



Introduction to Restorative Practices

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Overview of Presentation:

- Introduction of restorative practices and how they can be used in schools.
- Provide examples of restorative practices at Flex.
- Show how restorative practices have succeeded in improving school climate.
- Describe steps and process of implementation.

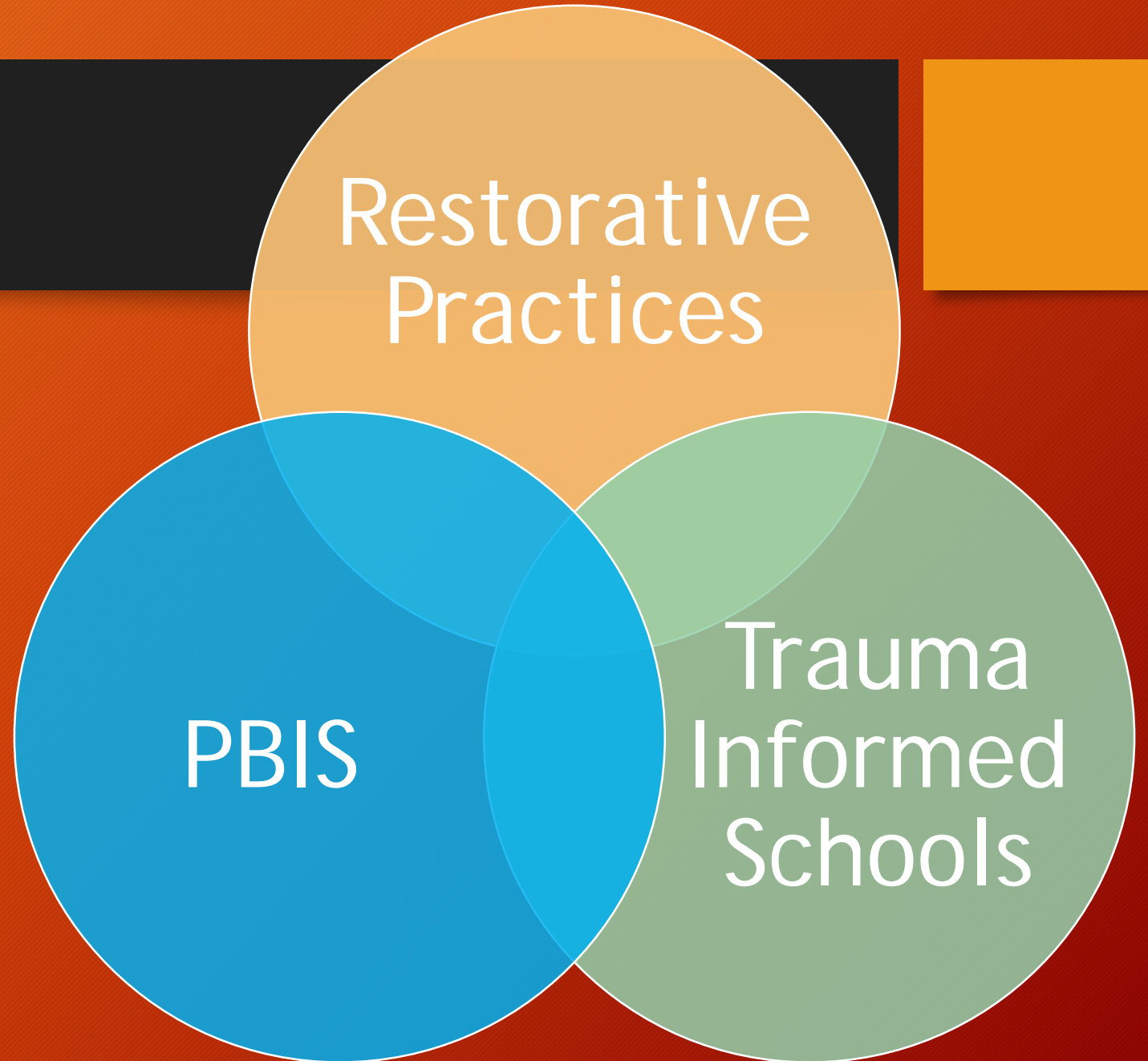


Providing Context

Flex's path to restorative practices

Goals:

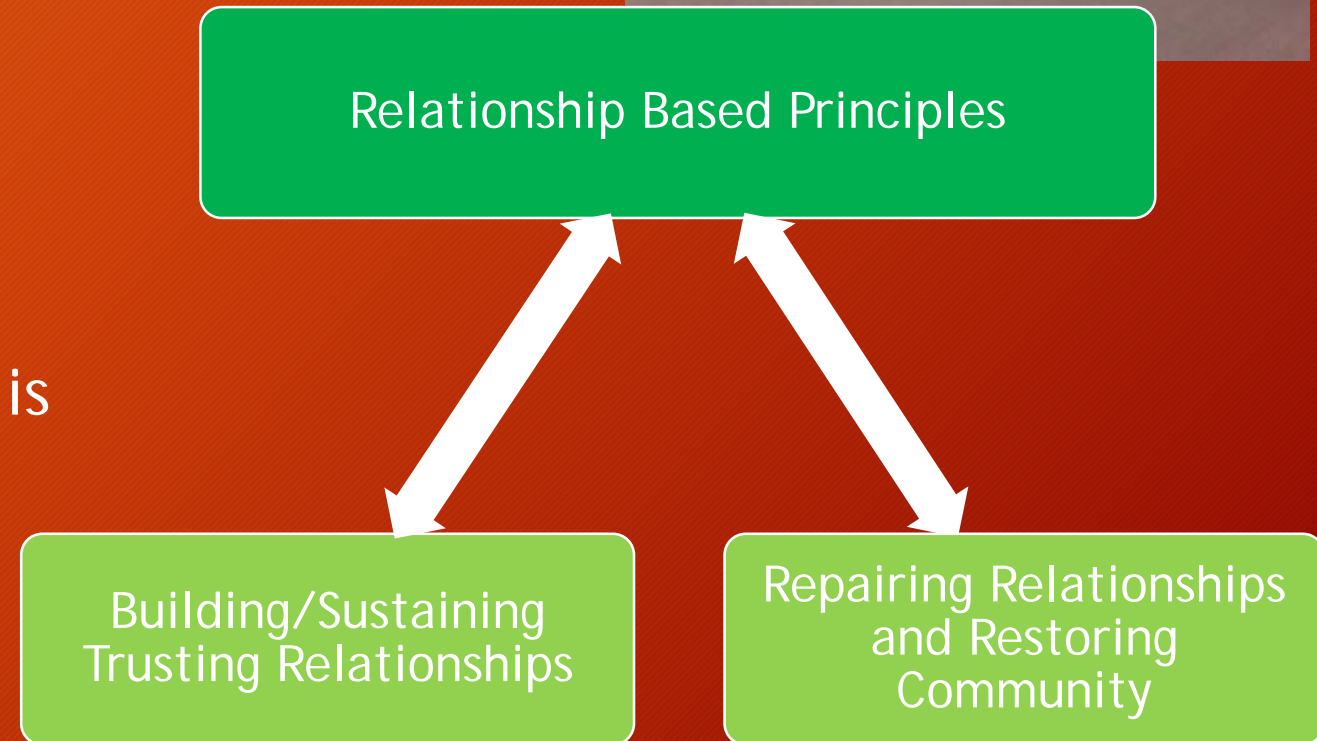
- Focus on School Climate
- Improve Relationships
- Reduce Suspensions



Restorative Practices

Key Definition of Restorative Practices:

Restorative Practices is a system of principles and processes that build and sustain a culture of respect, responsibility and accountability. This is achieved through emphasizing the importance of trusting relationships as central to building community and repairing relationships when harm has occurred.



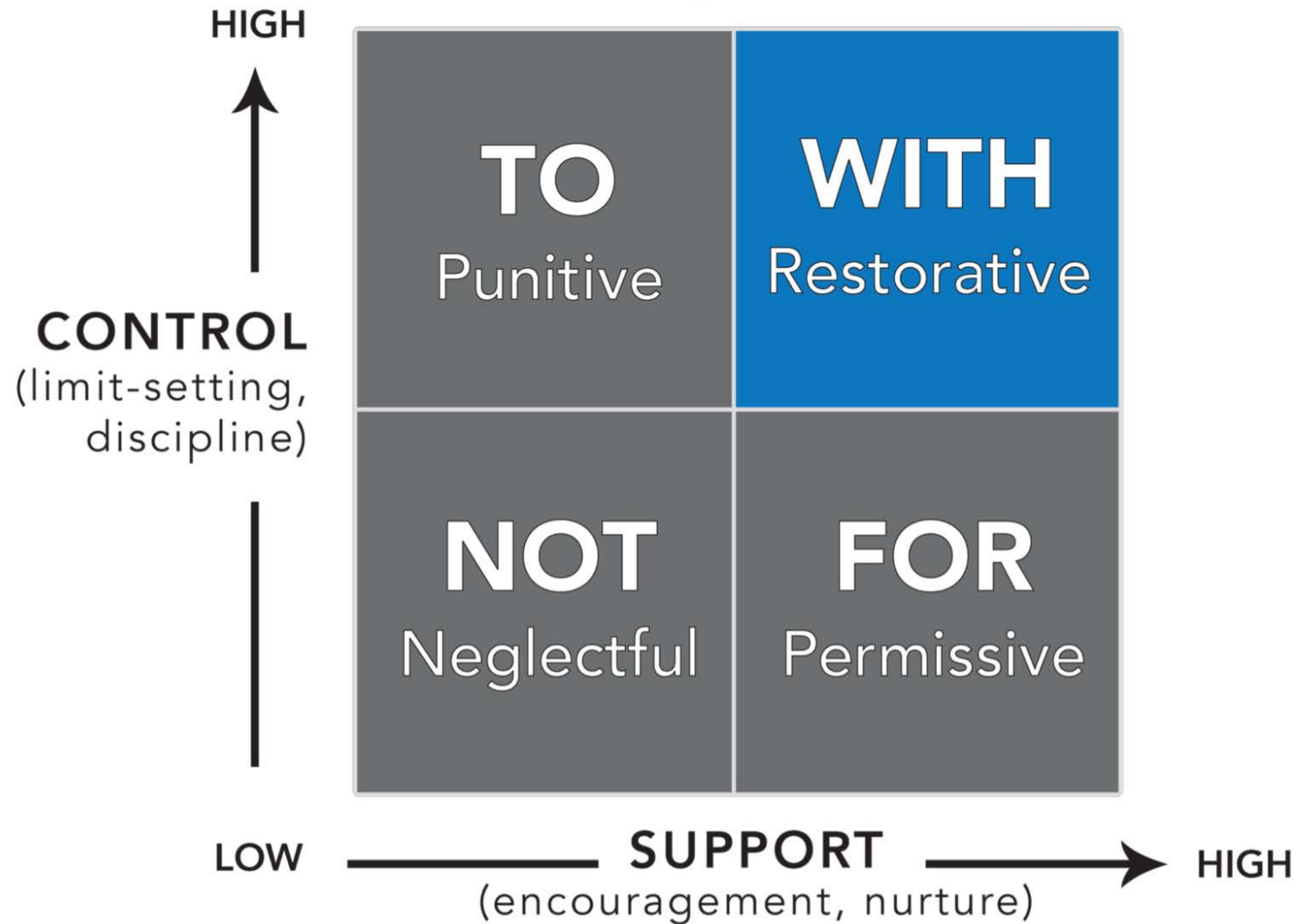
Key Principles of Restorative Practices

1. Acknowledge that relationships are central to building community.
2. Ensure equity of voice among all members of the community. All voices are valued, everyone is heard.
3. Establishes a culture of high expectations with high support emphasizing doing things "with" not "to" or "for."
4. Builds systems that address misbehavior and harm in a way that strengthens relationships and focuses on harm done rather than rule breaking.
5. Engages in collaborative problem solving.
6. Enhances accountability, responsibility, and empowers change and growth for all members of the community.

The Restorative Practices Handbook:

“The underlying premise of restorative practices is that people are happier, more cooperative, more productive and more likely to make positive changes when those in positions of authority do things with them rather than to them or for them.”

SOCIAL DISCIPLINE WINDOW



Adapted by Paul McCold and Ted Wachtel from Glaser, 1969

Removing Shame and Stigma

Braithwaite's Hypothesis:

Separating "the deed from the doer"

Restorative Practices allow:

The act (unacceptable behavior) to be rejected because they failed to meet expectations or standards

While:

Acknowledging the intrinsic worth of the person and their potential contribution to society

"You need to see the fullness of who a person is, if you are looking for justice."

-Christina Swarns, NAACP

Restorative Practices Continuum



Affective Statements
Community Building
Circles

Restorative
Conversations

Impromptu
Restorative
Intervention

Circles

Formal
Conference



INFORMAL

Less time

Less planning

FORMAL

More Time

More planning

Restorative Questions

- What happened, and what were you thinking at the time of the incident?
- What have you thought about since?
- Who has been affected by what happened and how?
- What about this has been the hardest for you?
- What do you think needs to be done to make things as right as possible?

Community Building Circles

"You can't restore justice to the community when you haven't created a community to begin with."



A structured process for bringing people together to:

- Understand one another
- Strengthen bonds
- Share & understand feelings

Affective Statements and Restorative Conversations

"The most basic and powerful way to connect to another person is to listen. Just listen. Perhaps the most important thing we ever give each other is our attention."

-Rachel Naomi Remen, M.D.

- Observation
- Feeling
- Need
- Request



Restorative Interventions, Restorative Circles, and Formal Conferences

- What happened, and what were you thinking at the time of the incident?
- What have you thought about since?
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Positive outcomes of restorative practices

- Improvements in attitudes and relationships across the whole school community.
- An increase in engagement and learning of students in the classroom.
- Growth in relational problem-solving skills.
- A calmer school environment.
- Decrease in out of school suspensions.
- Decrease in tardies and absences.



Resources

- State of Alaska's Trauma Informed Schools Framework
- International Institute of Restorative Practices (IIRP)
- Kerri Berkowitz, Restorative Practices Consultant
- Ingrid HARRALD, Districtwide SEL Counselor