

Gamify Your Workplace Assignment

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Growing Fruit Game for New Teacher Orientation at Valley Christian Elementary School

Growing Fruit at Valley Christian Elementary School:

Welcome aboard, colleagues! As the training manager of Valley Christian Schools, I am responsible for all new teacher orientation. As Christians teaching at an elementary Christian school, we seek to develop the character of Christ in ourselves and our students, as that is the only thing we can take with us into eternity (Warren, 2017). All our teaching must be to change lives, not merely provide information. Just like you can tell a tree by its fruit, the spiritual fruit shows how the Holy Spirit works in people.

An overarching goal for all teachers and students at Valley Christian Schools is to grow in Christlikeness by demonstrating the Fruit of the Spirit in our lives. Pastor Rick Warren states, "What are these fruits of the Spirit? They are a perfect picture of the character of Christ. If we want to become like Jesus, then we must seek the fruit of the Spirit in our lives" (Warren, 2010). Pastor David Jeremiah overviews these fruits, "A person who lives a life led by the Spirit radiates love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control" as found in Galatians 5:22-23 (Jeremiah, 2023). Finally, God commands us as Christian educators to "be filled with the Spirit (Ephesians 5:18).

At Valley Christian Elementary School, we use the Fruit of the Spirit as defined in Galatians 5:22-23 as character goals and as the basis for the school-wide discipline plan we implement with our students. As a teacher at Valley Christian Elementary, we want to help you develop Fruit of the Spirit in your life. We want to help you become all God desires for you to be as a Christian teacher. We welcome you to God's school and our blessed that you have chosen to minister with us. While discussing the development of Fruit of the Spirit, Pastor Jeremiah states, "Practically speaking, bearing spiritual fruit can be broken down into five aspects of life" (Jeremiah, 2023). Next, Pastor Jeremiah overviews these five aspects of life:

1. The fruit of the Spirit defines our character.
2. The fruit of the Spirit describes our conduct.
3. The fruit of the Spirit determines our contributions.
4. The fruit of the Spirit distinguishes our communication.
5. The fruit of the Spirit drives spiritual conversion.

As we proceed through this new teacher orientation, we will relate spiritual fruit in the five aspects of life with the five aspects of being a teacher at Valley Christian Elementary. New teacher engagement and retention are essential to us. Research has shown that "Well-prepared and well-mentored teachers are much more likely to stay in teaching, as well as to be effective" (Strauss, 2017). To support these findings, Valley Christian Schools will establish two teacher mentors for each new teacher at Valley Christian Elementary during this new teacher orientation. Also, the two teacher mentors have agreed to support each new teacher for the first three years of their career at the school. Moreover, all new teachers will receive professional development (PD) opportunities free of charge, instruction delivered by Valley Christian teachers, and all PD sessions will have hybrid delivery options to maximize flexibility.

We want you to have a long and fruitful career with Valley Christian Elementary School. Our school board and administration have established policies and programs to support new teachers in our school, which we are excited to share with you. Approximately eight percent of teachers leave the profession annually; however, research has shown that robust salary schedules and administrative support can reverse those trends (Strauss, 2017). These strong policies and programs that support all our Valley Christian Schools' teachers will be discovered during our new teacher orientation. We greatly value all of you as our newest employees at Valley Christian Elementary, which we will demonstrate to you through our highly engaging new teacher orientation.

Educational technology is important to Valley Christian to stay current with 21st Century technologies. Gamification is one component of Educational Technology that can make learning engaging and interactive. As the training manager, I have gamified the onboarding process to demonstrate Valley Christian School's commitment to active learning and cutting-edge technology. Below is an overview and explanation of the Growing Fruit Game, Valley Christian Elementary School's New Hire Orientation.

Introduction:

Welcome aboard, Valley Christian Team Member! We all serve a loving, Omnipotent (all-powerful), Omnipresent (all-present or present everywhere), and Omniscient (all-knowing) God who has you at Valley Christian Elementary for this exact time in your lives. God has richly blessed all of you with distinct qualities, abilities, and characteristics. As new teachers at Valley Christian Elementary, you will serve your students, parents, colleagues, and God. As the Bible tells us, "Work willingly at whatever you do, as though you were working for the Lord rather than for people" Colossians 3:23 (NLT). Here at Valley Christian Elementary, we are members of the body of Christ (1 Corinthians 12), and we all strive to serve God by loving God, loving others, and working together.

You will be matched with your two teacher mentors in the Growing Fruit Game. These mentors will come alongside you, help you, and guide you as a new teacher at Valley Christian Elementary. Also, these mentors will stay with you and support you throughout the next three years at Valley Christian Elementary. These mentors have enthusiastically volunteered for this role. These mentors will serve as your coach as they lead you throughout the Growing Fruit Game and serve you during your school year. Of course, your grade-level teaching team will always help answer questions, but your two mentors should be your "go-to" team. The Growing Fruit Game will orient you to Valley Christian Elementary in a fun, game-like atmosphere.

The Growing Fruit Game has five levels that you will complete over the next five weeks prior to the start of school. All of these levels will fully prepare you for an excellent and fruitful start before the arrival of your students. Your challenge is to complete tasks, assignments, and activities within each level to earn a Growing Fruit. You can earn Growing Fruit by completing tasks, doing assignments, and finishing activities that will familiarize you with Valley Christian Elementary School, prepare you as a teacher, establish your classroom, etcetera.

When you have achieved all the Growing Fruit for a level, you must contact one of your mentors to ensure all tasks are completed. Your two mentors are teachers, too, so please do not wait to contact them, as they will support you every step of the way. Once one of your mentors verifies completion of a level, you will receive a Level Badge. Your goal is to get a Level Badge by completing each level of the Growing Fruit Game. Once you have completed all the levels in your Growing Fruit Game, you will receive a Fruit of the Spirit tree, Growing Fruit emblems, and fruit stickers for your classroom discipline program.

Growing Fruit Game Rules:

1. Growing Fruit Points needed to complete each level.

Level	Growing Fruit Needed
1. Introduction to the heritage of Valley Christian Schools	100 points
2. Valley Christian Schools' Benefits & Compensation to Employees	150 points
3. Valley Christian Elementary School Overview	200 points
4. Valley Christian Elementary School First-Year Teachers and Best Practices	250 points
5. Valley Christian Elementary School Teacher Performance Assessment Instrument	300 points

2. Points are earned through the accomplishment of tasks, engagement in activities, completion of assignments, and undertaking quests at every level. For a more in-depth clarification, refer to the detailed description in the Summary section.
3. New teachers at Valley Christian progress sequentially through the levels, commencing their journey from Level 1. As an employee achieves the complete set of points designated for each level and obtains the signature of one of their teacher mentors, they will achieve a Level Up, enabling them to advance to the subsequent level.
4. After each level, a mentor will give the new teacher a Growing Fruit Badge for that level.
5. After completing all the levels, the new teacher will have a fully completed Growing Fruit Race certificate signed by their teacher mentors, elementary principal, and school superintendent.
6. Once you have completed all the levels in your Growing Fruit Game, new teachers will receive a Fruit of the Spirit tree, Growing Fruit emblems, and fruit stickers for your classroom discipline program.

Gamification Summary Chart

Level	Level Name	Expectations	Tasks/Activities	Validation of Competency
1	Introduction to the heritage of Valley Christian Schools	<p>The fruit of the Spirit drives spiritual conversion. According to Proverbs 11:30, "The fruit of the righteous is a tree of life, and he who wins souls is wise." Pastor Jeremiah comments, "Put another way, anyone with strong connections to the Vine will make that relationship known to others" (Jeremiah, 2023).</p> <p>Level 1 will allow you to talk and have lunch with your mentors at Valley Christian. Afterward, you will log in to Valley Christian School's learning management system and learn more about the heritage of Valley Christian Schools. Since its beginning, Valley Christian Schools' goal has been a quality education built on a strong foundation of Christian faith.</p> <p>10 Growing Fruit Points are earned for completing each activity, assignment, or task for 100 points in this level.</p>	<p>Email, talk, and attend lunch with your two mentors from Valley Christian. Your mentors are excited to meet you!</p> <p>Login to the Valley Christian School's LMS and explore the website. Look for areas of quality education and strong witness for the Christian faith. Please note any questions you may have so you can ask your mentors.</p> <p>Please complete the interactive Valley Christian School's New Teacher e-Learning Module Level 1 includes:</p> <ul style="list-style-type: none"> • Our History • Meet Our President • Campus Gallery • Our Distinctives • Security • Publications • K-12 Programs • Spiritual Formation 	<p>Please print off the interactive Valley Christian School's New Teacher e-Learning Module Level 1 certificate and submit it to one of your mentors.</p>

2	Valley Christian Schools' Benefits & Compensation to Employees	<p>The fruit of the Spirit determines our contributions. "In Paul's letter to the church in Rome, he referred to their financial gifts for the needy saints in Jerusalem as "fruit" (Romans 15:28). God is a giver—He gave His only begotten Son. And Jesus is a giver—He willingly gave Himself as a sacrifice for sin" (Jeremiah, 2023).</p> <p>At Valley Christian Schools, we are dedicated to our employees. We aim to find highly qualified teachers and staff who go above and beyond the call of duty. Each employee seeks to be fully committed to every student and encourages them to do their best. Valley Christian Schools is interested in hiring the best talent in all areas whose beliefs are consistent with the beliefs of Valley Christian Schools.</p> <p>In Level 2, you will learn about the robust benefits and compensation available to all employees of Valley Christian Schools. Login to the Valley Christian School's LMS, and please complete the Valley Christian School's New Teacher e-Learning Module Level 2 on Benefits and Compensation.</p>	<p>Complete the New Teacher e-Learning Module Level 2 on Benefits and Compensation.</p> <p>Pass the Growing Fruits Memory Game, testing your knowledge of benefits and compensations.</p> <p>Topics in the New Teacher e-Learning Module Level 2 on Benefits and Compensation include:</p> <ul style="list-style-type: none"> • Robust salary schedule • Health Insurance • Dental Insurance • Vision Insurance • Disability Insurance • Retirement Plan • Tuition Benefits for Dependents • Higher Education Reimbursement • Sick Leave 	<p>Please print off the Interactive Valley Christian School's New Teacher e-Learning Module Level 2 and Growing Fruits Memory Game certificates. Afterward, submit these certificates to one of your mentors.</p>
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		<p>Afterward, you will participate in the Growing Fruits Memory Game, testing your knowledge of benefits and compensations.</p> <p>10 Growing Fruit Points are earned for completing each activity, assignment, or task for 150 points in this level. You must complete the New Teacher e-Learning Module Level 2 on Benefits and Compensation, plus pass the Growing Fruits Memory Game to proceed to Level three.</p>		
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3	Valley Christian Elementary School Overview	<p>"The fruit of the Spirit defines our character. As God's children, others should be able to describe us according to the nine-fold fruit of the Spirit. Are we loving? Patient? Joyful? Good and kind? Is the bounty of our spiritual harvest increasing or decreasing?" (Jeremiah, 2023).</p> <p>The schoolwide discipline plan of Valley Christian Elementary School is based on growing the fruit of the Spirit in our lives. For completing all levels in your Growing Fruit Game, you will receive a fruit of the Spirit tree, Growing Fruit emblems, and fruit stickers for your classroom discipline program. You will learn more about Valley Christian Elementary School's schoolwide discipline plan, academics, after-school enrichment, faith, and community in Level 3.</p> <p>In Level 3, you will learn all about Valley Christian Elementary School. Login to the Valley Christian School's LMS, and please complete the Interactive Valley Christian School's New Teacher e-Learning Module Level 3 on</p>	<p>Complete the interactive Valley Christian School's New Teacher e-Learning Module Level 3 on Valley Christian Elementary School.</p> <p>Topics in the New Teacher e-Learning Module Level 3 on Valley Christian Elementary School include:</p> <ul style="list-style-type: none"> • Admissions • Tuition Information • Financial Assistance • Elementary Bell Schedule • Elementary Academic Calendar • Course Catalog • Transportation/Busing Info • Elementary Academics • Field Trips • After-School Enrichment • Elementary Faith & Community • Elementary Campus Gallery 	<p>Please print off the interactive Valley Christian School's New Teacher e-Learning Module Level 3 on Valley Christian Elementary School. Afterward, submit this certificate to one of your mentors.</p>
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		<p>Valley Christian Elementary School.</p> <p>10 Growing Fruit Points are earned for completing each activity, assignment, or task for 200 points in this level. You must complete the Interactive Valley Christian School's New Teacher e-Learning Module Level 3 on Valley Christian Elementary School.</p>		
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4	Valley Christian Elementary School First-Year Teachers and Best Practices	<p>"The fruit of the Spirit describes our conduct. When talking about being enslaved to sin, the apostle Paul asked, "What fruit did you have then in the things of which you are now ashamed? For the end of those things is death" (Romans 6:21). Sinful choices lead to rotten fruit and spiritual death. However, righteous conduct leads to "holiness, and the end, everlasting life" (Romans 6:22). So our behavior indicates whether we are bearing the fruit of death or life" (Jeremiah, 2023).</p> <p>The two teacher mentors have agreed to support each new teacher for the first three years of their career at the school. Moreover, all new teachers will receive professional development (PD) opportunities free of charge, instruction delivered by Valley Christian teachers, and all PD sessions will have hybrid delivery options to maximize flexibility. Each professional development will allow you to interact with colleagues. We will come alongside you to celebrate your triumphs and address your concerns. Moreover, we will reflect on best practices that can</p>	<p>Complete the interactive Valley Christian School's New Teacher e-Learning Module Level 4 on Valley Christian Elementary School First Year Teachers and Best Practices.</p> <p>Topics in the New Teacher e-Learning Module Level 4 on Valley Christian Elementary School First-Year Teachers and Best Practices include:</p> <ul style="list-style-type: none"> • Why You Need to Succeed on the First Days of School • What Is an Effective Teacher? • How You Can Be a Happy First-Year Teacher • How to Close the Student Achievement • Why You Should Use Proven, Research-Based Practices • Why Positive Expectations Are Important • How to Help All Students Succeed • How to Increase Positive Student Behavior • How to Have a Well-Managed Classroom • How to Have an Effective Discipline Plan 	<p>Please print off the interactive Valley Christian School's New Teacher e-Learning Module Level 4 on Valley Christian Elementary School First Year Teachers and Best Practices. Afterward, submit this certificate to one of your mentors.</p>
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		<p>be implemented immediately in your classrooms. Your two veteran teacher mentors can draw on their expertise to help you increase your instructional effectiveness in your classrooms.</p> <p>In Level 4, you will learn about Valley Christian Elementary School's commitment to first-year teachers and best practices. Login to the Valley Christian School's LMS, and please complete the interactive Valley Christian School's New Teacher e-Learning Module Level 4 on Valley Christian Elementary School First Year Teachers and Best Practices.</p> <p>10 Growing Fruit Points are earned for completing each activity, assignment, or task for 250 points in this level. You must complete the interactive Valley Christian School's New Teacher e-Learning Module Level 4 on Valley Christian Elementary School First Year Teachers and Best Practices.</p>	<ul style="list-style-type: none"> • Increasing Your Students' Motivation • Getting Students Set to Learn • Providing Information Effectively • Modeling What You Mean • Making Material Meaningful • Checking Your Students' Understanding • Designing Effective Practice • Extending Your Students' Thinking • Teaching for Transfer • Teaching for Independent Learning 	
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5	Valley Christian Elementary School Teacher Performance Assessment Instrument	<p>"The fruit of the Spirit distinguishes our communication. If Jesus Christ fills our heart, the fruit of His presence will emanate from our mouth in the form of praise. Hebrews 13:15 says, "Therefore by Him let us continually offer the sacrifice of praise to God, that is, the fruit of our lips, giving thanks to His name." (Jeremiah, 2023).</p> <p>The administration at Valley Christian Elementary supports your professional and instructional development. One method for increasing teacher performance is through ongoing and formal teacher observations. As a teacher new to Valley Christian Schools, educators need to analyze individual components of the Teacher Performance Assessment Instrument. Throughout Level 5 activities, you will examine all components of this tool for teacher observations. Also, Level 5 assignments will involve brainstorming sessions to achieve the highest category of "Highly Evident" in all sections of the assessment instrument. Finally, these reflection activities will involve teacher</p>	<p>Complete the interactive Valley Christian School's New Teacher e-Learning Module Level 5 on Valley Christian Elementary School Teacher Performance Assessment Instrument.</p> <p>Topics in this module include:</p> <ul style="list-style-type: none"> • Demonstrating Knowledge of Content and Pedagogy • Demonstrating Knowledge of Students • Selecting Instructional Goals • Demonstrating Knowledge of Resources • Designing Coherent Instruction • Assessing Student Learning • Creating an Environment of Respect and Rapport • Establishing a Culture for Learning • Managing Classroom Procedures • Managing Student Behavior • Grouping Configurations • Application and Appropriate Practice • Communicating Clearly and Accurately 	<p>Please print off the interactive Valley Christian School's New Teacher e-Learning Module Level 5 on Valley Christian Elementary School Teacher Performance Assessment Instrument. Afterward, submit this certificate to one of your mentors.</p>
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		<p>training videos that examine and evaluate components of teaching, which are reflected in observation instrument.</p> <p>In Level 5, you will learn about Valley Christian Elementary School Teacher Performance Assessment Instrument. Login to the Valley Christian School's LMS, and please complete the interactive Valley Christian School's New Teacher e-Learning Module Level 5 on Valley Christian Elementary School Teacher Performance Assessment Instrument.</p> <p>10 Growing Fruit Points are earned for completing each activity, assignment, or task for 300 points in this level. You must complete the interactive Valley Christian School's New Teacher e-Learning Module Level 5 on Valley Christian Elementary School Teacher Performance Assessment Instrument.</p>	<ul style="list-style-type: none"> • Using Questioning and Discussion Techniques • Engaging Students in Learning • Providing Feedback to Students • Demonstrating Flexibility and Responsiveness • Use of Strategies and Scaffolding Techniques • Lesson Closure • Reflecting on Teaching • Maintaining Accurate Records • Communicating with Families • Contributing to the School • Growing and Developing Professionally • Showing Professionalism • Biblical Integration • Biblical Relevance • Biblical Instruction • Knowledge of Scriptural Principles • Christian Walk 	
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Level One. The purpose of Level 1 is to expose you to the rich heritage of Valley Christian Schools. There are ten tasks in Level 1. You will earn 10 Growing Fruit Points for each activity in this level for 100 points. For Level 1, you will need to complete all the missions. We are excited that you have chosen to teach at Valley Christian Schools. In Level 1, you will have lunch with your mentors and hear about their fruitful teaching experiences. The history and opportunities at Valley Christian Schools are abundant, so learn away!

Level Two. In Level 2, you will learn about the robust benefits and compensation available to all employees of Valley Christian Schools. There are eleven tasks in Level 2. You will earn 10 Growing Fruit Points for each activity in this level for 150 points. Also, you will play the Growing Fruits Memory Game to test your knowledge of the numerous benefits and compensation available. For your extra learning, you will earn two certificates for Level 2. Woohoo!

Level Three. Valley Christian Elementary School will be your teaching home and place for your students to bear fruit. Exciting adventures await you at every turn! In Level 3, you will learn all about Valley Christian Elementary School. There are twelve tasks in Level 3. You will earn 10 Growing Fruit Points for each activity in this level for 200 points. In Level 3, you will learn about Valley Christian Elementary School's schoolwide discipline plan based on the fruit of the Spirit. You are well on your way to receiving a fruit of the Spirit tree, Growing Fruit emblems, and fruit stickers for your classroom discipline program. Keep up the excellent work and growing fruit!

Level Four. In Level 4, you will apply all your knowledge from the previous levels to Grow Fruit Points in abundance. The administration at Valley Christian Elementary will provide you with tools for success as you embark on your first year of teaching. In Level 4, you will learn all about these tools for success and best practices. There are twenty tasks in Level 4. You will earn 10 Growing Fruit Points for each activity in this level for 250 points. Most importantly, you will gain confidence and increase your skill set for teaching your students. Please remember that your mentors will be by your side every step of the way! Happy learning and growing fruit!

Level Five. You are nearing the finish line! As your mentors can tell you, teaching is an exciting journey where you become a lifelong learner. Like your mentors, the school administration at Valley Christian Elementary wants to help you grow professionally. In Level 5, you will learn about the Teacher Performance Assessment Instrument. There are thirty activities in Level 5 worth a whopping 300 points! In level 5, you have opportunities for personal reflection by viewing videos of other teachers teaching. These videos will provide commentary that relates directly to the performance assessment instrument. You made it! Congratulations on earning all your rewards and participating in the Growing Fruit Game.

A decorative border surrounds the certificate, featuring various fruits including strawberries, lemons, oranges, and watermelon slices on a yellow background.

CERTIFICATE OF COMPLETION

VALLEY CHRISTIAN ELEMENTARY

EMPLOYEE NAME

With excellent work, has completed all five stages of the
Growing Fruit Game

Name of Mentor One
TEACHER MENTOR ONE

Name of Mentor Two
TEACHER MENTOR

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