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|  | **District Assessment System Design Toolkit**  *Workshop #1* |
| *Proposed Group Norms* |

**Developed By**

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# Proposed Group Norms

This toolkit is designed to facilitate a productive conversation between < parents, teachers, school leadership, district central office staff, district leadership, and school board members > in which no role is more important than any other. This is to make possible a balanced assessment system that serves the needs of all stakeholders, from students and parents to educators and policymakers. To be successful, all stakeholders must be well-represented, and all participants must have a strong sense of ownership.

In doing the work of designing a district assessment system, there are some challenges to be expected and proposed group norms intended to address those challenges, as listed below.

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| **Challenges to be Expected** | **Proposed Group Norms** |
| * Successfully completing the process will require openness to revisiting existing understanding. * Successfully completing the process will require compromise from staff at all levels in the system. * Successfully completing the process will require participants to share power across policy boundaries * Successfully completing the process will require that voices from all perspectives be equally heard and appreciated. * Tradition will get in the way. | * Think first of students and the support the system will provide to their educators. * Be open to expanded and/or altered understanding. * Consider your role as one critically important role in a system of many equally critically important roles. * Hold the experience, expertise, and needs of other participants with care. * Protect confidentiality of all participants. * Speak freely and contribute your own knowledge * Seek to understand before being understood. * Listen fully and reflectively to each other. * Challenge the limits of what is possible for yourself, your role, and your students. * Participate fully in each workshop * Complete in-between-session homework with care and on time. * Elicit the perspective of all participants in the process so that all voices are heard and appreciated. |