



A PROGRAM FOR ALL STUDENTS GRADES 10, 11, AND 12

The Challenge Program, Inc.'s mission is to motivate high school students to develop the habits required to succeed in school and in their careers by building business/education partnerships.

MOTIVATION ★ **CONNECTION** ★ **CASH INCENTIVES** ★ **CAREER READINESS**

3 STEPS

★ —MOTIVATE— ★

PROGRAM ORIENTATION:

The Challenge Program, Inc. (TCP) connects each school with a local community business partner who sponsors the Program in the school for the year.

- Each fall, TCP will implement a Kick-Off assembly of the Program for the students. You will be sent a scheduling form in August.
- In order for the students and the business to benefit from the program, it would be most effective to be scheduled before the end of the first nine weeks of your school year.
- TCP & your school's Business Partner introduce the 5 awards categories, connecting them to academic and career success. (see page 3 for the 5 award categories)
- FOR PA SCHOOLS: Our program satisfies PA CEW Standards 13.1.11; 13.2.11; 13.3.11. Surveys are available to be saved as artifacts for students' Career Readiness Portfolios.

★ —CONNECT— ★

CAREER READINESS AND WORKFORCE DEVELOPMENT:

The Business Partner engages with students in one (or more) workforce development activities.

- Activities will be planned for students and educators (interviews, presentations, tours, business partner weeks).
- Students & educators learn about local career options and the training and/or education required for these jobs.
- Educators, especially in Pennsylvania, can use reflection surveys as Articles of Evidence for Career Standards and Goals compliance. Our program satisfies PA CEW Standards: 13.1.11; 13.2.11; 13.3.11.
- Students stay engaged beyond the classroom through TCP's social media, which motivates, acknowledges, and informs with content like Student of the Year updates, Commitment to Community Service announcements, giveaways, and activities.

★ —REWARD— ★

AWARD ACCOMPLISHMENT:

Through the sponsorship of your school's Business Partner, 15 awards are presented to the students for the school year. (Your school will select your award winners by the criteria on page 3.)

- 5 Seniors, 5 Juniors, and 5 Sophomores will receive an award certificate and a \$200 check in their name, per school.
- 2026 Graduating seniors will receive their awards prior to graduation.
- 2025-2026 Underclassmen will receive their awards, at the Kick-Off assembly in the Fall of 2026.

SELECTING AWARD RECIPIENTS

**THERE ARE 15 AWARDS
FOR EACH PARTICIPATING SCHOOL**

5 SENIORS ★ 5 JUNIORS ★ 5 SOPHOMORES

The Challenge Program, Inc.'s mission is to motivate students to develop habits that lead to success in both school and future careers.

To effectively inspire students, it's important they believe they have a real opportunity to win. That's why TCP asks educators to randomly select winners from among the top eligible students in each grade for **most award** categories.

As a guideline, TCP recommends choosing from the top 10% of students in each category. However, we understand that each school is different—please feel free to adjust your process to fit your student body. We simply ask that you be consistent so that the process is fair.

NOTES:

- Once you schedule your Kick-off Assembly (fall)/Senior Awards Presentation (spring), you'll receive an email asking you to submit your winners' names.
- You must select 1 award winner for each category, per grade.
- Awards given at the Kick-off Assembly are based on the previous school years accomplishments.
- If a student qualifies for an award in more than 1 category, you can put them in the drawing for each. Occasionally, a student may win more than 1 award.

**IF YOU HAVE ANY QUESTIONS OR CONCERNS, PLEASE EMAIL
THECHALLENGEPROGRAM@TCPINC.ORG OR
CALL 814-533-7401 x103.
PLEASE MAKE SURE TO INCLUDE THE NAME OF YOUR SCHOOL IN YOUR
EMAILS AND VOICEMAILS.**

5 AWARD CATEGORIES

★ ATTENDANCE

- Students who show up for school have a much better chance of doing well in school and will have developed the discipline to show up for work after they graduate. This award motivates students to show up at school every day.
- The award is given to students who show up on time and have the least amount of absences during the school year.
- For this award, review your students' attendance records. If you have one student who has stellar attendance in their grade, you have your winner. Otherwise, randomly select a winner for each grade (10th, 11th, and 12th) from your students with the best attendance record.

★ STEM

- It's important for students to gain STEM (Science, Technology, Engineering, and Math) related skills to succeed in life and careers. TCP wants to encourage all students to not only take STEM classes but do their best to succeed in them. If your school is a AVTS or CTC, students taking courses in cosmetology, graphic arts, construction, carpentry, IT, and healthcare related subjects would be eligible. This award motivates students to take and excel in STEM related classes.
- This award is given to students who are your school's top performers in STEM related courses.
- For this award, identify your STEM related classes and select the top performers in each grade. **ALL students taking a science, technology, engineering, or math related class should be considered.** Draw a winner's name for each grade from your list of top performers.

★ COMMUNITY SERVICE

- Students who give back to their communities develop passions and skills that not only support their personal and career success but also increase their likelihood of making a lasting, positive impact on their communities. This award motivates students to do community service.
- This award is given to students who turn in the most community service hours. **Encourage your students to record and turn in their community service hours!** Use this form or any method acceptable by your school for verifying service hours. (Link form)
- For this award, review the community service hour records of your students and draw your winners' names from the students with the most service hours in each grade.

★ ACADEMIC IMPROVEMENT

- Developing the habit to try their best, is a habit that will serve students well in all areas of life. This award motivates students of all academic levels to put in the effort to improve their grades
- This is an award that every student can strive towards. Any student who works hard to improve is eligible whether they improve from failing to passing or from a good grade to a excellent grade.
- Review your students' grade point averages and select the students whose grades have improved the most. If you have a student who has clearly improved the most, that student should be the winner for that grade (10th, 11th and 12th) from your students with the most improvement.

★ ACADEMIC EXCELLENCE

- Students who achieve academic excellence have developed habits to work hard, stay focused, and manage time. These habits will serve them in any educational or career pursuit they choose. This award motivates students to aim to do their very best.
- This award is for your top performing students.
- Review your students GPAs and draw a winner for each grade from the top performers.

Note, senior awards are selected base on performance during the first 3 quarters of the school year and handed out in the spring. Awards for grades 10 and 11 are based on 4 quarters and handed out the following fall Kick-Off Assembly.

5 AWARD CATEGORIES: CTC VERSION

★ ATTENDANCE

- Students who consistently show up for their trade or co-op placement have a much better chance of building the skills, discipline, and reliability needed to succeed in their career. This award motivates students to prioritize attendance in their trade or co-op every day.
- The award is given to students who arrive on time and maintain the fewest absences from their trade or co-op during the school year.
- For this award, review your students' trade or co-op attendance records. If you have a student in each grade with outstanding attendance, they are your winner. If multiple students qualify, randomly select a winner from those with the best attendance record in each grade (10th, 11th, and 12th).

★ WORK ETHIC

- It's important for students to develop a strong work ethic to succeed in life and careers. TCP wants to encourage all students to not only show up and put in the effort, but to do their best in every aspect of school and work — including preparing for and excelling on their NOCTI exam.
- This award is given to students who consistently demonstrate dedication, reliability, and effort in their classes, trade, or co-op, and who apply those same qualities toward success in their NOCTI exam.
- For this award, identify the students in each grade who model a strong work ethic — such as those who always follow through, stay on task, go above and beyond, and take pride in their NOCTI performance. From this list, randomly select a winner for each grade (10th, 11th, and 12th).

★ COMMUNITY SERVICE

- Students who give back to their communities develop passions and skills that not only support their personal and career success but also increase their likelihood of making a lasting, positive impact on their communities. This award motivates students to do community service.
- This award is given to students who turn in the most community service hours. **Encourage your students to record and turn in their community service hours!** Use this form or any method acceptable by your school for verifying service hours. ([Link form](#))
- For this award, review the community service hour records of your students and draw your winners' names from the students with the most service hours in each grade.

★ DETERMINATION AND RESILIENCE

- Developing the strength to keep going, even through challenges or personal hardships, is a skill that will serve students well in all areas of life. This award motivates students to show determination and resilience both inside and outside the classroom.
- This is an award that every student can strive toward. Any student who has faced obstacles — whether personal, academic, or emotional — and continued to work hard and excel is eligible.
- For this award, reflect on students in each grade who have overcome adversity and still achieved success. If you have a student who clearly demonstrates the greatest resilience, that student should be the winner for that grade (10th, 11th, and 12th).

★ ACADEMIC IMPROVEMENT

- Students who show improvement in their trade have developed the habits of hard work, focus, and perseverance. These skills will serve them well in any career path they pursue. This award motivates students to continue striving to do their best in their trade area.
- This award is for students who have demonstrated significant growth and improvement in their trade or co-op.
- Review your students' progress in their trade programs and select those who have shown the most improvement. From this list, draw a winner for each grade (10th, 11th, and 12th).

Note, senior awards are selected base on performance during the first 3 quarters of the school year and handed out in the spring. Awards for grades 10 and 11 are based on 4 quarters and handed out the following fall Kick-Off Assembly.

THE RISING STAR AWARD

Every year, The Challenge Program, Inc. hosts The Rising Star competition (Previously known as Student of the Year). To enter, students that attend a TCP partnered school can fill out a survey and explain how The Challenge Program, Inc. and their business partner have affected them, and also answer the questions "Why Not Me? Why Not Now?"

OPEN TO ALL 10TH, 11TH, AND 12TH-GRADE STUDENTS.



Santana Kennedy, 2025 Award Winner

★ VISIT WWW.TCPINC.ORG TO ENTER

★ TELL US HOW TCP MOTIVATED YOU

★ 10 STUDENTS WILL WIN

💰 WINNER RECEIVES \$2,500

💰 TOP 2 RUNNERS-UP RECEIVE \$2,000 EACH

💰 7 RUNNERS-UP RECEIVE \$500 EACH

COMMITMENT TO COMMUNITY SERVICE

We invite ALL students in grades 10-12 from our partnered schools to participate in this competition. The competition will start on Monday, January 20, 2026, Martin Luther King Jr. Day, a national service holiday. This holiday empowers individuals, strengthens communities, bridges barriers, and addresses social issues, making it a perfect fit for the launch of this competition!



Evie Paserba, 2025 Award Winner

★ COMPETITION IS OPEN DURING THE WEEK OF MARTIN LUTHER KINGS BIRTHDAY

★ STUDENTS IN 10TH - 12TH GRADE CAN APPLY

★ VISIT WWW.TCPINC.ORG TO LEARN MORE

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www.tcpinc.org