

## Comer Process Guiding Principles

**Consensus:** Decisions are made by consensus.

A process of arriving at decisions that involves:

- Brainstorming
- Extensive discussion
- Identification and prioritizing of issues and solutions
- Systematic enactment and revisiting of programmatic interventions

Decisions are made by consensus to allow everyone to have input and to encourage maximum participation of all members on the team. No voting eliminates winner/loser feelings and behaviors that prevent full cooperation. Strategies and potential solutions are selected based on what appears to be best for student development and learning.

**Collaboration:** An effective team shares power and responsibility.

Collaboration is the component of the effective team effort that requires mutual respect.

Genuine collaboration is evidenced by:

- Dialogue
- Trust
- Debate
- Conflict resolution
- Attention to multiple perspectives

**No-Fault Problem Solving:** The focus is on solving problems.

Everyone shares equal responsibility for successes and failures. Rather than pointing fingers of blame, individuals seek to identify causes of problems and address them. Accountability becomes a group responsibility. Each individual contributes to the work of the group.

No-Fault problem solving:

- Focuses on the work, not on what is wrong with others
- Focuses on your own development rather than blaming others
- Provides information (feedback) rather than judging others