If...Then is a projection tool used to predict possible consequences that might occur when organizations are planning for change. It shows predicted “domino” effects of decision making.

Question: How can we reduce office referrals during recess?

If we provide more playground equipment, then students will have more to do during recess.

If students have more to do during recess, then there will be less teasing and fewer arguments.

If...Then we have less help in classrooms.

If we provide structured activities, then students will have limited choices during recess.

If students have limited choices during recess, then they will have fewer opportunities to make poor choices.

If we increase staff coverage, then we have less help in classrooms.

If we have less help in classrooms, then our neediest students won’t get the academic help they need.