

## Farrington High School Teacher Leadership Cadre SY 17-18

### **Meeting Norms**

1. Respectful dialogue is essential.
2. Be solution oriented
3. Address issues, not people: Don't take things personally
4. What happens in TLC, stays in TLC-always present as friends
5. Try to speak up as early as possible.
6. Be cognizant of time and don't be offended if colleagues step in to expedite conversations.
7. Listen with an open mind
8. Support one another at all times

### **Decision Making Protocol**

We will strive for consensus in all decisions. Consensus means that everyone has a chance to describe their feelings and all TLC members can live with the decision. When necessary we will determine TLC members level of comfort with the decision using the fist to five model-a 3 indicates members can 'live with' the decision. Facilitator will be cognizant of time and initiate checks for consensus.

#### *Suggested Tips for Building Consensus from Adaptive Schools:*

1. *Insist that all views be heard, understood and respected*
2. *Legitimize all perceptions*
3. *Confront problems, misunderstandings and bad feelings in early phases*
4. *Achieve agreement on the objectives before making decisions*
5. *Look for little successes before tackling the problems*
6. *Look for ways of breaking fixation and redefining the problem. Avoid win/lose, either/or propositions.*
7. *Achieve agreement on criteria before making decisions*
8. *Keep summing up agreements*