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.