

# The SOAR Framework

*A Strengths-Based Approach to Strategic Planning for Relational & Restorative Practices*

## What is the SOAR Framework?

SOAR is a positive, strengths-based strategic planning tool that stands for Strengths, Opportunities, Aspirations, and Results. Unlike deficit-focused approaches, SOAR uses appreciative inquiry principles to build on what's working well, identify possibilities, envision the desired future, and set meaningful goals.

## Using SOAR for Relational & Restorative Practices

When developing strategic plans for implementing relational and restorative practices, SOAR helps you:

- Identify and build upon existing relational strengths in your school or organization
- Recognize external opportunities for growth, partnerships, and resources
- Create a shared vision for the culture and practices you want to cultivate
- Set specific, measurable results that demonstrate progress toward your aspirations

## The SOAR Components

STRENGTHS	OPPORTUNITIES
What are we doing well? What internal assets, skills, and practices are already working?	What external possibilities exist? What partnerships, resources, or trends can we leverage?
ASPIRATIONS	RESULTS
What do we want to become? What is our collective vision for the future?	How will we measure success? What specific, observable outcomes will show we've achieved our aspirations?

## Example: Building a Relational & Restorative School Culture

### STRENGTHS

*What we're doing well:*

- Strong relationships between counselors and students
- Commitment from leadership to shift culture
- Small core team trained in restorative practices

### OPPORTUNITIES

*External possibilities:*

- District funding for professional development
- Partnership with local restorative justice organization
- Growing national movement toward restorative approaches

### ASPIRATIONS

*Our vision for the future:*

- A school where all conflicts are opportunities for learning and growth
- Students feel safe, seen, and supported by adults
- Community relationships are strengthened through restorative approaches

### RESULTS

*Measurable outcomes:*

- 50% reduction in suspensions within 2 years
- 80% of staff trained in restorative circles by end of year
- Improved school climate survey scores by 25%

# Your SOAR

*Use this template to develop your collaborative vision and plan for relational and restorative practices.*

## STRENGTHS

*What are we doing well?*

## OPPORTUNITIES

*What external possibilities exist?*

## ASPIRATIONS

*What do we want to become?*

## RESULTS

*How will we measure success?*