

Creating A Troop 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 ##### - Girl Behavior Agreement for MY

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

Sample Agreement:

Girl Scout Troop #### - Girl Behavior Agreement for MY

As a Girl Scout member, I agree that the following statements are true and I will follow them. They will be in effect every time I participate in a Girl Scout activity.

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. Girl Scout Law:*

I will do my best:

- *To be Honest and Fair* (for example, I will always tell the truth.)
- *Friendly and Helpful* (for example, I will be nice to others and I will help when I am asked or I see someone who needs help.)
- *Considerate and Caring* (for example, I will show kindness to others.)
- *Courageous and Strong* (for example, I will stand up for what I know is right. I will go to my leader or another adult when I see someone is being bullied or hurt.)
- *Responsible for what I say and do* (for example, if I say I will do something or say I won't do something, I will keep my promise.)

And

- *Respect myself and others* (for example, I will not put myself down or make fun of others.)
- *Respect Authority* (for example, I will listen and do as I'm asked by my leaders and parents.)
- *Use Resources Wisely* (for example, I will only take what I need and not waste supplies. I will respect the meeting and event property by following the rules of the facility.)
- *Make the World a Better Place* (for example, I will live by the Girl Scout Promise and Law not only in my Girl Scout meetings but every day and everywhere.)
- *Be a Sister to Every Girl Scout* (for example, I will respect, be inclusive, and have fun with every Girl Scout I meet.)

I understand that if I choose not to honor this agreement, it may impact my ability to participate in Girl Scout activities.

Girl Scout Signature

Date

Parent/Guardian Signature

Date

Troop/Group Leader Signature

Date

Sample Agreement:

Girl Scout Troop ##### - Parent Agreement for MY

Our children learn by example. Our volunteers endeavor to follow and teach the Girl Scout Promise and Law. It is expected that families/guardians will support those values in all Girl Scout activities.

As a parent of a Girl Scout, I agree to:

- Demonstrate a genuine interest in my daughter's participation in Girl Scouts, so I will reflect on the Girl Scout Promise and Law to be a positive role model for the girls.
- Support the volunteers who are working with my child in order to encourage a positive and enjoyable Girl Scout leadership experience for all. I will make every effort to attend any required parent meetings and adhere to parent deadlines.
- Ensure that my daughter's behavior supports the Girls' Code of Conduct.
- Submit requested permission slips, dues, and/or materials on time, ensure that my daughter is prepared for Girl Scout activities, and drop her off and pick her up on time.
- Communicate any concerns that I have directly to the volunteer responsible for the activity that my daughter is participating in private (*not in the presence of the girls or other parents*). I will follow the GSK process of handling conflicts at the lowest level if we are unable to agree on a resolution.
- Not initiate or participate in gossip or negative statements about Girl Scouting and will refrain from behavior that may undermine the leadership of a Girl Scout activity or the troop/group. Should I have a complaint or problem, I will share a suggested solution.
- Play an active role in my daughter's Girl Scout Leadership Experience. I will follow safety guidelines for all activities and guarantee a high quality environment for my child that is free from drugs, tobacco, and alcohol. I will refrain from their use at all Girl Scout events.
- Recognize that Girl Scouting is girl-led so I will uphold the Girl Scout Promise and Law by demonstrating positive support and respecting the opinions and goals of my daughter and other girls.
- Support my daughter's participation in product sales and will follow the GSK requirements for the distribution of rewards and recognitions.
- Support the Girl Scout efforts to provide an environment of acceptance for all girls and their families by asking my child to treat others with respect, regardless of race, color, creed, religion, age, sex, sexual orientation, citizenship, ancestry, physical or mental disability, marital status, veteran status, socio-economic/public assistance status, national origin or any other protected status.
- Acknowledge that there are a variety of ways for girls and adults to participate in Girl Scouting. If I or Council staff feel that a different participation option would be best for my daughter, staff will assist in engaging her in those activities.

I understand that my behavior directly impacts my daughter's ability to participate in a troop/group or other Girl Scout activities. I will honor this agreement so that my daughter can have a high-quality Girl Scout Leadership Experience.

Parent Signature

Date