

**Academy District 20
Growth and Capital Needs Committee
Norms**

1. All voices will be heard.
2. Consensus will be our decision making process.
3. We will be respectful of competing needs.
4. We will focus on topic at hand/charge.
5. We will complete homework assignments.
6. We will not have sidebar conversations.
7. We will start and end on time.
8. We will silence cell phones.
9. We will be confidential about deliberations.
10. We agree that no question is a stupid question.
11. We agree that we will not be predisposed to outcomes.