Create a Restorative School Culture

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What was YOUR favorite part of school?

Students in the United States were surveyed.

→ Lunch

→ Beginning of day/ homeroom

→ Electives (band, yearbook, and mentoring)

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Relationships are the core of educational development.

Restorative Practices in Schools

- Meets the needs of students who are acting out

- Focuses on the need to repair harm that has occurred

- Views conflicts as a learning opportunity

- Creates sense of community in school environment

- Restores relationships

- Develops empathy

- Reinforces self-regulation

Emphasizes Relationships

Evaluate Current Behavioral Practices

Common U.S. classroom punishments include:

- Loss of recess time
- Extra homework
- Loss of other privileges
- Detention
- Suspensions
- Expulsions

RELATIONSHIPS

School to Prison Pipeline

According to the Office of Juvenile Justice and Delinquency Prevention for USA

- In 2017, **1,236,200 cases** were handled by the juvenile courts.
- 891,100 cases dealt with **males**, compared with 345,100 for females.
- The most prominent age group represented in the courts is **13 to 15 years**.
- 410,900 of the cases involved **Black adolescents**, which represents about one-third of the total court cases.
- There were **69,783** students arrested last year at schools.

Research has demonstrated that we need to do more to support our acting out students.

Why are children acting out?

A Restorative School Goal

To **increase student success** by infusing <u>social and emotional learning</u> into <u>restorative behavior management practices</u> and <u>providing actionable data</u> to help reduce disproportionality, dropping the overall number of school referrals, suspensions and expulsions.

Shift Perspectives with Questions

→ What does a suspension teach a student who has broken a rule?

→ How effective are suspensions at dropping recidivism in behaviors?

→ What is your disportionality data?

Negatives of Punitive Discipline

- Tends to support labeling of students: Good or Bad

- Temporary bandage approach with few lasting effects

- Victims get little from process

- Not typically a teaching tool

- Suspensions and Expulsions place high-risk students out in the community

Leads to higher dropout rates, criminal activity, and little accountability

Paradigm Shift- Be a **Problem-Solver**

Take The **Trauma** out of Discipline

"Students learn **self-regulation** best when they feel connected and safe, and they feel connected and safe when educators focus on **building empathy** instead of *doling out punishment*."

Paradigm Shift

Typical Punitive Questions

After Wrong-Doing:

- What rule/law was broken?

- Who broke it?

- What punishment do they deserve?

Restorative Next Step Questions

After Wrong-Doing:

- What is the harm caused and to whom?

- What are the needs and obligations that have arisen?

- Who are the stakeholders?

- How can the harm be repaired to restore relationships?

Social and Emotional Priorities

Relationships
Relationships are the foundation to trust and student personal/academic growth

Communication
Creating a dialogue after an issue gives all parties a voice and creates autonomy

Self-Regulation
Proactive solution and skill development for expanded child to adult success.

Conflict-Resolution
Restorative practices unites all stakeholders together contributing to a positive school culture.

Implement in Your School

Taxonomy of a Restorative School

Classroom/ All Interactions

Discipline Practices

Culture

Classroom / All Interactions

Responsibility has to be taken in the classroom. Create a safe environment that praises the investment in change.

Circles

Mediations

Using Restorative Verbiage

Reintegration if student is removed

The Impacts

- How can teachers today promote open classroom dialogue?
- Invites collaboration of stakeholders
- Creates a classroom community
- Self-responsibility and effective action
- Catalyzes success through investment around issues

Discipline Process

We have to start by "Seeking to Understand" what is driving a behavior. Also, we must identify barriers and mitigating factors to establish a plan of action around them.

Mindset- be a problem solver

Progressive restorative consequences

Include parents and stakeholders

Plan of Action - Empower

The Impacts

- Holds offenders directly and personally responsible, and gives them insight into the real impact of their behavior
- Gives victims the chance to have their say, to get answers, to receive an apology and move on with their lives

Culture

School culture isn't built through better policies- it's built through better relationships.

Inclusive Interventions

Reinforce communication

Socially, Emotionally, and Physically safer schools

School staff have more control

The Impacts

- Creating a sense of community
- Empowers all for investment in school success
- Reduces negative repeating behaviors
- Builds up the school rather than tearing it down

Multi-Tiered Systems of Support

Example of implementing restorative supports

TIER I

- Soft-Skill Dojos
- Life Skill Dojos
- Personalized Coaching Model
- Friday Parent Update Emails on Progress
- Recognition of Positive Behaviors (MAKER Way Awards)
- Classroom Management

This is 80-90% of our student population

Multi-Tiered Systems of Support

Example of implementing restorative supports

TIER II

- Targeted Soft and Life Skills Dojos
- Aggression Replacement Training
- Restorative Justice Sessions
- Dialectical Behavioral Therapy/ Mindfulness
- Behavior Monitoring/ Tracking

This is 5-15% of our student population

Multi-Tiered Systems of Support

Example of implementing restorative supports

TIER III
- Restorative Justice Conferences
- Motivational Interview Sessions to find Core Issues to Address
- Collaborating with Community Supports for Student and Family
- Weekly Behavioral Tracking and Check-Ins

This is 1-5% of our student population

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Restorative Practices in Schools: Data Shows

Inner City School in Indianapolis, IN USA

- 73% lower suspensions than the rest of Marion County Schools.

- Staff turnover rate is one of the lowest in all Marion County Schools.

- 98% attendance of students in our school.

Keys to Success

- Use inclusive collaborative process

- Involve victims, offenders, and stakeholders

- Focus on repairing harm

- Respect for all involved

- Problem solving/empowering

- Repairing relationships

- Holding offenders accountable

Questions?

Thanks for listening!

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