

Figure 10.2: CROSS Protocol

School: _____ Date: _____

Coach: _____

Phase 1: Cultural Mapping (5–7 minutes)

Current Divisions

Note where you observe separations.

- Physical separation: _____
- Professional separation: _____
- Cultural separation: _____

Natural Connections

Identify existing bridges.

Phase 2: Relationship Assessment (5–7 minutes)

Group Strengths

Note unique assets that each group brings.

- Group 1: _____ Assets: _____
- Group 2: _____ Assets: _____

Connection Points

Note where these assets could complement each other.

Phase 3: Strategic Action (5–7 minutes)

First Steps

Plan initial connections.

- Week 1: _____
- Week 2: _____
- Week 3: _____

Support Needed

The following resources are required.

- Time: _____
- Space: _____
- Materials: _____

Phase 4: Success Indicators (5–7 minutes)

Look for evidence of the following.

- Increased interaction: _____
 - Collaborative work: _____
 - Shared planning: _____
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Coach's Notes

- Growth areas noticed: _____
- Next coaching focus: _____
- Follow-up needed: _____

Implementation Guidelines

- Complete the protocol monthly or at key transition points.
 - Focus on actionable connections.
 - Build from existing strengths.
 - Start small and expand thoughtfully.
 - Document progress regularly.
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Next review date: _____

Coach signature: _____