

Full Value Contract

A process where a group agrees to find positive value within the efforts of all its members. The positive value is expressed by encouragement, goal setting, group discussions, a spirit of forgiveness, confrontation and by the group taking ownership of their outcomes and behaviors.

Objective:

To have youth take part in coming up with a behavioral contract created by them which the entire group agrees to abide by, which each member will sign.

Materials:

A large piece of paper
Markers
Multiple youth to write
Participation from everyone in the group

Instructions:

First decide what the theme/design will be for your group (ex. a pie). Once the design has been drawn onto the paper, as a group, you must come up with positive words (values ie: honesty, trustworthiness, integrity, etc.) that will keep the group working together.

When the middle of the design is filled with all your positive values, proceed to come up with negative words (behaviors) that will break the group down or apart. These words will go on the outside of the design. Once all the values and behaviors the group has come up with, both positive and negative, have been written onto the paper it is time for everyone to sign.

By signing the paper it makes it a contract where everyone in the group is agreeing to abide by the values and behaviors they have chosen. Any violations on the Full Value Contract can and should be addressed in the “Wrap up” or “Amends” process.

At the end of each day the group is to review their day and to comment about anything that they have: Amends for, Gratitude for, if they need to give Credit to someone or themselves, have any Concerns and if they need to Ask for Help.

Outcomes:

- Youth are more likely to follow guidelines they have set up for themselves and have a better understanding of values (positive vs. negative attributes)
- Helps youth when they are thinking about the kinds of goals they want to set for themselves.
- Provides a “blueprint” for effectively living their lives consciously.

Check-in/Closing “Wrap Up”

- Take a third piece of paper and write:

Amends
Gratitude
Credit
Concerns
Ask for Help

- Explain that while the Full Value Contract sets the culture of your group, the Amends is a process that you will use at the close of each meeting. This gives a formal structure for processing what is happening together.
- Explain that the leader (i.e. whoever runs the meeting) will lead Amends the first couple of times and then various group members can volunteer to take the lead.
- Describe what each word means in this context:

Amends

This is an opportunity for group members to ask forgiveness, apologize or take responsibility for any of their actions during the course of the meeting or at other times in the workplace.

Examples: “I apologize for being late to the meeting”, “I’m sorry- I committed to getting back to the group but I have not been able to gather the information yet.” This is also a chance to offer a concrete plan for improving the situation.

Gratitude

This is a forum for expressing honest gratitude for anything within the meeting, the program, the agency or outside of the agency. This is a great opportunity to express gratitude for what others staff members, agency leaders or youth have done that has had a positive impact.

Examples: “Thank you to ___ for volunteering to help out with our event”, “I’m grateful for my health”, “Thank you ___ for spending some extra time with ___ when they were having a bad day.”

Credit

This is an opportunity to give credit to each other and to openly and publicly acknowledge each other’s hard work.

Examples: “I want to give credit to ___ for working hard to organize this meeting”, “I give credit to ___ making an extra effort to reach out to this youth by ___.”

Concerns

This is a chance to express concerns about anything in the program or in regard to specific youth or staff.

Examples: “ I am concern that we are not going to have enough staff members available to complete this project on time”, “I am concerned that_____ has been out sick for several days...is there any way that we can help him/her?”

Ask for Help

Any group member can ask for help on anything related to the program.

Examples: “I have a conflict and I am wondering if anyone could cover my group for ten minutes until I get back to the office”, “ I have a youth who needs a job in Bloomfield...does anyone know any employers that are hiring there?”

Outcomes

Standards:

Responsibility and Integrity

- Demonstrate honesty, dependability and self- control
- Assume responsibility for their behavior think before they act, consider the possible consequences on all the people affected by their actions, and assume responsibility for the consequences of those actions.

Respect

- Demonstrate a sensitivity to, and respect for the perspectives, opinions, needs and customs of others
- Judge other on their merits and be tolerant, appreciative and accepting of individual differences.

Blooms Taxonomy

- Knowledge
- Comprehension
- Application
- Analysis
- Synthesis
- Evaluation

Domain	Teacher-centered	Learner-centered
Knowledge	Transmitted from instructor	Constructed by students
Student participation	Passive	Active
Role of professor	Leader/authority	Facilitator/ partner in learning
Role of Assessment	Few test, mainly for grading	Many tests, for ongoing feedback
Emphasis	Learning correct answers	Developing deeper understanding
Assessment method	One-dimensional testing	Multidimensional products
Academic culture	Competitive, individualistic	Collaborative