

Introduction to RESTORATIVE PRACTICES: *Becoming a Restorative Educator and Leader*

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“The child who is not
embraced by the village will
burn it down to feel its
warmth.”

-African proverb

RESTORATIVE PRACTICES

- COMMUNITY
 - WITH
 - LISTENING
-

RESTORATIVE PRACTICES

Agenda

1. Check In
2. Philosophy
3. Norms
4. Circles
5. Reflection Cards
6. Check Out

RESTORATIVE CIRCLES

Check In

1. On a scale of 1-5 (highest), how much do you prioritize working WITH the following groups in your district?
 - a. Educators
 - b. Parents
 - c. Students

2. What is an example of this in your board meetings?

RESTORATIVE PRACTICES

Founding Principal

*"Human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things **WITH** them, rather than to them or for them."*

-Ted Wachtel

The Fundamental Hypothesis The Restorative Practices Handbook pg 51

RESTORATIVE PRACTICES

What it is not

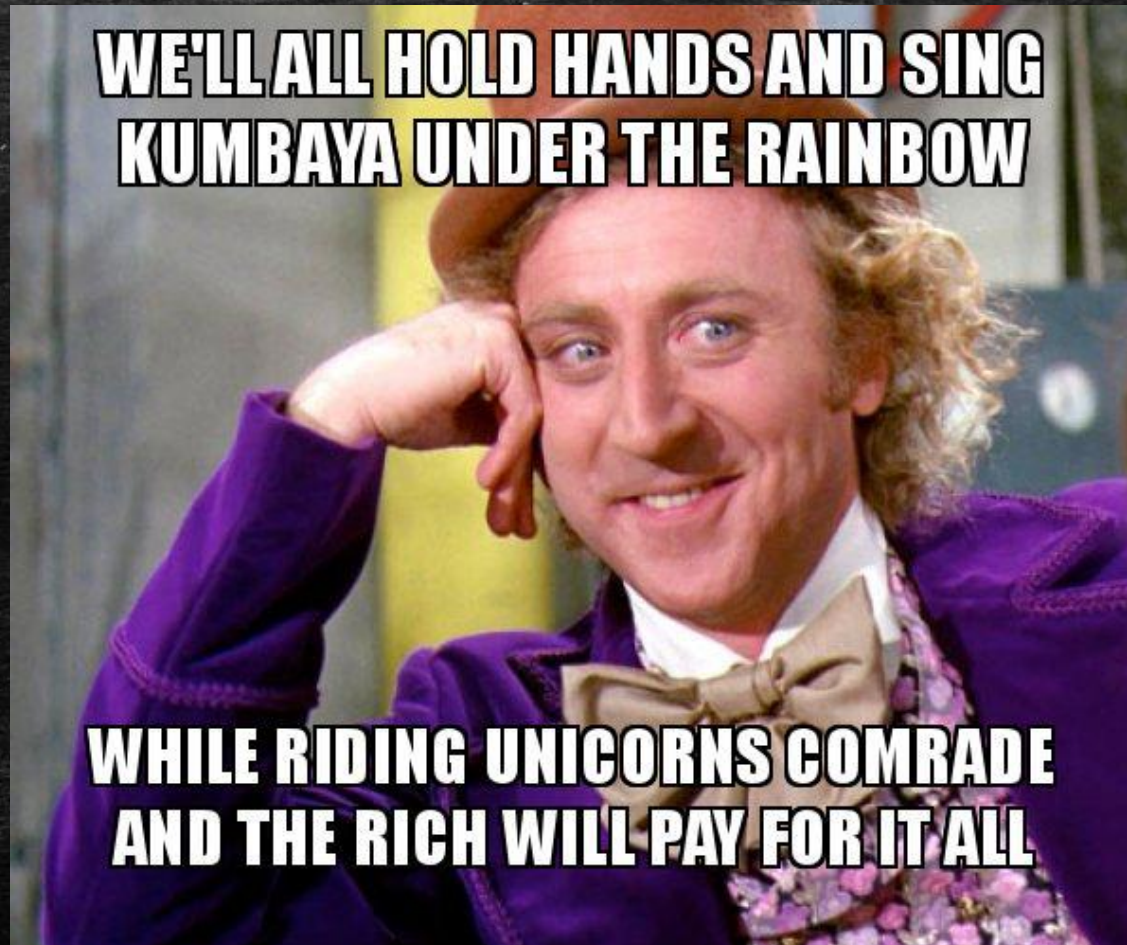
When you hear



**the new district
initiative**

RESTORATIVE PRACTICES

What it is not



RESTORATIVE PRACTICES

What it is not



RESTORATIVE PRACTICES

What it is not

- Counseling or Therapy
- A Soft Approach to Discipline
- New
- All or Nothing



RESTORATIVE PRACTICES

What it is

- RESTORATIVE PRACTICES is an emerging social science that studies how to strengthen relationships between individuals as well as social connections within communities.



- DEFINING RESTORATIVE <https://www.iirp.edu/defining-restorative/overview>

RESTORATIVE PRACTICES

RP and RJ



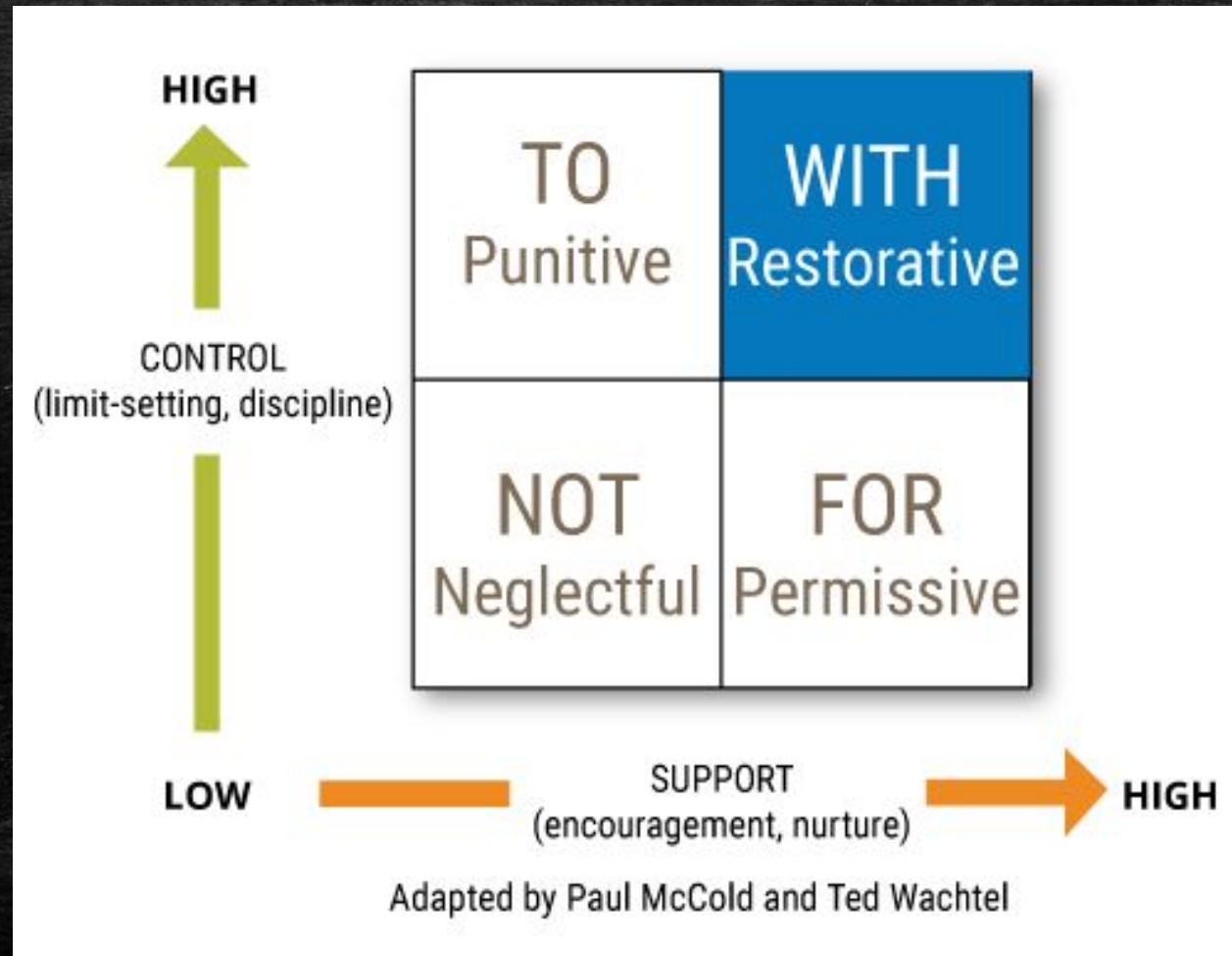
- “The IIRP distinguishes between the terms **restorative practices** and restorative *justice*.
 - Restorative justice is a subset of restorative practices.
 - Restorative justice is reactive, consisting of formal or informal responses to crime and other wrongdoing *after* it occurs.”

Restorative Practices Philosophy

- Social Discipline Window
- Fair Process
- Compass of Shame
- Continuum

RESTORATIVE PRACTICES

Social Discipline Window



RESTORATIVE PRACTICES

Fair Process

ENGAGEMENT

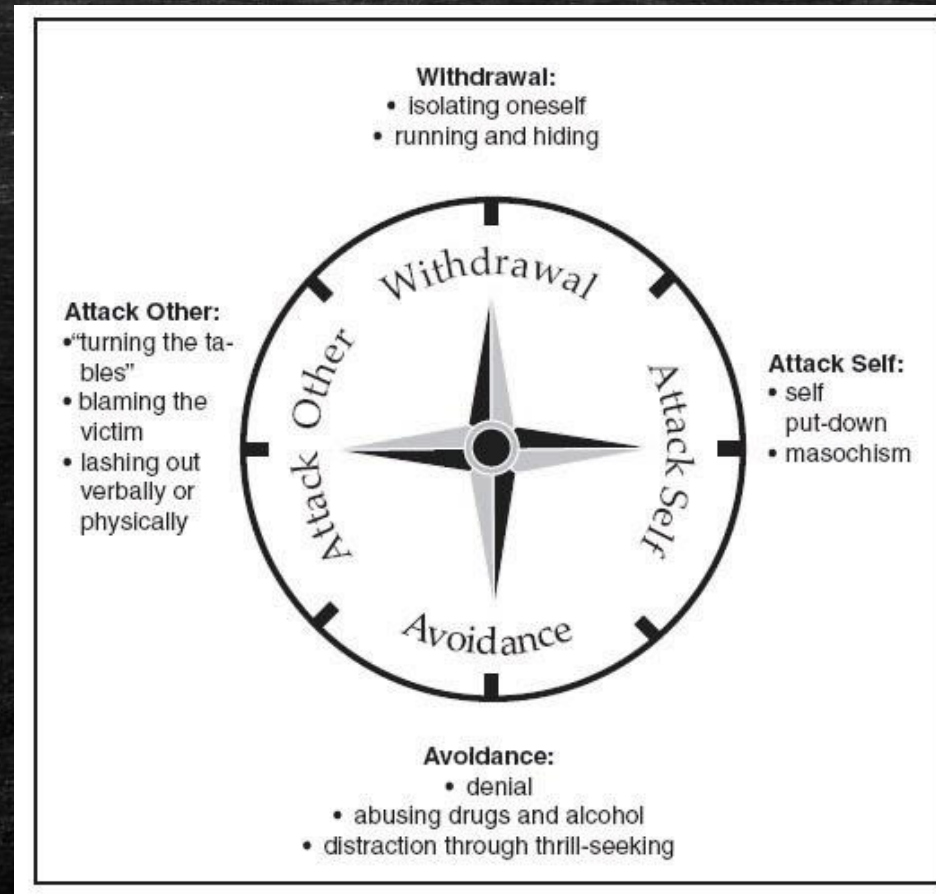
EXPLANATION

EXPECTATION CLARITY

- *"People care about the decisions you make, but they care even more about the process you used along the way."*
- Fair Process. Managing in the Knowledge Economy by W. Chan Kim and Renée Mauborgne

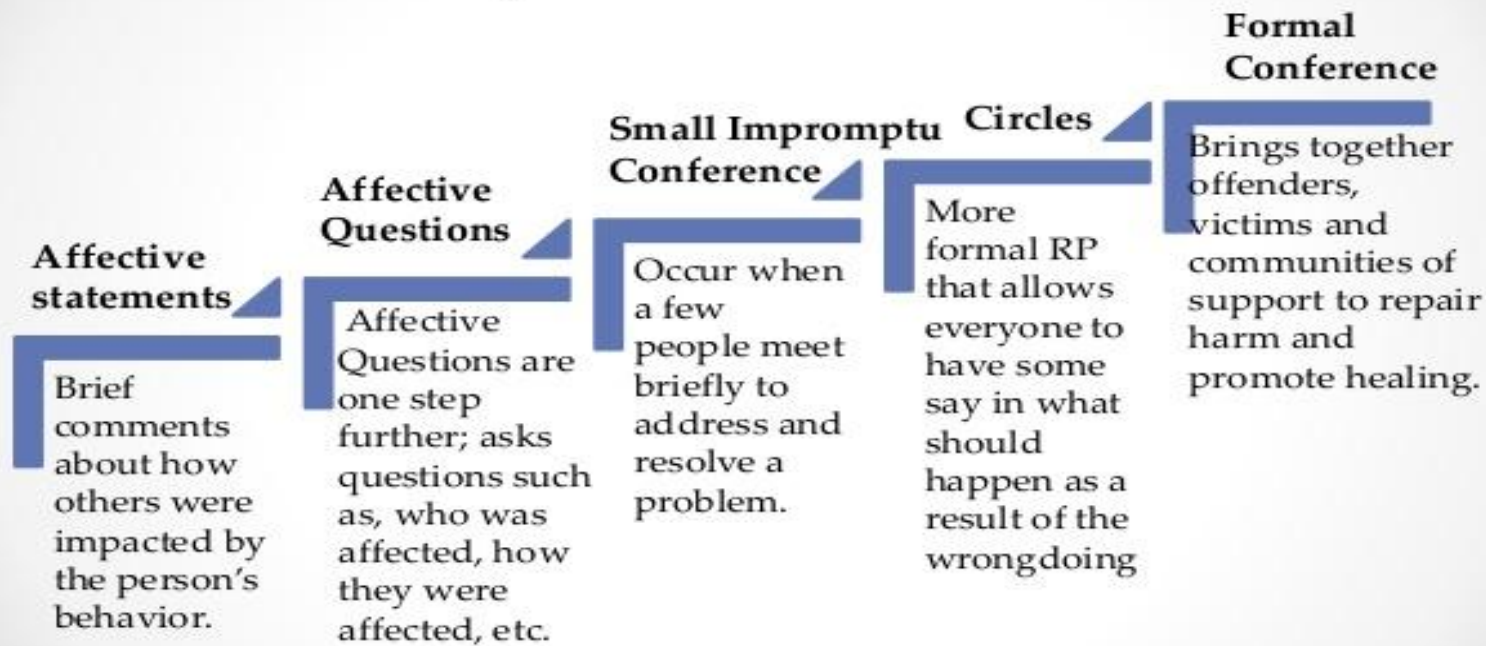
RESTORATIVE PRACTICES

Compass of Shame



RESTORATIVE PRACTICES Continuum

Restorative Practices Continuum from the *International Institute of Restorative Practices (IIRP)*



Adapted from Costello, B., Wachtel, J. & Wachtel, T. (2010)., *Restorative circles in schools building community and enhancing learning.*

RESTORATIVE PRACTICES

Affective Statements

- Employ an *affective statement* when a student has misbehaved, letting the student know how he or she has been affected by the student's behavior:

"When you disrupt the class, I feel "sad" or "disrespected" or "disappointed."

(Harrison, 2007)

RESTORATIVE PRACTICES

Affective Questions

“Who do you think has been affected by what you just did?”

“How do you think they’ve been affected?”

- In answering such questions, instead of simply being punished, the student has a chance to think about his or her behavior, *make amends and change the behavior in the future*

(Morrison, 2003)

RESTORATIVE PRACTICES

Conferences

Impromptu

- Immediate parties
- Brief
- Restorative questions cards
- Proactive or Reactive

Formal

- Communities of Care
- Time intensive
- Scripted
- Preparation
- Reactive/ After Harm



RESTORATIVE QUESTIONS 1:

To respond to challenging behavior.

- What happened?
- What were you thinking about at the time?
- What have you thought about since?
- Who do you think has been affected by what you have done? In what way?
- What do you think you need to do to make things right?

RESTORATIVE QUESTIONS II:

To help those harmed by other's actions.

- What did you think when you realized what had happened?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?

RESTORATIVE PRACTICES

Restorative Circles

- A circle is a versatile restorative practice that can be used proactively, to develop relationships and build community or reactively, to respond to wrongdoing, conflicts and problems.
- Circles give people an opportunity to speak and listen to one another in an atmosphere of safety, decorum and equality. The circle process allows people to tell their stories and offer their own perspectives

(Pranis, 2005)

RESTORATIVE CIRCLES

WHY CIRCLES?

- Everyone has equal ownership, responsibility, and power.
- There is a shared responsibility of all members.
- Quieter voices can be heard, louder speakers listen.
- There is a format and forum. This creates safety, expectations.
- We can look out for each other.
- The topic and purpose can evolve once the procedure is established.

RESTORATIVE CIRCLES

- 1. Norms/Talking Piece
- 2. Check In
- 3. Topic
- 4. Commitments
- 5. Check Out

RESTORATIVE CIRCLES NORMS

1. Respect the talking piece.
2. Speak from the "I"
3. Listen
4. Trust you will know what to say
5. Say just enough
6. Respect confidentiality

RESTORATIVE CIRCES

Norms

- Are these guidelines something we can all agree to?
- Is there anything missing from this list that we need to add?
- Define confidentiality expectations.

RESTORATIVE CIRCLES

Check In Examples

- On a scale of 1-5 (highest), how are you feeling coming to Circle?
- What is the story behind your name?
- Easy Mac or Hot Pockets?
- What is your favorite season?
- Who cares about you most?
- Favorite tv series of all time?
- How many siblings do you have?

RESTORATIVE CIRCLES

Question Prompts

- What is a meaningful question you would ask a group of educators?
- What are your hopes for your child in the future?
- What helps you learn best?
- What makes it difficult to learn?
- What challenges does your team face in terms of collaboration and planning?
- What is one thing you hope your children know about you?

RESTORATIVE CIRCLES

Reflection

- How will you deepen your work WITH:

1. Educators

2. Parents

3. Students

RESTORATIVE PRACTICES

Commitments And Accountability

- What is something you learned today you will apply in your practice?
- What help do you need to do this?
- Who would you like to help you?

RESTORATIVE CIRCLES

Check Out Examples

- How did we do at keeping our Norms?
- What surprised you today?
- Share one compliment about another member of the circle.
- What is your number now? Did it change or stay the same?
- Share one word of how it felt to be a part of this circle.

RESTORATIVE PRACTICES

Training Resources

- International Institute for Restorative Practices
 - Bethlehem, PA
 - [Home - IIRP Graduate School](https://www.iirp.edu/)
 - <https://www.iirp.edu/>
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RESTORATIVE PRACTICES

Resources

- Defining Restorative
 - Ted Wachtel https://www.iirp.edu/images/pdf/Defining-Restorative_Nov-2016.pdf
- Teaching Restorative Practices with Classroom Circles
 - Amos Clifford, Center for Restorative Process. Developed for San Francisco Unified School District
<http://www.healthiersf.org/RestorativePractices/Resources/documents/RP%20Curriculum%20and%20Professional%20Development/Classroom%20Curriculum/Teaching%20Restorative%20Practices%20in%20the%20Classroom%207%20lesson%20Curriculum.pdf>

RESTORATIVE PRACTICES

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