

ERHS Team Norms for Working Together

- **Environment:**
 - We will utilize advanced planning to ensure that the environments for our meetings are conducive to productivity by attending to issues of comfort, physical space, fun, and snacks/beverages.
- **Conflict:**
 - We will respect other's opinions, keep conversations open, table issues that need more time, and resolve with a 2/3 vote when necessary.
- **Participation:**
 - We will honor group decisions and recommendations with follow through and will seek validation of input by the leader(s).
- **Expectations:**
 - We will have purposeful agendas, stay on task, and engage in discussion that leads to action.
- **Confidentiality:**
 - We will trust and respect each other by keeping sensitive issues behind closed doors and by clearly stating that a topic is "confidential" and honoring it.
- **Decision Making:**
 - We will use Likert scales and show of hands voting when appropriate to make decisions that lead to follow through by individuals and completed processes.
- **Listening:**
 - We will provide for a reasonable amount of input and discussion from various groups and actively listen by avoiding side conversations.
- **Time:**
 - We will provide agendas in advance; stay on task by keeping things short, sweet, and to the point and by recognizing the limits of the agenda and making adjustments when necessary.