YEAR ONE	Aims: Launch the process; choose a facilitation model, and complete the Ethos Reflection exercise; identify one of the five characteristics to reflect on and from within that characteristic select a target to bring to life in their school.	Resources: Ethos Reflection; Student Lesson Plans; Concrete Suggestions for Each Target.
YEAR TWO	Aims: Complete the Ethos Reflection exercise for a different characteristic to that of year one, and identify a target from within that characteristic to bring to life in their school.	Resources: Ethos Reflection; Student Lesson Plans; Concrete Suggestions for Each Target.
YEAR THREE	Aims: Complete the Ethos Reflection exercise for a different characteristic from year two, and identify a target from within that characteristic to bring to life in their school.	Resources: Ethos Reflection; Student Lesson Plans; Concrete Suggestions for Each Target.
YEAR FOUR	Aims: Complete the Ethos Reflection exercise for a different characteristic from year three, and identify a target from within that characteristic to bring to life in their school.	Resources: Ethos Reflection; Student Lesson Plans; Concrete Suggestions for Each Target.
YEAR FIVE & ONWARDS	Aims: Review progress to date; repeat the Ethos Reflection exercise; review the facilitation process; choose a facilitation model; identify one of the five characteristics and from within that characteristic select a target to bring to life in their school. The following years (six, seven and eight) will be a repeat of years two, three and four.	Resources: Ethos Reflection; Student Lesson Plans; Concrete Suggestions for Each Target.