

Building and Implementing a Student (or Staff) Working Agreement

Definition: ***an agreement about the values, rules and standards for behavior created by consensus (not vote).***

Students

- *How do you want to be treated by teachers / leaders?*
- *How do you want to be treated by each other?*
- *How do you think teachers / leaders want to be treated by you?*
- *How do you want to treat each other when there is conflict?*

Staff

- *How do you want to be treated by administrators?*
- *How do you want to be treated by colleagues?*
- *How do you think administrators and colleagues want to be treated by you?*
- *How do you want to treat each other when there is conflict?*

Simple Guidelines for Any Working Agreement → There is NO One Form

1. Begin the agreement with "We agree to..."
2. Use complete sentences
3. Have between 6-12 statements within your working agreement

Effective Working Agreements

- Connect rules to values & principles
- Identify rules needed to run an effective school / class
- Involve students / staff in developing rules for what they believe they need from leaders and each other to be safe & successful
- Ensure that rules are clear and specific
- Make consequences relate to the rule
- Learning is the goal, not punishment
- Consider being educationally sound, not politically correct
- Predictable range of consequences is developed
- Consideration of additional consequences to improve behavior
- Update the agreement regularly to ensure effectiveness

Sample Student Working Agreement

1. Being mean is not allowed in our school.
2. We don't tease, call names, put others down, taunt or laugh at others.
3. We don't hit, shove, or punch anyone – ever.
4. If we see someone being hurt (physically or emotionally), we speak up and stop it (if we can) or go for help RIGHT AWAY. (And, if the first person we tell, won't listen... we keep telling until someone WILL listen.)
5. When we do things as a group, everyone is included and no one is left out.
6. We make new students feel welcome.
7. We listen to each other's opinions.
8. We treat each other with kindness and respect.
9. We respect each other's property (school property, too).
10. We look for the good in others and value differences; we don't have to be friends with everyone, but we will not be mean to anyone.