

# Howard Street Charter School

## Staff Community Agreements

### Community Purpose

*The Howard St. Staff Community works together for the purpose of providing the best educational experience for students while being mindful of the Howard St. Charter School Mission and our own strengths, limitations, skill sets and passions. Collaborative work has clear purpose and strives for positive outcome. The Collective trusts one another that they are an important part of the collective and that conflict, discussion, passion and compromise are part of a healthy process for reaching positive school-wide outcomes for all.*

### Community Roles

*The Howard St. Staff Community works together by showing up and staying engaged in the work of the collective. Members of the collective maintain respect for all present and the work at hand. Confidentiality is respected and commitment to roles and responsibilities is maintained. Work of the community is shared with understanding and respect for member skill sets and workloads. Community members maintain a sense of humor, are open to ideas, flexible to outcome, and informed about their roles and responsibilities within the collective and in relationship to outcomes.*

### Community Process

*The Howard St. Staff Community work is conducted in a manner that is conscientious of time and others. Meeting agendas are provided and staff has the opportunity to have input on agendas. Meetings have clear start and finish timeframes and stay on the planned agenda target. Members of the collective have time to self-reflect and prepare as well as time to share and respond to ideas and agenda discussions. All voices are valued and listened to and members respect airtime and the sharing of voice time. Members understand and respect that disagreement and agreement have equal value in the process.*

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## ***Staff Community Agreements***

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- 1. Staff will engage in collaborative work that has clear purpose and strives for positive outcome for students, staff, and the Howard St. community.*
- 2. Staff trusts the collective and understands that conflict, discussion, passion and compromise are part of a healthy process for reaching positive school-wide outcomes for all.*
- 3. Confidentiality is respected and maintained.*
- 4. Members are engaged and committed in the work of the collective, maintain a sense of humor, honor time for self-reflection and discussion, and remain flexible to outcome.*
- 5. Community work is conducted in a manner that is conscientious of time and others, with clear timeframes and planned agenda targets.*
- 6. All voices are valued and airtime is respected*
- 7. Work and responsibilities of the community is shared with respect for member's skill sets and workloads.*