

Willow Creek Norms

- We will be punctual and prepared.
- We will listen and respectfully participate, avoiding side conversations.
- We will presume positive intent while having difficult conversations.
- We will be flexible and put student learning first.

Willow Creek Collective Commitments

- We will build healthy relationships by demonstrating respect and compassion for all.
- We will collaborate to find innovative solutions.
- We will be the biggest learners and model resilience.
- We will hold high expectations viewing all as capable.

What do these norms and collective commitments really look like?
How do they shape our relationships with each other?

If someone has let you down in their job duties, I can address that if you let me know about it. If they have fractured your relationship, that is something you have to address or let go of.

Restorative conversations vs. Restorative mediations

We are a restorative campus. We have hard conversations, ESPECIALLY when our feelings are hurt, because we value each other. Then we apologize for our missteps and we do better moving forward.