

Creating a Team Agreement – Troops and Parents



Objective

To provide a better understanding of the benefits and importance of Team Agreements, and to provide examples and ideas.

Length

15-20 minutes

Materials Needed

Sample agreements

Information to Share (spend 10-15 minutes on this section)

Creating a team agreement is an excellent way to prevent conflict and create a happy, safe, and healthy environment – both with girls and parents. This is because:

- It sets clear expectations from the very beginning, which avoids misunderstandings.
- By signing and submitting an agreement, individuals feel compelled to follow through.
- It avoids jealousy, blaming, or frustration with others.
- It is easier to confront someone if you have their commitment in writing.
- It provides an official capacity in which to hold someone accountable.
- It teaches girls integrity, responsibility, and professionalism.

Typical items to include in troop agreements:

- Follow the Girl Scout Promise and Law
- Listen, do not interrupt
- Avoid gossiping
- Let go of mistakes
- Watch body language when talking and listening
- No texting or making phone calls during meetings and events

Typical items to include in parent agreements:

- Follow the Girl Scout Promise and Law
- Respond quickly to communication (emails, phone calls, etc.)
- Keep up to date on what the troop is doing
- Pledge to volunteer a specific activity/amount of time/service to the troop
- Be familiar with Safety Activity Checkpoints

Information to Share (continued)

How can I make a team agreement Girl-Led?!?

- Invite girls to make their own team agreement.
- Ask them how they like to be treated, what their values are, etc.
- Get girls to work as a team to brainstorm and agree on what should be included in the agreement.
- Girls should also take the lead on the parent agreement, and what they expect of their parents.
- Provide guidance by asking questions that get the girls thinking.

How can I get my Daisies to understand a team agreement?

- Ask them how they like to be treated.
- Get them to come up with a small and simple list of the most important aspects from their ideas.
- Try the Five Finger Contract:
Each finger represents a guideline for the girls that is easy for them to remember. The thumb is for being positive; the pointer finger is for pointing out the good in others; the middle finger is for no negativity; the ring finger is for loyalty and respect; and the pinky finger is for safety. Each finger has an attribute that describes the finger, and you can demonstrate this to the girls with just your hand. When you have agreed on the contract, you can get a big piece of paper and have everyone trace their hands and sign their names in them to say that they agree to uphold and follow the contract. This is also great for Brownies and Juniors.

Things to consider when creating a team agreement:

- Is this item necessary?
- Do the items apply across situations?
- Are the items fair and reasonable?
- Is it possible to review and revise the rules? Are procedures in place for this?
- Is the agreement clearly understood by all members?
- Does everyone know the purpose behind the agreement and how to live up to it?
- Are there consequences for not following the rules?
- Are the consequences realistic?
- Are the consequences enforceable? By whom?

Activity (spend 5 minutes on this section)

1. Get people into small groups and have them look over the sample agreement.
2. Share ideas in your groups about team agreements. This could include what you have done in past, what did or didn't work, etc.
3. If there is time, write up a sample agreement as a small group, and share with the group at large.

Sample Agreement:

Girl Scout Troop 2481 - Behavior Contract

This contract will be in force for all troop meetings, events, field trips, camping, and other activities.

I understand and adhere to the Girl Scout Promise and Law as follows:

The Girl Scout Promise

**On my honor, I will try:
To serve God* and my country,
To help people at all times,
And to live by the Girl Scout Law.**

The Girl Scout Law

**I will do my best to be
honest and fair,
friendly and helpful,
considerate and caring,
courageous and strong, and
responsible for what I say and do,
and to
respect myself and others,
respect authority,
use resources wisely,
make the world a better place, and
be a sister to every Girl Scout.**

I will also follow the event/activity rules, which will always include the following:

1. A Girl Scout leaves a place better than she found it, therefore, we expect girls to clean up after themselves and the group—we're a team.
2. Girl Scout uses resources wisely, so we will not waste food, drink, or supplies. We won't waste time by not paying attention to instructions.
3. Each girl is expected to listen to her leader or adults in charge and respond respectfully to their directions.
4. The buddy system will be in force at all times and girls must notify the leader or other adult before leaving the designated meeting or event area with their buddy. (for example, to go to the rest room)
5. Girls are expected to learn to think and act for the good of the troop, not only for themselves. We work as a team and we help each other!
6. Every Girl Scout is a sister to every other Girl Scout. During meetings and events we are all friends and no one is to be excluded, and no disrespectful or hurtful behavior or words will be permitted between Girl Scouts.
7. Parents must pick up and drop off their girls at the designated times, as the leaders are volunteers, and they have families to attend to after troop meetings and events!
8. Parents are expected to turn in ALL paperwork and permission forms on time. Late forms cause problems for the volunteer leaders who arrange events, and purchase supplies during their free time. Late paperwork means EXTRA work for the troop leaders! : (

By adhering to these rules, I realize that the troop will run more smoothly and safely. I understand that failure to follow the guidelines listed may result in my having to leave the event or meeting. My parent will be called to come to the event to pick me up, regardless of the location.

I, _____ have read the above contract and agree to the standards and consequences listed.

Signed: _____

Girl Scout

Parent