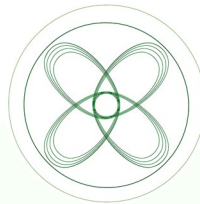




Site Development

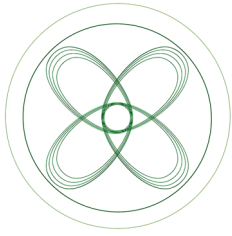
2025-2026



Welcome to the Site Development Program

Amidst growing challenges in education and society, Compassionate Systems equip educators and students with tools to navigate complexity, foster well-being, and drive meaningful change. By integrating these practices, schools cultivate deeper understanding, collaboration, and resilience.

Join a global movement of educators, students, and community members embedding Compassionate Systems in schools. This program offers a structured yet adaptable approach to systemic change, supported by an experienced Master Practitioner (MP) and the Center for Systems Awareness to create lasting transformation.



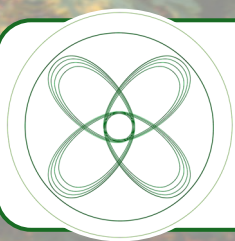
Contents

“I thought the most amazing part was bringing multiple schools together”

“I was so grateful to have you all on our campus. I loved having you all work with our students. I just wish there was more time to learn from each of you.”

- ❖ Overview
- ❖ Program Structure
- ❖ Participants & Team Composition
- ❖ Program Phases
- ❖ Ongoing Support & Engagement
- ❖ Master Practitioner
- ❖ Student Integration
- ❖ Application Process

“The co-design of the curriculum and upcoming supports with youth was the best coaching we received- it was AMAZING”



Overview

Our aspiration is to genuinely enable each site to cultivate conditions for human flourishing—fostering meaningful contributions by both students and adults. By exploring authentic integration of students, educators and community into change processes we ensure all voices are valued, while equipping participants with the language and understanding necessary for meaningful dialogue and action.

Creating meaningful change in education is often centered on serving students. However, traditional hierarchies frequently limit their involvement, with adults making decisions for students, who remain passive recipients of the system. Similarly, new approaches or initiatives tend to emphasize the implementation of external programs or solutions, often sidelining the unique voices and lived experiences of educators, students and other stakeholders.

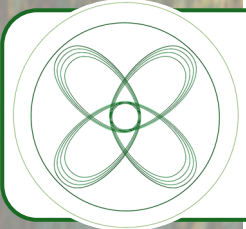
We recognize these dynamics and over the past two years of Site Development with our partners in California have actively worked to address these dynamics and redefine roles. We have designed an approach that integrates educator and student voices alongside the lived experiences of all stakeholders into the processes of change. This approach can take many forms; each as unique as its context.

The Foundation of Our Approach

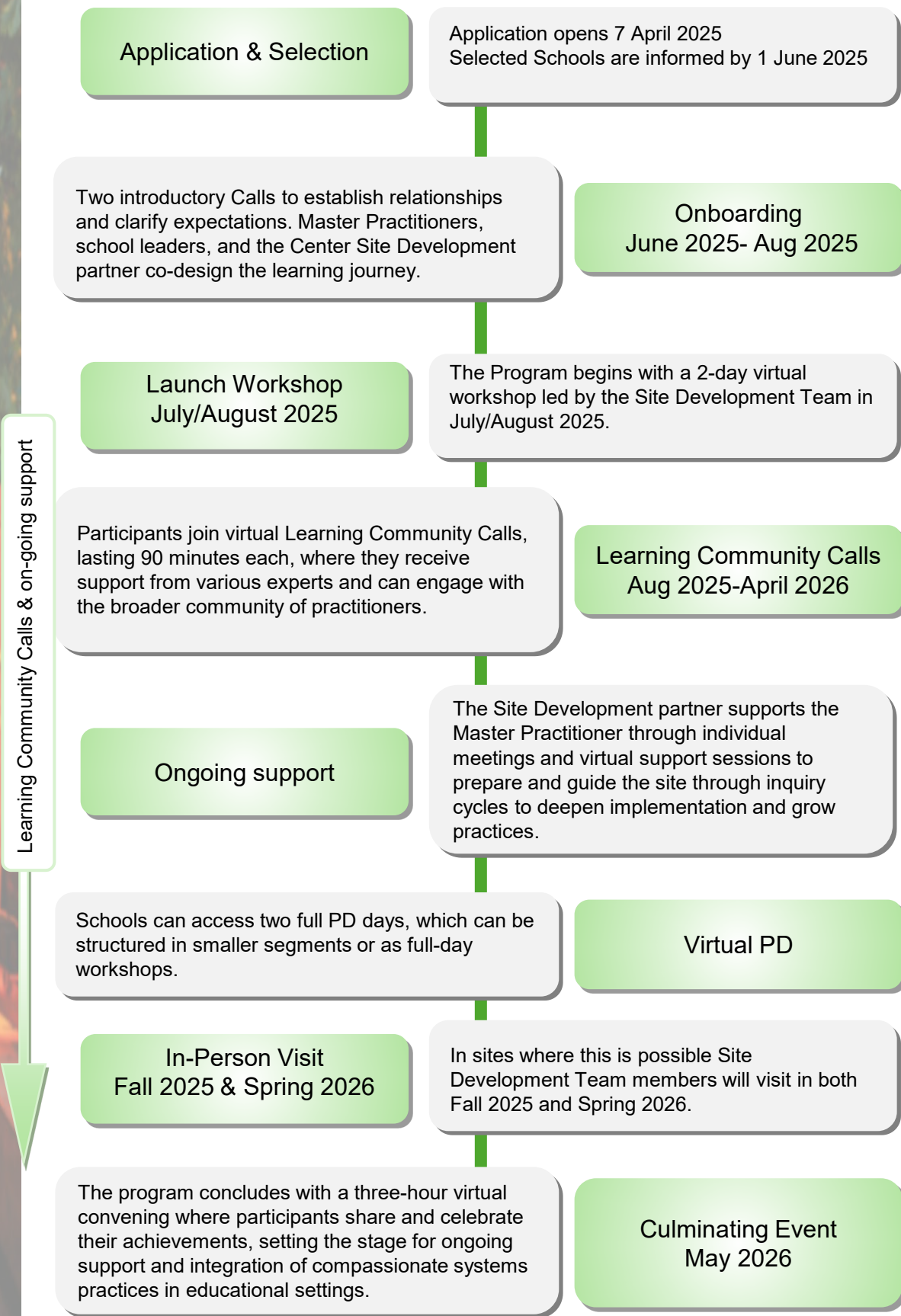
Structure shapes behavior, and systems produce the outcomes they are designed to deliver. Our new structure emphasizes collaboration among school teams, district teams, and the Center's Site Development team. This program is specifically designed for schools and learning sites seeking to cultivate compassionate systems, utilizing tools and practices that encourage sustainable, site-wide transformation. The program helps schools establish a core of compassionate systems practitioners as a foundation to grow these practices across the entire site.

Key Criteria for Successful Participation

- 1. Leadership Commitment:** Engagement from a dedicated Master Practitioner, an involved Principal, and a clear partnership with the Center for Systems Awareness.
- 2. Core Team Capacity:** Teachers, students, and staff who are ready to engage deeply and collaboratively.
- 3. Whole-School Alignment:** A shared vision for compassionate systems among staff and community members.
- 4. Support from the Center:** Access to resources, expertise, and a global community to sustain and grow the work.



Program Structure





Participants & Team Composition

As a systems change initiative, this program encourages participation from all levels of the system. Administrators, school leaders, teachers, students and non-educator staff all play vital roles in the system. They impact the system, and can effect change, but they are also affected by change processes at the school. The various parts of the system are interconnected and should be included in any effective change process.

Each participating school forms a **core team** consisting of:

Required Team Members:

- **Teachers** actively involved in classroom implementation
- **School Leader** (Principal, VP, or equivalent)
- **Student Representative**
- **Master Practitioner (MP)/ Champion**

Highly Encouraged for Deeper Engagement:

- **Non-teaching staff** (counsellors, specialists, etc.)
- **Expanded learning staff**
- **Parent/Guardian**
- **Community Representative**

If a school does not have a **Master Practitioner on-site**, the **Center for Systems Awareness** will work with a school nominated '**Champion**' with the aspiration to pair them with with a local MP for additional guidance and support.

For non-school sites the core team structure will be adapted as appropriate.





Program Phases

Application

Schools may join the program through an application process designed to demonstrate their readiness and purpose for engaging in this work. This ensures that the energy and commitment from the schools, coupled with support from the local system, the Center, and the Master Practitioner community, create optimal conditions for success.

Phase 1: Pre-Launch (May - July 2025)

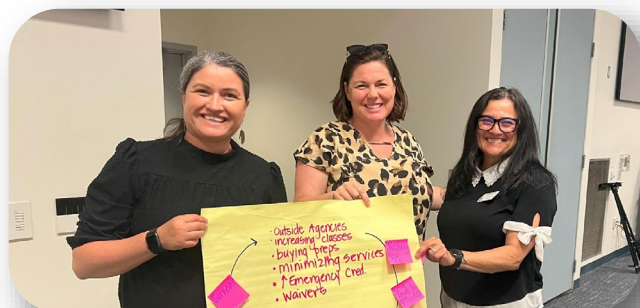
- **Introductory Calls** to establish relationships and clarify expectations.
- **Planning & Design:** MPs, school teams, and the Site Development Team co-design the learning journey.
- **Capacity Building:** MPs engage in preparatory learning sessions.
- **Scheduling PD & Site Visits:** Schools schedule professional development and potential site visits.

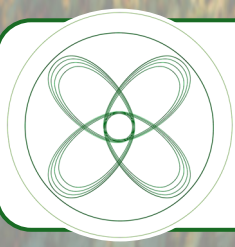
Phase 2: Launch Workshop (July/August 2025)

- **2-Day Virtual Workshop**
 - **July 31 - August 1 (9am - 3pm PST)**
 - **August 4 - 5 (9am - 3pm Tokyo/11am- 5pm AEST)**

Focus Areas:

- Building **deep connections** within teams and across sites
- Exploring **Compassionate Systems tools** and their real-world application
- Engaging in **grounding practices, emotional literacy, and journaling**
- Preparing teams to **implement site-specific practices** immediately





Program Phases

Phase 3: Inquiry Cycles (September 2025 - May 2026)

Each site will go through **two structured Inquiry Cycles** supported by the MP/Champion and the Site Development Team.

How Inquiry Cycles Work:

- **Planning & Action:** Teams identify **focus areas** and implement Compassionate Systems tools and practices.
- **Reflection & Adaptation:** Schools **gather evidence, refine approaches**, and share insights.
- **Global Community Learning:** MPs/Champions connect across sites to share best practices and co-learn.

Key Touchpoints:

Inquiry Cycle 1 (Sept 2025 - Dec 2025)

- Core group meetings
- **MP/Champion Community Calls**
- Capacity-building workshops

Inquiry Cycle 2 (Jan - April 2026)

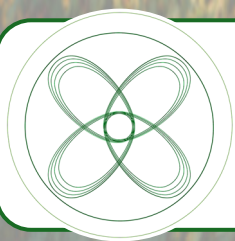
- Deeper implementation & growing practices
- Ongoing coaching & collaboration
- Final MP/Champion Community Call

Phase 4: Culminating Event (May 1, 2026)

Grand Finale Celebration & Showcase

- **Date:** Thursday, May 1, 2026 | **Time:** 3:00 – 6:00 PM PST
- **Virtual Gathering:** Participants present their learning journeys and celebrate progress.
- **Showcasing Learning Stories:** Schools share challenges, breakthroughs, and impact.
- **Next Steps & Ongoing Support:** Preparing for the future beyond the program.





Ongoing Support & Engagement

Monthly Community Calls (4:00 - 5:30 pm PST)

A collaborative time for capacity, community and reflection

- **August 25, 2025**
- **September 25, 2025**
- **October 16, 2025**
- **November 6, 2025**
- **December 11, 2025**
- **January 15, 2026**
- **February 12, 2026**
- **March 26, 2026**
- **April 23, 2026**

May 1, 2026 - Culminating Event

(3:00 – 6:00 PM PST)

“We really appreciate The time to connect with others and I really love taking a deeper look at any of the tools.”

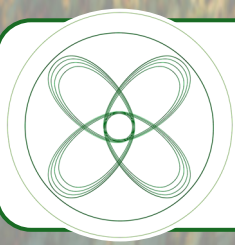
“It’s so great to have sessions with the team to practice the tools with our real world examples, situations and planning”

Professional Development

- **Personalized Support:** All sites will have a member of the Center site development team as a designated support partner.
- **Master Practitioner Support:** The Site Development Team will provide ongoing support and mentorship to the Master Practitioner/Champion.
- **Flexible Virtual PD Format:** Schools are encouraged to dedicate **two full virtual PD days**, which can be structured in **smaller segments** or as full-day workshops.
- **Customized Learning:** The **Site Development Team** collaborates with school leaders to tailor PD sessions to their specific needs.

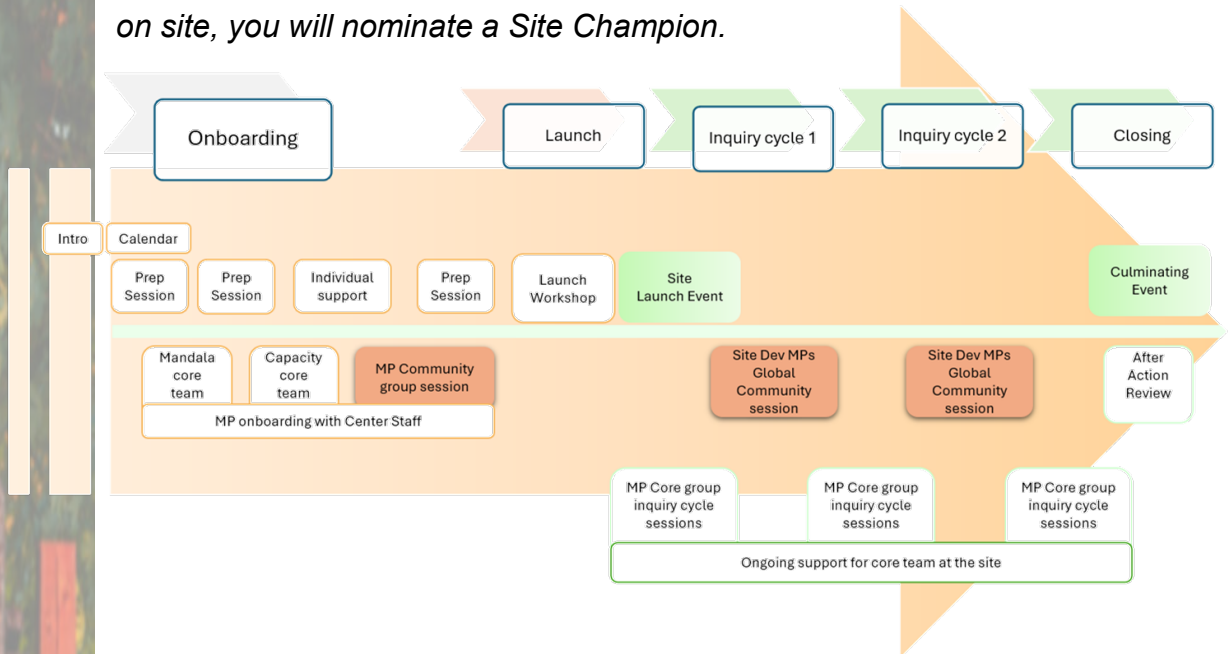
Site Visits

- In settings where it is possible, your school will have site visits in person with the members of the Site Development Team.



Master Practitioner

A Compassionate Systems Master Practitioner (certified or in-training) should be connected to each team. If your school does not have a Master Practitioner on site, you will nominate a Site Champion.



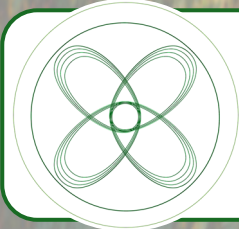
The Master Practitioner (MP) plays a **central role** in leading and sustaining compassionate systems practices at their site. As experienced practitioners, they bring **deep knowledge of compassionate systems principles and their local context**, supporting the site development process in a meaningful direction. If a site does not have an on-site MP we will work directly with a nominated Champion and, where possible, will pair them with a local Master Practitioner for additional support.

This process is about **enabling MPs/Champions** at each site, building a **partnership** that honors their expertise while providing:

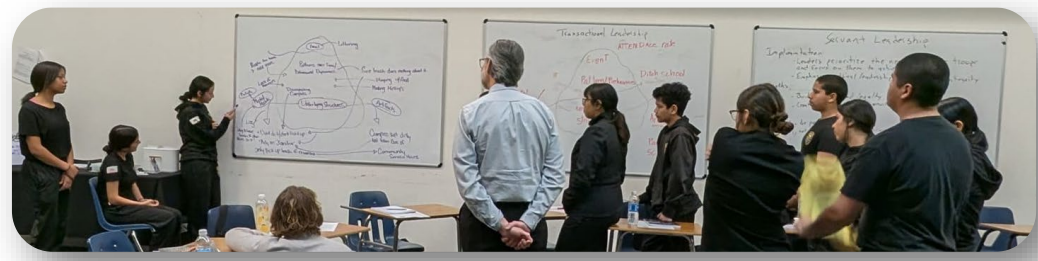
- **Access to the Center's collective knowledge** in leadership, learning design, youth development, and site-based transformation.
- **Strategic guidance and resources** to strengthen their impact.
- **Connections to a wider community** of active Master Practitioners globally, along with the growing MP community directly involved in site development.

The aim is to ensure that **MPs/Champions feel supported, connected, and equipped** to lead sustainable change while gathering insights that contribute to the broader compassionate systems movement.





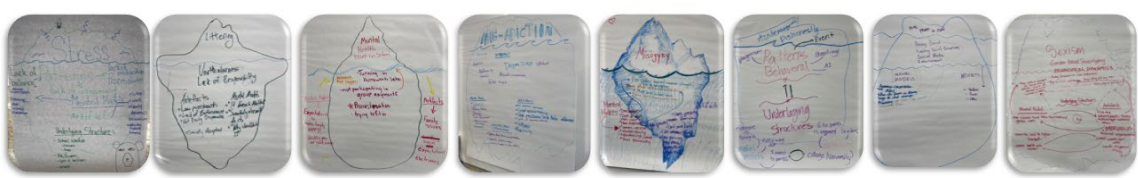
Student Integration



In addition to students being a part of the core team, we encourage schools to involve the larger student body in the change processes. Ambassador groups and youth leadership teams have proved to be effective starting points for many schools. However, this can take shape in various ways, but it can be an incredibly effective way to ignite the motivation for change in the school. We have great experiences with [Ambassador groups](#) of students and youth councils, which you can read more about here: [student integration](#).

While education intends to serve students' well-being and flourishing, historically students have rarely been included in change processes. This program aims to fully include students in the change process and elevate their voices and experiences from the beginning.

Our Youth Leadership Team is eager to share their experiences and help you meaningfully include youth leadership in a non-tokenistic way into your compassionate systems efforts. This includes the aspiration for a cross-site Site Development Youth Council and an invitation to join the [Center Youth Council](#).



Center for Systems Awareness



Why Join This Program?

Transform Learning Environments: Grow Compassionate Systems practices tailored to your school's unique needs.

Be Part of a Global Community: Connect with a Global community of [Master Practitioners](#).

Receive Ongoing Expert Support: Benefit from structured coaching, community learning spaces, and professional development.

Create Lasting Change: Move beyond temporary solutions to growing sustainable, systemic transformation.

Next Steps & How to Apply

Ready to Begin?

Schools will apply through a structured application process to ensure alignment with the program's goals and vision. Register your interest using the link below.

We look forward to embarking on this journey with you!

Contact: thaygaru@systemsawareness.org

[Click Here To Register](#)

Registration Deadline: 31 May 2025

