

Creating A Troop Agreement – Troop Members and Parents/Guardians

Objective: To provide a better understanding of the benefits and importance of Troop Agreements, and to provide examples and ideas.

Length: 20-30 minutes

Materials Needed: Sample agreements, poster board & markers (optional)

Information to Share (spend 10-15 minutes on this section)

- Creating a team agreement is an excellent way to prevent and manage conflict and create a happy, safe, and healthy environment – both with troop members and parents.
 - It sets clear expectations from the very beginning, which avoids misunderstandings.
 - It avoids jealousy, blaming, or frustration with others.
 - It is easier to approach someone if you have their commitment in writing.
 - It provides accountability.
 - It teaches integrity, responsibility, and professionalism.
- Typical items to include in troop agreements:
 - Girl Scout Promise and Law
 - Leave the space cleaner than you found it (a Girl Scout tradition)
 - Listening to understand
- 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

Activity (spend 10 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 the 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

Questions and Points to Consider

How can I make a team agreement Girl-Led?

- Invite troop members to make their own team agreement.
- Ask them how they like to be treated, what their values are, etc.
- Get Girl Scouts to work as a team to brainstorm and agree on what should be included in the agreement.
- Girl Scouts should also take the lead on the parent agreement, and what they expect of their parents.
- Provide guidance by asking questions that get the troop 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

Sample Troop Member Agreement:

Girl Scouts of Middle Tennessee Troop ### - Girl Scout Behavior Agreement for MY####

This contract will be in effect 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

To be Honest and Fair

I will always tell the truth.

Friendly and Helpful

I will be nice to others; I will help when I am asked or see someone who needs help

Considerate and Caring

I will show kindness to others

Courageous and Strong

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

If I say I will do something or say I won't do something, I will keep my promise.

And to

Respect myself and others

I will not put myself down or make fun of others

Respect Authority

I will listen and do as I'm asked by my leaders and parents

Use Resources Wisely

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

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

I will respect, be inclusive, and have fun with every Girl Scout I meet.

Sample Troop Member Agreement Continued:

I will also follow the event/activity rules, which will always include the following:

- Girl Scouts leave a place better than they found it; therefore, we expect members to clean up after themselves and the group -- We're a team!
- Girl Scouts use resources wisely, so we will not waste food, drink, or supplies. We will pay attention to instructions.
- Each Girl Scout is expected to listen to their leader or adults in charge and respond respectfully to their directions.
- The buddy system will be always in use and Girl Scouts must notify the leader or other adult before leaving the designated meeting or event area with their buddy. (for example, to go to the restroom)
- 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!
- 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. No disrespectful or hurtful behavior or words will be permitted between Girl Scouts.

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/guardian(s) 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.

_____ Girl Scout Signature

_____ Parent/Guardian Signature

Sample Parent/Guardian Agreement:

Girl Scouts of Middle Tennessee Troop #### - Parent/Guardian Agreement for MYXXXX

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

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

- Demonstrate a genuine interest in my child's participation in Girl Scouts, so I will reflect on the Girl Scout Promise and Law to be a positive role model for the troop members.
- Support the volunteers who are working with my child to encourage a positive and enjoyable Girl Scout leadership experience for all.
- Make every effort to attend any required parent meetings and adhere to parent deadlines.
- Ensure that my child's behavior supports the Girls' Code of Conduct.
- Submit requested permission slips, dues, and/or materials on time
- Ensure that my child is prepared for Girl Scout activities and drop them off and pick them up on time.
- Communicate any concerns that I have directly to the volunteer responsible for the activity that my child is participating in private (*not in the presence of the other members or other parents*). I will follow Girl Scouts of Middle Tennessee's 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 child'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 child and other Girl Scout members.
- Support my child's participation in product sales and will follow Girl Scouts of Middle Tennessee's requirements for the distribution of rewards and recognitions.
- Support the Girl Scout efforts to provide an environment of acceptance for all Girl Scouts and their families by asking my child to treat others with respect, regardless of race, color, creed, religion, age, sex, gender identity, sexual orientation, citizenship, ancestry, physical or mental ability, marital status, veteran status, socioeconomic/public assistance status, national origin, or any other protected status.
- Acknowledge that there are a variety of ways for children and adults to participate in Girl Scouting. If I or Council staff feel that a different participation option would be best for my child, staff will assist in engaging them in those activities.

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

Parent/Guardian Signature

Date