

Participation Norms Agreement

Concentric Restorative Practices Circles

The intention for creating and mutually endorsing participation norms is to develop a focused structure for group participation that advances restorative practices and research in areas of mutually shared interest. Participants provide each other non-judgmental support in the form of brainstorming and offering suggestions and information for developing and implementing strategies and action plans. Accountability is provided by inquiring into the actions other participants declared would be taken and examining what actions were or were not taken and what outcomes did or did not occur and what worked and did not work.

The coordinator for the network manages records for participants with contact information and expressed areas of interest in practice and/or research, maintains a calendar to coordinate scheduling of Zoom meetings for the “originating circle” and for the “concentric circles,” and facilitates connections between participants by disseminating contact information, with permission, to those having shared areas of interest.

Compliance with the terms of the Participation Norms Agreement is voluntary. Norms shall honor the core restorative value of respect and are subject to evolution and modification as may be required and agreed. Participation in Concentric Restorative Practices Circles shall indicate a participant has accepted and agrees to honor and comply with the norms.

Norms

Norms are subject to review and comment and modification by consensus.

- Interaction between participants shall honor the core restorative value of respect
- Participants have the prerogative to initiate requests for support and accountability

- Participants shall commit to attend as many concentric circles Zoom meetings as possible to forward actions and to provide mutual support and accountability
- Participants shall be in communication to more effectively manage the integrity of attendance and effective collaboration
- Participants endeavor to be on time for meetings and to join early if possible to avoid thereby inadvertently causing disturbances or distractions
- Zoom meetings for concentric circles may be scheduled as often or as infrequently as their member participants may prefer
- Participants endeavor to contribute as well as benefit from the support and accountability provided in the brainstorming and in the debriefing of action outcomes
- Participation in meetings is self-managed, if not moderated, to be conducted orderly by whatever means the group participants agree
- Facilitation may include periodic “check-ins” to assure opportunity for participation and to resolve any unexpressed issue
- Participants engage and interact with others intentionally and avoid distracting, irrelevant, or monopolizing conversation
- Participants interact to resolve any conflicts and not to create or exacerbate conflict
- Confidentiality of group conversation in any circle shall always be maintained except by permission being granted