



Board of Education Retreat

Saturday, January 20th



Today's Outcomes



Rational Outcomes:

- To ensure a common understanding of the Blueprint for Quality Schools Timeline and Recommendations for the spring and beyond.
- To gain knowledge about facilities master plan, funding and projects to inform a discussion about a Bond decision.
- To provide direction about initiating polling for a potential Bond and to understand the implications of the Bond timing decision.

Relational Outcomes:

- To reflect on our team dynamics and how they can influence decisions and discussions in our work this spring.

Team Norms



- Honor Time- No Sidebars, Technology Aligned to Meeting Purpose, Start and End on Time
- Act as a Collective Body- Honor Confidentiality
- Check for Understanding, Surface Assumptions
- Share Divergent Views- Value as a Learning Opportunity
- Celebrate Successes and Each Other's Contributions
- Presume positive intent
- No personal attacks

Team Reflection

Restorative Justice Team Building Circle

1. Opening
2. Introduction to the Talking Piece
3. Check In
4. Values
5. Discussion Rounds
6. Check out
7. Closing



SCARF Model



STATUS	CERTAINTY	AUTONOMY	RELATEDNESS	FAIRNESS
Importance in relation to others	Ability to predict the future	Perception of exerting control over one's environment	Feeling of security in relation to others- friend or foe?	Transparency and clear expectations/Reward from fairness
The perception of potential or real reduction in status can generate a strong threat response.	The brain is constantly trying to predict the near future. Even a small amount of uncertainty generates an 'error' response.	The feeling of having a choice greatly influences the level of stress.	The sense of belonging to a group is important. Collaborating and sharing information are closely tied to the level of trust.	Unfair exchanges generate a strong threat response. Greater transparency, communication and participation can have a positive impact.