

# PRINCIPLES OF COLLABORATIVE PRACTICE

## Accountability

The principle of accountability means we hold ourselves responsible to the students, staff and faculty that we work for, and with, in our pursuit of student success as well as personal and professional growth.

## Advocacy

The principle of advocacy means supporting or recommending a position or course of action that has been informed by student's experiences in our efforts to bring about student success. Advocacy may take place through a variety of actions and strategies, ranging from one-to one meetings with the students to larger college-wide presentations.

## Challenge and Conflict

The principle of challenge and conflict means that we accept conflict as inevitable while embracing challenge as the practice of calling into account, questioning, provoking thought, and reflecting. When we are committed to respectful ways of challenging and healthy conflict resolution processes, we deepen our individual and collective understanding.

## Choice

The principle of choice means that we respect, support and advocate for student's individual and collective right to make their own decisions about their academics, families, their jobs and their lives. The right to choose is integral to the pursuit of social, legal, political, economic and cultural equality.

## Consultation

The principle of consultation means working collaboratively, seeking guidance and sharing information to develop strategies and actions to advance student success and our own personal and professional growth.

## Diversity

The principle of diversity means that we respect, accept and celebrate our individual and collective differences, including those based on age, race, culture, ability, sexuality, geography, religion, politics, class, education and image, among others.

## Education and Mentoring

The principle of education and mentoring means creating opportunities to guide, counsel, coach, tutor and teach each other. Constantly sharing our skills, knowledge, history and understanding makes our organizations healthier and more effective in our pursuit of overall success.

## Equality and Inclusion

The principle of equality and inclusion means that we advocate for equity practices, in the work that we do as Student Service Professionals, to eliminate the barriers to inclusion, recognizing that inclusion leads to equality.

## Evaluation

The principle of evaluation means taking the time to reflect upon whether we are achieving what we set out to do as well as how we are going about it. Evaluation presents an opportunity to

examine the work that we do and the collaborative leadership principles, practices and processes that guide and inform our work.

### **Joy and Celebration**

The principle of joy and celebration means that we honour each other and our work through sharing joy and celebrating our commitment to collaborative leadership principles, practices and processes.

### **Leadership**

The principle of leadership means embracing and sharing each other's skills and knowledge and providing opportunities for all us to develop our leadership potential.

### **Power Sharing**

The principle of power sharing means we are committed to creating balanced power relationships through democratic practices of shared leadership, decision-making, authority, and responsibility.

### **Safety**

The principle of safety means we are committed to creating environments where, those we work with and support, feel comfortable and safe to participate. We build safety through healthy practices of inclusion, respect, self-care and confidentiality.