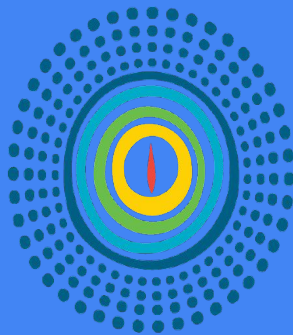


# Restorative Practices



RJEd

RESTORATIVE JUSTICE EDUCATION

Creating a Culture of Care in Schools

# Basic Principles of Restorative Practice

## *Sense of Belonging*

Relationships are the key to creating a Culture of Care

It's about attitude: Doing school "with" students cultivates inclusive relationships across the school.

Restorative Tools are utilized to build the strong learning communities in classrooms

## *Sense of Significance*

Elevate and Equalize student voice

Community Circles: A semi formal tool to help students build connectedness and cooperation

Restorative Conversations: Simple problem solving conversation

Restorative Circle: A semi formal tool to help students and teachers respond to conflict

# Community Building Circles

## *Underlying Values*

Leadership and Power are shared

Participants sit in circle, pass a talking piece to focus the dialogue

Cultivates interconnectedness of participants and elevates student voice

Inclusion and mutual respect are indispensable

## *Circle Norms*

- ★ Respect the talking piece
- ★ Speak from the Heart
- ★ Listen from the Heart
- ★ Trust that you will know what to say and use kind words
- ★ While everyone is encouraged to speak, no one is required to speak
- ★ What is said in the circle stays in the circle

# What we learn in a circle

**Equality** - no one is more important than another: everyone is seen, heard ( even if they choose not to speak)

**Empathy and Emotional Intelligence**- nurturing, developing capacity for empathy - greater opportunity to reflect on what you are feeling and to talk about these feelings than in normal conversations

## **Problem Solving**

Every Participant has something to offer. Presence of everyone is good for the whole. Confidence in the innate capacity as humans to connect and to be what each other needs

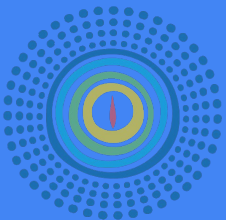
**Responsibility**: Physical structure, nonverbal accountability. No hiding behind the desk, no one is behind anyone else's back.

**Self Regulation and Awareness** - Wait to speak - Listen to Understand Not to Respond!

# Research on impact

*“Restorative Practice has built **developmental assets**. Students in restorative justice circles report **enhanced ability to understand peers, manage emotions, greater empathy, resolve conflict with parents, improve home environment, and maintain positive relationships with their peers**. They are learning life skills and sustainable conflict management skills.”*

Office for Civil Rights, US Department of Education: Restorative Justice in Oakland Schools, Implementation and Impact 2014



# Aligning our approach to behavior with our approach to academics



When we encounter a student who cannot read we teach that student to read



When we encounter a student who struggles in mathematics, we teach that student math



When we encounter a student who does not behave, we punish that student

# Restorative Conversation

## A Different Set of Questions

What is the problem?

What are the effects of the problem on the people involved and on the learning community as a whole?

What is it like when the problem does not exist?

What can we do to move from this being a problem to the more ideal place where the problem does not exist, reconciliation occurs, and harmony is restored to the learning community?

# When conflict happens at school, here is how Restorative Practice works

Confidentiality is very important: all parties agree to keep what is said in the circle confidential

Participants agree to meet with the person or persons affected by their behavior

A neutral adult facilitates the conversation

Parents/Guardians may be asked to participate when the situation calls for it

Participants agree to listen without interrupting and agree to respectfully share their authentic feelings

Participants make their own decisions about solving the situation and repairing harm

Agreements are put into writing

Facilitator follows up to keep all parties accountable to the agreement



# Three levels of practice

| <i>Building Relationships: All students and staff</i> | <i>Restorative Conversations<br/>Response to minor conflict</i> | <i>Restorative Conferences<br/>Response to major conflict</i> |
|---|---|---|
| Community Building Circles                            | Brief Restorative Interventions                                 | Classroom Reentry Circles                                     |
| Norm Setting/ Academic Circles                        | Problem Solving Circle  | Restorative Pre-Conference, Conference and Agreement          |

# Goals for Baldwin

Continue to create and strengthen a robust Culture of Care in Baldwin Schools

Utilize the restorative tools of community building and restorative interventions as part of the daily experience for students

Give students the tools they need to take agency of their behavior and address conflict in a productive, non confrontational manner

# Thank you!

Questions and Comments

