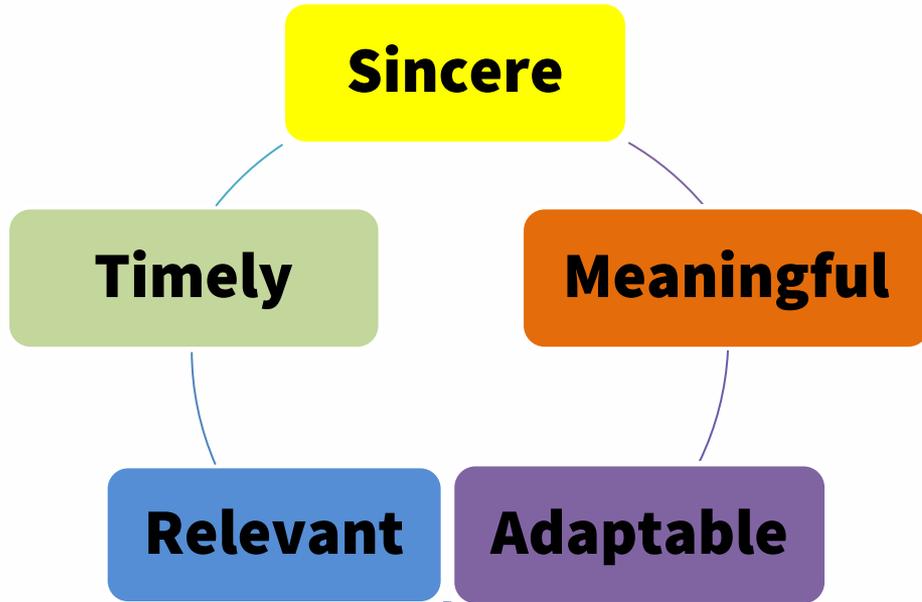
Small monetary awards or gifts

Other \_\_\_\_\_

Do you have any additional comments or feedback to share with us?

***Try our sample survey included as a handout with today's training!***

# Be SMART with recognition!



- ❖ Be sincere and specific
- ❖ Find out what is meaningful for each person
- ❖ Adapt to the individual
- ❖ Make rewards relevant
- ❖ Give recognition in a timely manner

# HOW DO YOU LIKE TO BE RECOGNIZED?

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# WITH WORDS – ONE-ON-ONE

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*“Thank you so much for helping me with inventory today. I know it’s rough when we’re short-staffed and I so appreciate you filling in the gaps.”*

*“I just want you to know that I’ve noticed how welcoming you are to the students coming through the line! Thank you so much for providing such great customer service.”*

# WITH WORDS – GROUP

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*“Quick shout-out to Mary for helping with inventory and Sarah for filling in on the serving line yesterday!”*



**Make a habit of  
building each  
other up!**





# MORE FORMAL RECOGNITION

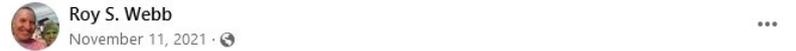
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- Awards
- Anniversaries
- Employee of the week, month, year

# Show appreciation via social media



Photo source: Creative commons



Congratulations to assistant food service coordinator at Lincoln-Douglas, Ashley Szarka for receiving the Blue Devil Coin. Ashley has been pulling double duty doing her job and the coordinator job. She was nominated by her staff who wrote she is leading with laughter and love despite challenges and shortages in personnel. Her positive attitude, sense of duty, and great care is making a difference.



  Leah Leeds Erke and 107 others

26 comments 9 shares

# APPRECIATION AND CELEBRATION EVENTS





# EVERYDAY FUN

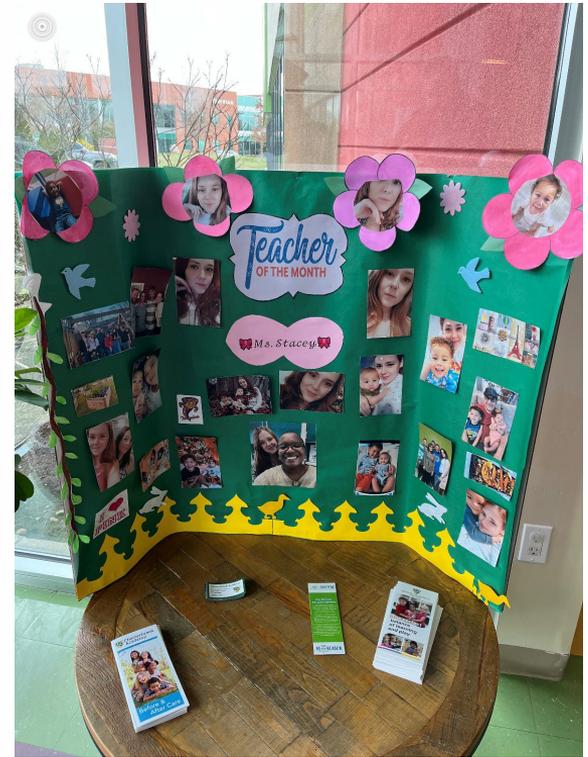


Above: Ramsey School District

Clockwise from top left:  
Irvington, Venice, Carlyle, Metropolis



**Menu names**



**“Get to know you” board**

# MEMENTOS





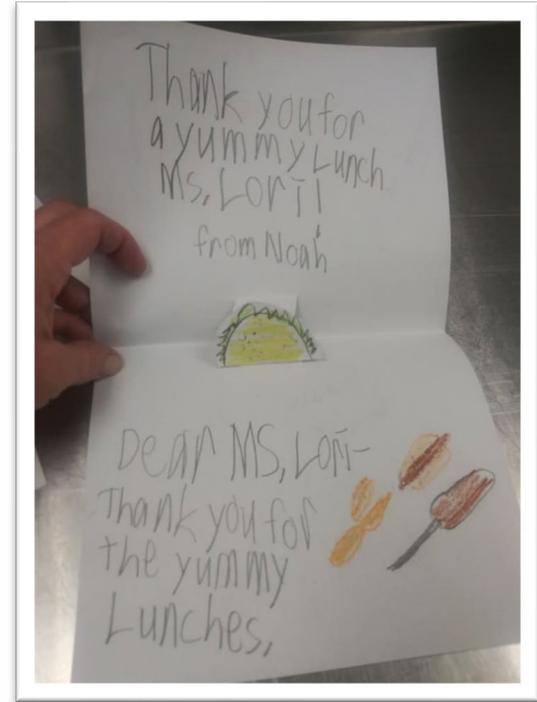
## **SMALL GIFTS**



# School Lunch Hero Day – May 5, 2023



<http://www.schoollunchheroday.com/>



# National School Lunch Week (October) and National School Breakfast Week (March)



# SNA Member Awards



- Employee of the Year
- Manager of the Year, in honor of Louise Sublette
- Director of the Year

**\*All nominees must be SNA members**

# Illinois State Board of Education Award

## School Nutrition and Wellness Champion

Nominations usually due in March or April

### 2023 winner:

Katie Ford, head cook at Shawnee CUSD 84 in Wolf Lake

### 2022 winner:

Steve Ebbesmeyer, food service director at  
Belleville District 118





**TIME FOR  
QUESTIONS!**



# THANK YOU!



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State Board of  
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