

# APPENDIX V – 90

## Collective Commitments Protocol

*Process described is intended to be used with a small team of teachers (8-16 people) in developing collective commitments, but could be adapted for a larger group or entire school.*

1. Establish importance and rationale for articulating collective commitments about our values and behaviors as a school community.
  - a. Utilize "Research in Support of Collective Commitments" PDF.
2. Have individuals consider the shared vision and the reflective question, "How do we need to behave if we are going to become the kind of school we seek to become?" and create 5 collective commitments that begin with the words "We will."
3. Pair up individuals to share collective commitments; partners should select (or create) the 3 most important commitments from their ideas and record on a large piece of chart paper.
4. Ask for each pair to share and display their collective commitments; take turns having each pair share with entire group without commentary or discussion.
5. Guide the group in merging or eliminating any similar commitments in order to obtain a smaller number and reduce any repetition.
6. Give all individuals 3 green dots and 1 red dot.
  - a. Have people vote for the most important collective commitments with their green dots by either putting 1 dot next to their 3 favorites or putting multiple dots on their favorite.
  - b. People can (but do not have to) put their red dot next to any collective commitment that they do not feel like they can personally commit to.
7. After everyone has voted with their dots, lead the group in a discussion about the results:
  - a. What collective commitments did the group feel were the most important? Why?
  - b. Were there any commitments that people could not commit to? If so, why?
  - c. Are these commitments specific enough about how we will behave as a group?
  - d. Are we leaving any commitments out that need to be included?
8. Based upon the voting and discussion, have the group agree upon 3-5 collective commitments that they all can make and adhere to.