



Setting Up School (District)/CBO Partnership for Success

- Form CBO and district/school **agreement** on what is necessary for culture transformation.
- Present RJC as **Coach**, rather than Coordinator.
- Be explicit on the school **commitment to action** that is needed.
- Be clear that **adults as well as students** are expected to be part of the transformation.
- **Model restorative problem solving** when challenges arise.
- Ensure **district/school leadership supports CBO staff**.
- Program Director conduct **intentional visits** to schools with clear expectations of progress.
- **Adapt, adapt, adapt!**
 - *CBO*: **meet each school where they are**,
 - *CBO*: **Customize capacity-building approach** to bring each school to next level,
 - *District Director*: **adjust supervision of CBO cohorts and school leadership** as needed,
 - *Schools*: have **plan to work with** staff and student **RJ enthusiasts and RJ resisters**.