

DIRECTIONS FOR CREATING A FROM-TO ROADMAP (45 MINUTES)

The From-To Roadmap helps Champion Teams align purposefully with restorative practices and foster a balance of connection + challenge in schools. This activity focuses on building coherence across school initiatives, reducing the sense of disconnected efforts, and providing a unifying thread to guide action.

Step 1: Welcome and Set the Purpose (5 Minutes)

✓ **Facilitator's Role:**

- Briefly explain the activity's purpose: creating a roadmap to align initiatives and foster coherence.
- Emphasize that the roadmap will help unify efforts, reduce the sense of overwhelm from siloed initiatives, and guide purposeful action.

✓ **Script Idea:**

"Many initiatives in schools feel disconnected, which can leave teams feeling overworked and unsure of how efforts align. Today, we'll create a From-To roadmap to unify our purpose and integrate restorative practices, connection, and challenge across our work."

Step 2: Identify Big Buckets (5 Minutes)

✓ **Team Activity:**

- As a full group, brainstorm 3–4 major "big buckets" of work that impact school culture and climate (e.g., discipline, academics, social-emotional learning, parent engagement).
- Choose 3 buckets that feel most important to focus on.

✓ **Facilitator's Tip:**

Encourage the group to think about coherence—how these areas connect to create a thriving school community.

Step 3: Visualize the Desired Future (10 Minutes)

✓ **Small Group Activity:**

- Divide the team into 3 small groups and assign each group one bucket.
- In groups, spend a few minutes visualizing what the ideal school community looks like for their assigned bucket.
- Use words or quick sketches to describe the vision.

✓ **Guiding Questions:**

- What does success in this area feel, look, and sound like?
- How does it contribute to a thriving, connected, and equitable school community?

Step 4: Create From-To Statements (15 Minutes)

✓ **Small Group Activity:**

Each group reflects on their bucket and writes 2–3 From-To statements based on these questions:

- **Big Ideas:** What is the macro purpose of this area?
- **Moving Away From:** What current practices, mindsets, or structures are we leaving behind and why?
- **Moving Toward:** What practices, mindsets, or structures are we striving toward and why?

Examples:

From siloed initiatives with little connection among purposes to unified efforts that integrate restorative practices and build coherence.

From reactive, punitive disciplinary practices to proactive, relationship-centered restorative approaches.

Step 5: Share and Refine as a Full Team (10 Minutes)

✓ **Group Share-Out:**

Each small group shares their From-To statements.

✓ **Team Discussion:**

- Provide feedback to clarify and refine statements.
- Focus on coherence and alignment with the team's unified purpose.

✓ **Next Steps:**

If additional refinement is needed, assign 1-2 people to finalize the roadmap and bring it back to the next meeting.

Step 6: Closing (5 Minutes)

✓ **Reflection Round:**

Ask each participant to share one word or phrase that reflects their biggest takeaway from the activity.

✓ **Facilitator's Closing Message:**

- Reiterate the importance of coherence and unified purpose in reducing overwhelm and fostering a thriving school community.
- Thank the team for their thoughtful contributions and commitment.

CHAMPION TEAM MEETING AGENDA

Creating a From-To Roadmap

Duration: 45 Minutes

1 Welcome and Purpose (5 Minutes)

- ✓ Introduction to the activity and its purpose: aligning efforts and fostering coherence through a From-To roadmap.

2 Identify Big Buckets (5 Minutes)

- ✓ Brainstorm and agree on 3 focus areas that impact school culture and climate.

3 Visualize the Desired Future (10 Minutes)

- ✓ In small groups, imagine the ideal future for your assigned focus area and create a brief description or sketch.

4 Create From-To Statements (15 Minutes)

- ✓ In small groups, imagine the ideal future for your assigned focus area and create a brief description or sketch.
- ✓ Write 2-3 From-To statements for your focus area, highlighting what you're moving away from and toward.

5 Share and Refine (10 Minutes)

- ✓ Share statements with the full team, discuss, and refine together.

6 Closing (5 Minutes)

- ✓ Share one word or phrase as a takeaway from the session.