Formula for RJ Partnership Success!

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

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).