

# STRUCTURE TOOLKIT

## Rethinking What Structure Actually Means in Schools

We've been sold a false definition of structure for a long time. One built around compliance, control, rigidity, punishment, and behavior management.

But real structure is not about forcing students to comply. It is about creating learning environments that feel predictable, understandable, emotionally safe, and possible to navigate successfully.

This toolkit helps educators unpack the most common misunderstandings about structure and rethink classroom systems through the lens of clarity, regulation, predictability, and access.

## How to Use This Toolkit

This toolkit is designed to help educators rethink what structure actually means inside a learning environment. The visuals and reflection tools inside are intended to support deeper thinking around:

- predictability
- routines and procedures
- communication
- emotional safety
- flexibility
- support systems
- regulation
- classroom accessibility

Rather than treating structure as control or compliance, this toolkit reframes structure as the collection of systems that help students navigate learning successfully.

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## Start with Reflection, Not Perfection

You do not need to use every page in order.

Start with the conversations, frustrations, or classroom patterns that feel most familiar right now.

Use the graphics to:

- identify hidden barriers
- rethink common assumptions
- notice where uncertainty may exist
- examine how students experience the environment
- reflect on systems before reacting to behavior

These tools are meant to support curiosity, discussion, and systems thinking—not judgment.

## Best used for...

- professional development
- coaching conversations
- PLC discussions
- MTSS/RTI meetings
- classroom reflection
- staff learning
- behavior support planning
- systems-focused school conversations