**Capital Region Professional Growth Circle Norms**

Goal: Grow in to an administrator’s mindset where we collectively expand our leadership practices. Trust is the rock our work is built upon.

1. **Confidentiality** - Confidentially is essential; what is said in Circle stays in Circle unless permission is granted beforehand.
2. **Intention** - Mind the goal of *Good Intention* so all have a rewarding experience.
3. **Feedback** – Provide open and honest feedback. Disagree with ideas but not people.
4. **Active Listening** - All engage in active listening, reflection, and processing.
5. **Agenda** – Non-agenda items will be discussed after Circle time.
6. **Time**  - Time is used for agreed upon topics; we will start and end Circle sessions on time.
7. **Celebrations** – Each session will begin and/or end with sharing something to celebrate – even if it is ‘I survived…’ (as we know that celebrations are antidotes for feeling overwhelmed and fatigued).