

# Private Professional Development Events Catalog

[www.iirp.edu](http://www.iirp.edu)

610-807-9221



*Thank you for your interest in bringing the IIRP's restorative practices professional development offerings to your workplace. In this catalog, you will find an introduction to the IIRP, a brief description of restorative practices, contact information for our professional development specialists, and a current list of training options available.*

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## About the IIRP

The International Institute for Restorative Practices (IIRP) Graduate School provides professional development and coaching rooted in the social science of restorative practices. Since its founding in 2000, schools and organizations have turned to the IIRP for support and methods to implement restorative practices.

In 2011, the IIRP became an accredited graduate school, offering a Master of Science and a Graduate Certificate in Restorative Practices. Our instructors include current and former superintendents, principals, educators, and leaders in organizational change, as well as staff, administration, and leaders in a variety of organizations.

## What Is Restorative Practices?

[Restorative practices](#) is a field within the social sciences that studies how to strengthen relationships between individuals as well as social connections within communities. Restorative practices offers proactive approaches to building communities, reducing harm when wrongdoing occurs, and creating real change in behavior.

Across the globe, people use these tools and skills in school settings, criminal justice, community health organizations, public health, corporations, faith-based organizations, and within families. Though newer to the social sciences, restorative practices has deep roots within Indigenous communities throughout the world.

## Contact Information

For more information, please contact one of our professional development specialists to determine what offerings and format will best fit your needs.

[Schedule a time to speak with us](#), email us at [privateevents@iirp.edu](mailto:privateevents@iirp.edu), or call us directly at 610-807-9221.

For individuals and small groups interested in professional development with a diversity of participants, please visit our website to learn about our [public event offerings](#).

## Introductory Learning Opportunities

### Restorative Practices for Educators

Building and strengthening relationships and community is a critical component of school culture. Restorative practices is an essential process for creating a positive learning environment, building social capital, and resolving relational issues.

During this two-day introductory experience, you will learn the fundamental theory and practices of engaging with students, staff, and parents in your school setting.

Topics include the importance of being explicit about practice, how to set high expectations while being supportive, and ways to build community in your setting. We will discuss giving direct feedback and asking questions that foster accountability, as well as utilizing effective methods to resolve common conflicts.

You will learn to apply the restorative practices continuum, understanding which restorative processes are best for achieving certain goals or responding to particular situations. We will focus specifically on facilitating circles, an essential process for creating a positive learning environment and school culture. Circles can be used both proactively and responsively to build social capital, sustain relationships, address social problems, and respond when harm occurs. Participants will spend time planning circles to use in their schools immediately.

#### Designed for:

K-12 teachers, staff, administrators. This experience is applicable to other audiences, but school-based examples are used.

#### Learning format:

- Online: Two consecutive 4.5-hour days of live instruction. (2 hours of pre-work required prior to each session.)
- In Person: Two consecutive 8-hour days of live instruction (two breaks and time for lunch included)
- [Restorative Practices for Educators](#) is also offered as a public event for individuals and small groups to attend with other learners.

#### Note:

In conjunction with Restorative Justice Conferencing, this event can be applied to the blended RP 500 Basic Restorative Practices course at the [IIRP Graduate School](#).

## Restorative Justice Conferencing

Incidents of conflict, wrongdoing, and harm occur everywhere, every day in schools, workplaces, college campuses, neighborhoods, and families. The restorative justice conference provides a way to engage with those who cause and experience harm, along with the related community.

Restorative Justice Conferencing covers the fundamentals of facilitating a formal conference in response to an incident of wrongdoing or harm. You will then be able to utilize those skills to create deeper interpersonal understanding and repair relationships among those involved or affected by such an incident.

### Designed for:

K-16 teachers, staff, and administrators, members of the criminal justice field, and other organizations. This experience is applicable to other audiences, but examples used come from school and criminal justice settings.

### Learning format:

- Online: Two consecutive 4.5-hour days of live instruction. (2 hours of pre-work required prior to each session.)
- In Person: Two consecutive 8-hour days of live instruction (two breaks and time for lunch included)
- [Restorative Justice Conferencing](#) is also offered as a public event for individuals and small groups to attend with other learners.

### Note:

In conjunction with Restorative Practices for Educators, this event can be applied to the blended RP 500 Basic Restorative Practices course at the [IIRP Graduate School](#).

## Restorative Practices for Independent Schools

When independent schools integrate restorative practices into their administrative and academic methods, they establish a culture of collaborative leadership that increases voice, agency, and belonging for all community members and provides students with transferrable leadership skills that are crucial to functioning in a diverse world.

This learning experience focuses on creating systems that promote equity and inclusion for students and adults. During this two-day introductory event, you will learn fundamental theory and practices for engaging with students, staff, and parents.

Topics include the importance of being explicit about practice, how to set high expectations while being supportive, and ways to build community in your setting. We will discuss giving direct feedback and asking questions that foster accountability, as well as utilizing effective methods to resolve common conflicts.

Participants also learn to facilitate circles, an essential process for creating a positive learning environment and school culture. Circles may be used to build social capital, resolve social tension, and respond when relational or community harm occurs.

### Designed for:

PK-12 administrators and staff working in an independent school setting.

### Learning format:

- Online: Two consecutive 4.5-hour days of live instruction. (2 hours of pre-work required prior to each session.)
- In Person: Two consecutive 8-hour days of live instruction (two breaks and time for lunch included).
- [Restorative Practices for Independent Schools](#) is also offered as a public event for individuals and to attend with other learners.

### Note:

In conjunction with Restorative Practices for Independent Schools, this event can be applied to the blended RP 500 Basic Restorative Practices course at the [IIRP Graduate School](#).

## Facilitating Listening Circles

With roots in Indigenous cultures around the world, listening circles provide people an opportunity to speak and listen to each other in an atmosphere of safety, decorum, and equality. Listening circles emphasize storytelling for cultivating empathy, helping people gain a shared sense of understanding and emotional connection. These circles can be used in communities, workplaces, schools, organizations, neighborhoods, universities, and families.

Participants will both experience a listening circle and learn how to facilitate listening circles of their own.

### Designed for:

Individuals aspiring to create brave space for a shared sense of understanding within their communities, organizations, schools, neighborhoods, universities, and families.

### Learning format:

- Online:
  - One 4.5-hour live session.  
(1.5 hours of pre-work required prior to the session.)
  - Two weeks to prepare and implement a listening circle.
  - One 2.5-hour live session to conclude the experience.
- [Facilitating Listening Circles](#) is also offered as a public event for individuals and small groups to attend with other learners.

### Note:

This event considers the possible use of restorative practices in cases of violent or traumatic situations. We strongly advise facilitators to consult and prepare with the utmost care in these cases. Participants and facilitators in these highly sensitive circles are urged to establish an emotional support system plan while participating in this event.

## Reimagining Campus Community with Restorative Practices

We recognize that every campus is unique. In-person, off-campus, and virtual academic life is vast and diverse. Encouraging deeper relationships between individuals and promoting social connections within the campus community strengthens equity, belonging, and collective efficacy. This leads to happier, healthier, and more productive campus communities.

In this professional development event, you will learn ways to foster and facilitate engagement and build positive relationships, whatever your sphere of influence on campus. This event is applicable to all members of the higher education community, from Academic Affairs to Student Life, including faculty, staff, and students.

### **Designed for:**

Any and all members of the higher education community.

### **Learning format:**

- In Person: Two consecutive 6-hour days of live instruction.
- Online: Two consecutive 4.5-hour days of live instruction.
- [Reimagining Campus Community with Restorative Practices](#) is also offered as a public event for individuals and small groups to attend with other learners.



## Advanced Learning Opportunities

### Motivational Interviewing: Restorative Dialogue and Interventions for Change

Bring awareness to individuals, enabling them to identify the discrepancy between their current behavior and their future goals. Participants will learn how to positively influence individuals to make meaningful life changes. Motivational Interviewing (MI) is a collaborative, research-based dialogue process that strengthens intrinsic motivation for change in individuals.

MI grew out of addiction treatment, but it has also demonstrated effectiveness in the fields of criminal justice, education, organizational management, and the healthcare industry. Motivational Interviewing is particularly effective with individuals who are non-compliant and resistant to making changes. Understanding the “Stages of Change” will help practitioners develop strategies to support individuals in identifying and achieving their goals or developing new ones.

#### **Designed for:**

Counselors, K-12 teachers, staff, and administrators, members of the criminal justice field, and others.

#### **Learning format:**

- In Person: Two consecutive 6.5-hour days of live instruction.

## Intentional Classroom Engagement

Students thrive in a school where they feel welcomed and accepted, fostered by a spirit of shared ownership and responsibility within the classroom. The content of this event is based on the book Advanced Practitioner Series: [Intentional Classroom Engagement](#) by IIRP Senior Advisor to the President and Assistant Professor, Craig W. Adamson, Ph. D.. For the best experience possible, we strongly recommend purchasing and reviewing the [book](#) prior to this training.

Led by an experienced instructor, you will develop advanced skills and competencies for engaging with students. During each online session, you will explore a different aspect of intentional classroom engagement.

- **Session 1 – Building Relationships** – Examine areas for improvement in your professional practice and interpersonal influence in order to build relationships and community so that all feel included.
- **Session 2 – Self-Reflection** – Explore the role of self-reflection in building relationships to advance your practice and identify personal biases as a means to overcoming barriers to change.
- **Session 3 – Maintaining Relationships** – Cultivate a brave and safe space to foster vulnerability and authenticity, allowing students to genuinely express their identity, thoughts, and feelings.
- **Session 4 – Responding to Harm and Reintegration** – Explore the meaning and purpose of reintegration by examining ways to address harm and welcome students back into the classroom community.

### Designed for:

K-12 teachers, staff, administrators, and restorative practitioners who have had previous training or classroom experience in restorative practices.

### Learning format:

- Format 1: Four two-hour interactive online Zoom sessions.
- Format 2: Two four-hour interactive online Zoom sessions (Note: This format is typically offered in the summer semester.)
- [Intentional Classroom Engagement](#) is also offered as a public event for individuals and small groups to attend with other learners.

## Coaching

Tailor coaching to support your organizational needs, focusing on specific topics or developing multi-tiered systems of support (MTSS). Each participating school will have access to an IIRP coach who is dedicated to providing specific deliverable activities. Coaching promotes the continued application of restorative practices, translating theory into effective actions.

### **Designed for:**

Professionals in education who have a foundational knowledge of restorative practices and want to advance their practice by increasing their skills to build strong school communities, work with parents, and address challenging issues.

### **Learning format:**

- Custom: Offered online or in person.

## Restorative Leadership Development: Authority with Grace

Learning the principles of restorative leadership is essential to fostering a climate of engagement and collaboration. Programs and initiatives can be implemented more successfully in healthy, engaging workplace environments.

During this highly personalized event, participants examine their own leadership styles and characteristics through inventories and reflective processes. Participants share their leadership challenges and receive support and feedback to help build new organizational and implementation strategies.

Learn how to build relationships using practical supervision strategies, respond to conflicts with an approach that repairs relationships, and effectively manage organizational change.

### **Designed for:**

Professionals who are familiar with restorative concepts. This event builds on key concepts learned in the Restorative Practices for Educators and Restorative Justice Conferencing events.

### **Learning format:**

- In Person: Two consecutive days of 6.5-hour live instruction.

## Putting Theory into Practice

As members of a Professional Learning Community (PLC), your school's unique culture and lived experiences are a focal point of this learning opportunity. Participants will develop and implement strategies to improve school culture and climate by setting high expectations while providing high support.

You will receive feedback and support from your peers and from an IIRP instructor in this collaborative and reflective online PLC.

### Designed for:

K-16 teachers, staff, and administrators who possess a basic understanding of restorative practices by having completed Restorative Practices for Educators and/or Restorative Justice Conferencing. Ideal for individuals who are interested in being trained to deliver the IIRP curriculum in the future.

### Note:

Attendance at this event is not a substitute for the Training of Trainers and does not qualify you to deliver the IIRP curriculum.

### Learning format:

- Online: Four to six 1.5-hour live sessions over four weeks, plus asynchronous threaded discussions.
- [Putting Theory into Practice](#) is also offered as a public event for individuals and small groups to attend with other learners.

## Putting Theory into Practice: Managing Re-Entry in a Trauma-Sensitive Classroom

Participants are guided by an experienced IIRP instructor to design and implement a trauma-sensitive re-entry approach when responding to incidents that have impacted their community, such as a violent event in school, the death of a community member, or a lockdown implemented for community safety or for the COVID-19 pandemic. You will be guided in planning for responses to these community impacts and the implementation of a support plan for all.

Participants will learn how to recognize those impacted by trauma and explore the nuances surrounding re-entry following a traumatic experience. School leaders can engender a positive school climate through processes that intentionally engage the most pressing concerns of students, staff, and families.

### **Designed for:**

K-12 administrators who have completed Restorative Practices for Educators before registering.

### **Learning format:**

- Online: Four 1.5-hour live sessions over four weeks, plus asynchronous threaded discussions.

## Restorative Responses to Adversity and Trauma

As humans, trauma and adversity affect our emotional security, mental capacity, and physical well-being. Adversity touches everyone at some point through misfortune and hardship, whereas trauma can originate from specific events and be even more impactful on an individual.

Equip members of your school or organization with the skills to effectively work with individuals and groups that are impacted by adversity and trauma. Participants learn how to help individuals heal in the wake of personal harm, foster trusting and supportive relationships, and develop methods to center personal self-care and avoid burnout.

Discover how to become a compassionate witness and use the restorative practices continuum as a tool to help address incidents of trauma.

### **Designed for:**

Staff who understand restorative practices and wish to explore specific responses to adversity and trauma.

### **Learning format:**

- Online: One 4.5-hour live session.  
(2.5 hours of pre-work required prior to the session.)
- In Person: Two 6.5-hour days of live instruction.

## Refresher

If it has been a while since your staff experienced the Restorative Practices for Educators training, your school could benefit from a refresher. We will review the tenets of restorative practices and discuss strategies to engage proactively and responsively with students, parents, and staff.

**Designed for:**

K-12 teachers, staff, and administrators who have completed Restorative Practices for Educators before registering.

**Learning format:**

- Online: One 4.5-hour day of live online instruction.
- In Person: One 6.5-hour day of live instruction.



## Training of Trainers

Prepare your team to teach others the IIRP curriculum for Restorative Practices for Educators and/or Restorative Justice Conferencing by completing our Fundamentals of Restorative Practices training and/or our Restorative Conferencing training. Participants will learn how to assist in the sustainable implementation of restorative practices in your school or organization.

This interactive event teaches participants how to deliver the curriculum to their colleagues, using our materials to provide training either in person or online. Specific tips are provided for how to deliver sessions online. We also include support for creating modules unique to your situation if you are unable to deliver the materials as suggested by the IIRP.

### Designed for:

Experienced restorative practitioners who want to teach key concepts of Restorative Practices for Educators and/or Restorative Justice Conferencing to others.

To be eligible to attend the Fundamentals of Restorative Practices Training of Trainers event, you must first attend Restorative Practices for Educators and be well-versed in restorative practices, including holding group discussions in a circle.

To be eligible to attend the Restorative Conferencing Training of Trainers event, you must first attend Restorative Justice Conferencing. We strongly suggest that you participate in or facilitate at least one restorative conference prior to registering for the training of trainers event.

### Learning format:

- Online: Five consecutive 4.5-hour days of live instruction. (2 hours of pre-work required prior to the first session.)
- In Person: Three consecutive 6.5-hour days of live instruction.
- [The Fundamentals of Restorative Practices Training of Trainers and the Restorative Conferencing Training of Trainers](#) event is also offered as a public event for individuals and small groups to attend with other learners.

## School-Wide Restorative Practices Implementation

In addition to our professional development events, the IIRP also offers a school-wide implementation program.

Our multi-year implementation program teaches K-12 school administrators, educators, counselors, and support staff how to explicitly build positive school climate and culture using restorative practices.

Our program has been implemented in schools across the U.S., from urban to rural districts and has been [proven effective](#) in different studies.