

## Exemplar: SteerCo norms

1. **Kids first** – we make decisions based on the best interests of students; we hold ourselves accountable to student outcomes.
2. **High expectations** -- we directly challenge ourselves and our peers to confront brutal facts and meet high standards.
3. **Psychological safety** – we make it safe to take risks in meetings by over-communicating our listening; we don't interrupt; we work to ensure an equal distribution of voice.
4. **Lead for racial equity** -- we reflect and talk about the role race plays in our work, experiences, and decisions.
5. **Colin Powell principle** – we give honest input before decisions are made and then get behind decisions after they're made, even when we disagree with them.



# Facilitation example: Developing norms with SteerCo

## Protocol

1

3 minutes  
**Silent solo**



Brainstorm norms you would propose that your SteerCo adopt (notecatcher)

2

15 minutes  
**Discussion in systems**



Take turns sharing brainstormed norms. Prioritize and agree on 4-5 norms to adopt as a SteerCo.