

Relationships Rebuilt

A Multi-Tiered Implementation of Restorative Practices

We cannot always build the future for our youth, but we can build our youth for the future.

Franklin Delano Roosevelt

Session Objectives



- ✿ Brief History
- ✿ Current look of the program
- ✿ Breaking down silos
- ✿ A new look to working collaboratively
- ✿ Roadblocks
- ✿ Creating the multi-tiered approach
- ✿ Results
- ✿ Questions



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The chain link

Brief History



☀ Funding

☀ Catchment Area

☀ Road to sustainability

☀ YOA and YCJA

☀ VOICE

☀ Seeking and sustaining funding

☀ Bill 212



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Current look



 Number of:

 schools served

 circles

 clients served

 people trained



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The Problem: Breaking Down Silos



Client

Family

Internal

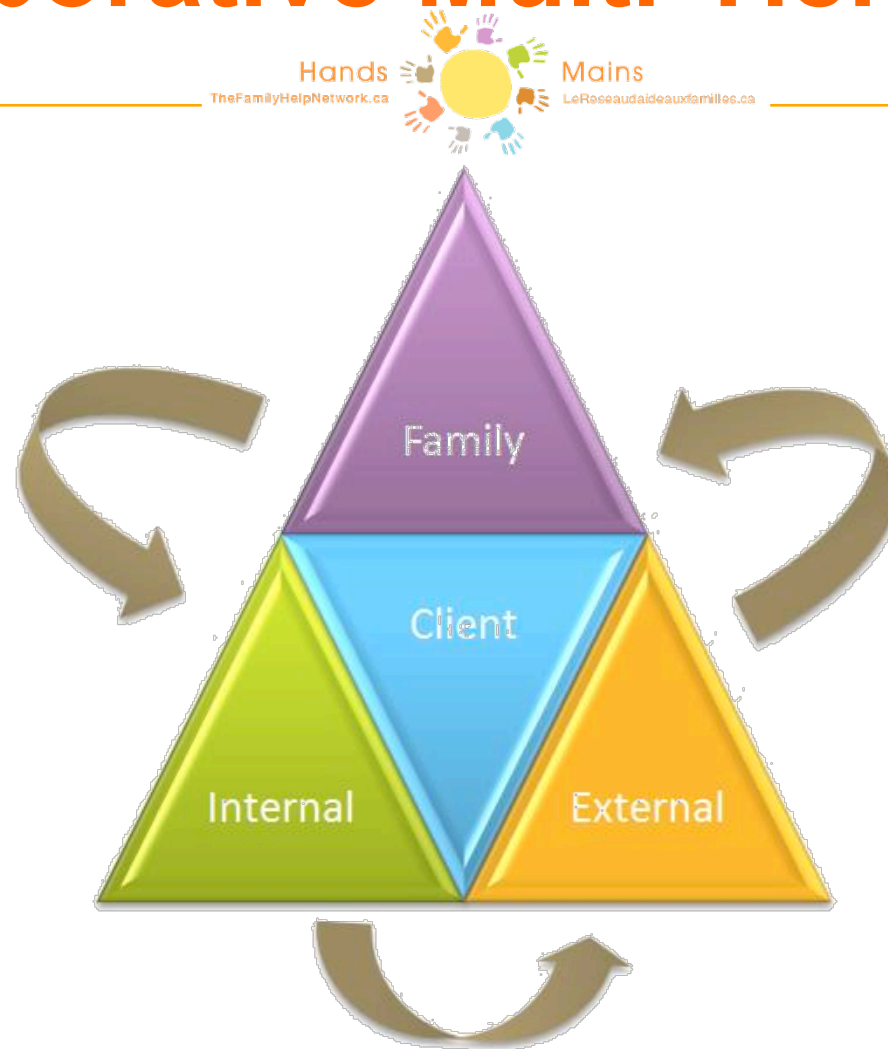
External



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The Solution: A Collaborative Multi-Tiered Model



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The Roadblocks



- 🌻 Schools unsupportive
- 🌻 Money
- 🌻 Time
- 🌻 Champions
- 🌻 Unwilling participants
- 🌻 Desire to remain in silos




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The Roadblocks



Schools unsupportive

 Move to where the school is, not forcing schools to meet where you want them.



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The Roadblocks




Money

-  Dividing costs

-  Providing trainings without charge

Time

-  All pre-conference work, conference facilitations, post-conference follow ups completed by external resource



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The Roadblocks



Champions

-  Champions emerge with trainings, conferences, and having non-supporters participate etc.



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The Roadblocks



Unwilling participants

Carrots for participating:

-  No/lowered suspensions
-  lowered stigma
-  feeling of resolution



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The Roadblocks



☀ Desire to remain in silos

☀ Combat with:

- ☀ Inviting internal and external parties to the conference as bridge participants
- ☀ variety of service (i.e. various trainings and interventions)
- ☀ Access to Hands resources
- ☀ Time



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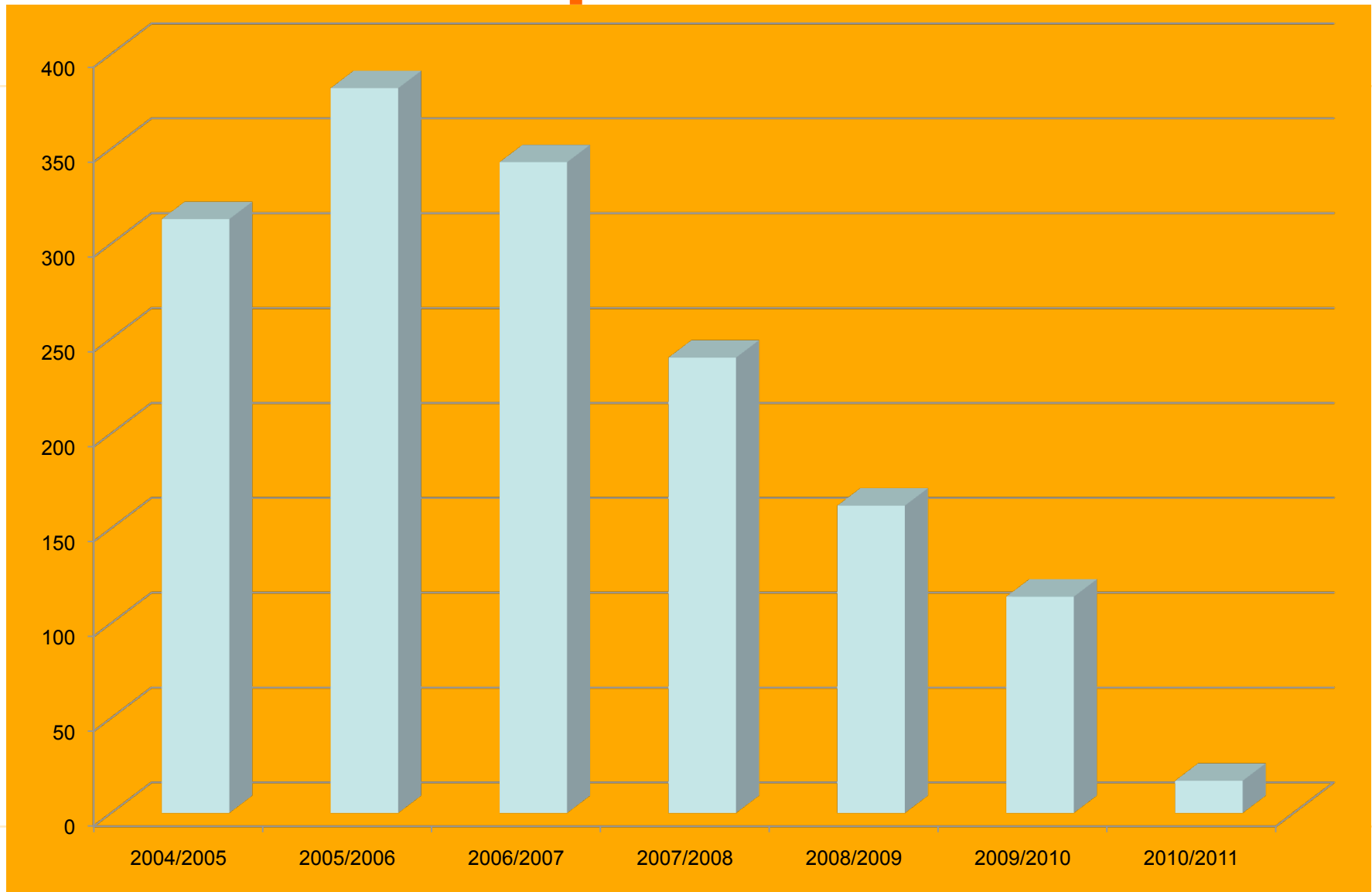
The Results



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Suspension Data



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Conference Feedback Form

Name: _____

Date: _____

Please read each question below. Answer by circling the one (1) number that best describes how you feel about your conference experience.

Do you feel all other participants heard and understood your side of the story?

1	2	3	4	5
No	a few listened/ understood	some listened/ understood	most listened/ understood	Yes

Do you feel you were given the opportunity to have input in designing the conference agreement?

1	2	3	4	5
No	a little bit	somewhat	mostly	Yes

Do you feel the agreement that was reached today is fair and satisfying to everyone involved?

1	2	3	4	5
No	a little bit	somewhat	mostly	Yes

Do you feel this conference was worthwhile and valuable to you?

1	2	3	4	5
No	a little bit	somewhat	mostly	Yes

Do you feel this conference was worthwhile and valuable to other participants?

1	2	3	4	5
No	a little bit	somewhat	mostly	Yes

Do you feel the issue/incident has been resolved?

1	2	3	4	5
No	a little bit	somewhat	mostly	Yes

Overall, how do you rate your conference experience?

1	2	3	4	5
awful	poor	fair	good	excellent

Other comments: _____

This form is intended for data collection purposes only. Participants' names will not be used in processing the information collected.

Results con't



Do you feel all participants heard and understood your side of the story? – 98% yes/mostly

Do you feel you were given the opportunity to have input in designing the conference agreement? – 93% yes/mostly

Do you feel the agreement was fair and satisfying to everyone involved? – 98% yes/mostly

Do you feel the conference was worthwhile and valuable to you? – 85% yes/mostly/somewhat

Do you feel the conference was worthwhile and valuable to other participants? – 95% yes/mostly/somewhat

Do you feel the issue/incident has been resolved? – 98% yes/mostly/somewhat

Overall, how do you rate your conference experience? – 98% excellent/good/fair



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Feedback form



“We are fortunate that our boys have such a caring administration and teaching staff.

This has been a very difficult couple of weeks but has been bearable thanks to the understanding and support from all of you. Thank you for yesterday. I know that many students benefit from the process but I also know that our sons have been given that little extra over the years and I want you to know how much it is appreciated.

We will continue to be in touch regarding this matter but I wanted to thank you for yesterday!!”

(Parent, 2010)



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Feedback Form



“I applaud (the school) and yourself for this type of approach to incidents that occur in the school. I believe that you are far ahead of some other schools in the approach taken and it helps the student take responsibility for their actions instead of just giving them time off for bad/inappropriate behavior.”

(Parent, 2008)



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The Future



 Sustainability

 Additional roadblocks?



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Questions?

The important thing is not to stop questioning.
Albert Einstein

***“If you do what you've always
done, you'll get what you've
always gotten”***
Murphy's law