

Formula for RJ Partnership Success!

$$[(\text{BR} + \text{OC} + \text{ORJPD}) \times \text{CT} \times \text{SR}] + \text{AP} \div \text{CH} + \text{CCS} + \text{WRA} + \text{TC} = \text{SSCT}$$

Formula Breakdown:

- *Start* with
 - ⇒ **building relationships** (BR) plus
 - ⇒ **ongoing communication** (OC) plus
 - ⇒ **ongoing professional development in restorative justice and restorative practices** (ORJPD);
- *Add* all those together and *Multiply* that sum by
 - ⇒ **coaching & training** (CT) and
 - ⇒ **self-reflection** (SR);
- *Add* in an **action plan** (AP) (strategies, structure, staff roles, and target objectives);
- *Divide* all that by the **challenges and hurdles** (CH) encountered along the way;
- *Add* to all this
 - ⇒ **customized, creative solutions** (CCS) to the challenges, plus
 - ⇒ a **willingness to revise or adjust** (WRA) the original timeline and action plan, plus
 - ⇒ the **time commitment** (TC) necessary for real transformation, and
- *Achieve* **success in school culture transformation** (SSCT).

