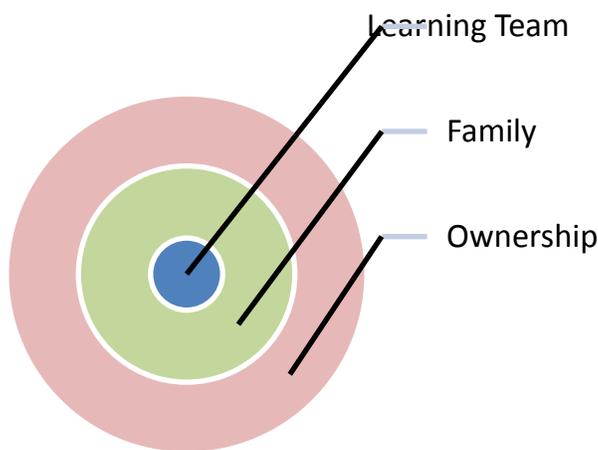


Creating a Charter:

- Build a process of creating the charter
- How will we assess the success of the charter
- How to implement the charter
- Reflection process over time
- Improve the charter
- Seal/ Logo

Defining the charter: a document that defines a new organization

Its purpose	Its principles	Its culture
What outcome's	Measurements	Structure, people
Renewal	Rituals	



Learning team Charter	<ul style="list-style-type: none"> • Culture (norms, rituals, values,direction) • Goals (Fun,), • How will we be measured at the end, • Roles that the team will do, (Scribe, Captain, Planner, Advisor, Tester, Public reporter,) • Our values, ... Curiosity, Trust, Flexibility ,,, • Deliverables? • How will we handle conflicts?
The Charter Covers: see above	





Family Charter	
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Team building: *teaching students to work in teams is one of the most important goals of a twenty-first-century teacher.*

<p>Faber Est Suae Quisque Fortunae</p> <p><i>Everyone is the maker of their destiny</i></p>
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<p>Definition:</p> <p><i>Turn groups into teams</i></p>	<p>Come together as a team to achieve a common goal. "he teamed up with the band to produce the album"</p> <p><i>synonyms:</i> join (forces), collaborate, get together, work together as a team to achieve a common goal.</p>
<p>List of Attributes:</p> <ul style="list-style-type: none"> • How should it operate? • How does it compare to a sports team? • What are our roles? • How am I successful? • How do we communicate and collaborate together? 	<ul style="list-style-type: none"> • Trust among team members • Picking a team captain • Make your team mate a winner • Complementary Skills • Enabling structure; roles, norm, culture • Common purpose • Focus on our thoughts that unite us versus our differences
<p>Build Collective Knowledge through Collaboration</p>	<ol style="list-style-type: none"> 1. Prepare the Teams 2. Insist on Norms 3. Empower Students to Coach One Another 4. Challenge the Teams 5. Value Beautiful Work (Quality)



Have teams identify the skills necessary for success. Discuss problem solving, communication, listening, objectivity, empathy, and asking for help.

[team-building-08042016.docx](#)

Using questions to help build a family charter

The programs ask, what sort of trajectory would you like to be on? Then the programs build social networks around the families to help them achieve their goals.

For example, Ella was asked if she would like to lead a “life team” that would help her family turn around. She agreed. She was given the power to select the eight people from across agencies who would comprise the team. She chose people from social work, the housing authority and the police force.

Members of the team spent 80 percent of their time with the family and only 20 percent on administration. Ella and the team worked together to stabilize her most immediate issue — negotiating away eviction notices. Then the team worked to improve inter-family dynamics so there wasn't so much violence and screaming

After a family is stable, the team and family **work on building skills and telling stories of success.** By 18 months, many of the families involved in the Life Team program no longer need the team. Ella got her first office job and assumed more responsibility for her family. Her kids were back in mainstream schooling.

Cottam has designed other programs with a similar collaborative ethos. Backr is a program that takes people who are detached from the labor force and helps them join extended social networks where they can connect one another to job openings and develop skills. Circles is a program for the elderly. It brings together lonely seniors into small groups that are part social club, part concierge service and part self-help cooperative. Wellogram is a similar social structure for the chronically ill.





Basically, Cottam's programs create villages within the welfare state. Her systems are not designed around individual clients, but around relational networks. People tend to have better outcomes when they are held accountable by a network of peers. Three-quarters of the smokers in Wellogram successfully quit, 44 percent lowered their blood pressure, 64 percent started work or went back to school.

The old legacy welfare programs were designed for people enmeshed in thick communities but who had suffered a temporary setback. Today many people lack precisely that web of thick relationship. The welfare state of the future has to build the social structures that people need to thrive. This is one way government can build community.

<https://youtu.be/RzkQcRrMu2A>

TRUST <https://www.fivebehaviors.com/>

Productive individuals thrive on teams that are based on trust—the foundation of The Five Behaviors™ model. In this program, teams discover how to view vulnerability as an opportunity for strengthening relationships among their teammates.

RESULTS

The goal of every team is results. By building a foundation of trust, engaging in productive conflict, achieving commitment, and holding team members accountable, teams never lose sight of their collective goals and can achieve their peak performance.

CONFLICT

When teams have a foundation of vulnerability-based trust, team members feel safe to engage in productive conflict focused on concepts and ideas. This conflict becomes a means for debating different perspectives and landing on the best possible solution.

COMMITMENT

The Five Behaviors™ model explores commitment as clarity around decisions and complete buy-in from team members. Teams that achieve commitment use a common language to engage in healthy debate and support decisions even if everyone does not initially agree.





ACCOUNTABILITY

High-performing teams set high standards for themselves. Holding team members accountable for their responsibilities helps establish respect among peers and guides the team to live up to their expectations.

<https://www.fivebehaviors.com/>

