



AGREED STAFF NORMS

At Murputja Anangu School we...

- **MODEL PROFESSIONALISM**, teamwork and collaboration
- **SUPPORT & CARE FOR OTHERS** in all interactions
- **MINAMISE & MANAGE CONFLICT** using agreed processes
- **DEMONSTRATE RESPECT** in all interactions
- **INVITE CONTRIBUTIONS** from others and value creativity
- **CONSIDER OTHERS' VIEW** and seek to understand
- **MAINTAIN CONFIDENTIALITY** and respect other's privacy
- **USE HUMOUR** where appropriate to foster positive relationships
- **RESPECTFULLY HOLD OTHERS TO ACCOUNT** to ensure standards are maintained

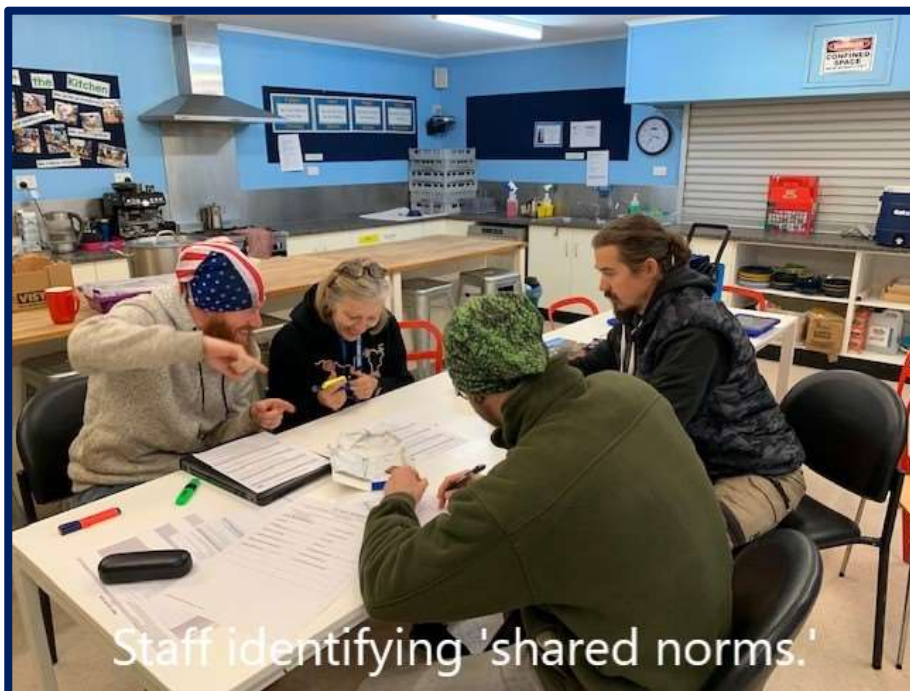
STAFF NORMS

Norms are informal understandings that govern the behaviours of a group. They are a pervasive element of social interaction which help people to get along, share common experiences and achieve their 'Collective Purpose'.

What behaviours do we consider non-negotiable to our collective success?

1. are there others?
2. lets' prioritise them
3. what are our top ten

MODEL PROFESSIONALISM	ACCOUNTABILITY <i>being prepared to up hold our norms & respectfully hold others to account</i>
HUMOUR <i>enjoying our similarities & celebrating differences</i>	CONFIDENTIALITY <i>Respectfully people's privacy</i>
CONSIDERATION <i>of others points of views</i>	LISTENING <i>inviting others to share their thoughts giving leave to everyone</i>
HELPING OTHERS	RESPECT <i>A given, critical</i>
CARING/SUPPORTING <i>Very empathetic & prepared to help & challenge others thinking</i>	PROFESSIONALISM <i>What is it? team work, professionalisation continuous learning, striving for improvement, Model it!</i>



Staff identifying 'shared norms.'