WHAT IS THE FULL VALUE AGREEMENT?

The Full Value Agreement is the process in which a group agrees to find positive value in the efforts of its members. This positive value is expressed in encouragement, goal setting, group discussion, confrontation with a positive intent, a spirit of forgiveness, and taking ownership for behavior and outcomes individually and as a group. In other words, as individuals succeed, the group succeeds; and as the group succeeds, individuals succeed.

The Full Value Agreement additionally represents a common language that as a district; the Public Schools of Petoskey works to incorporate into how we do business on a daily basis.

FULL VALUE AGREEMENT TEAM NORMS:

Work as a Team:

- Focus is kept on the future success of the team
- Individual concessions/compromise may occur to move the team forward
- Challenges are dealt with as a team with respect to chain of command

Be Safe (Emotionally & Physically)**:**

- All team members focus on positive resolution
- Respect is given to all members of the team
- Even when team members disagree, the discussion moves toward resolution

Speak Up:

- Conversation contributions are polite and respectful
- Tone is conducive to problem solving as a team
- All team members participate in constructive conversation

*FVA is utilized prioritizing each component in the order they are listed above.

HOW WE INCORPORATE THE FULL VALUE AGREEMENT:

- Display the Full Value Agreement in classrooms, hallways, offices, buses, sports fields, etc.
- Talk with students, parents, staff, colleagues, administrators, and support staff about what it means to be a team, keep yourself and others safe, and the importance of speaking up, which includes or incorporates, listening.
- Return to the Full Value Agreement when situations arise within our education environments and utilize the Full Value Agreement to promote a positive school climate and culture.

Each year, we utilize the Full Value Agreement (FVA) in our discussions with students and parents about expectations and culture within the Public Schools of Petoskey and as meeting and classroom norms.