

# One Middle School's Journey to Restorative Practices

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McDougle Middle School, Chapel Hill, NC

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# Who are we?



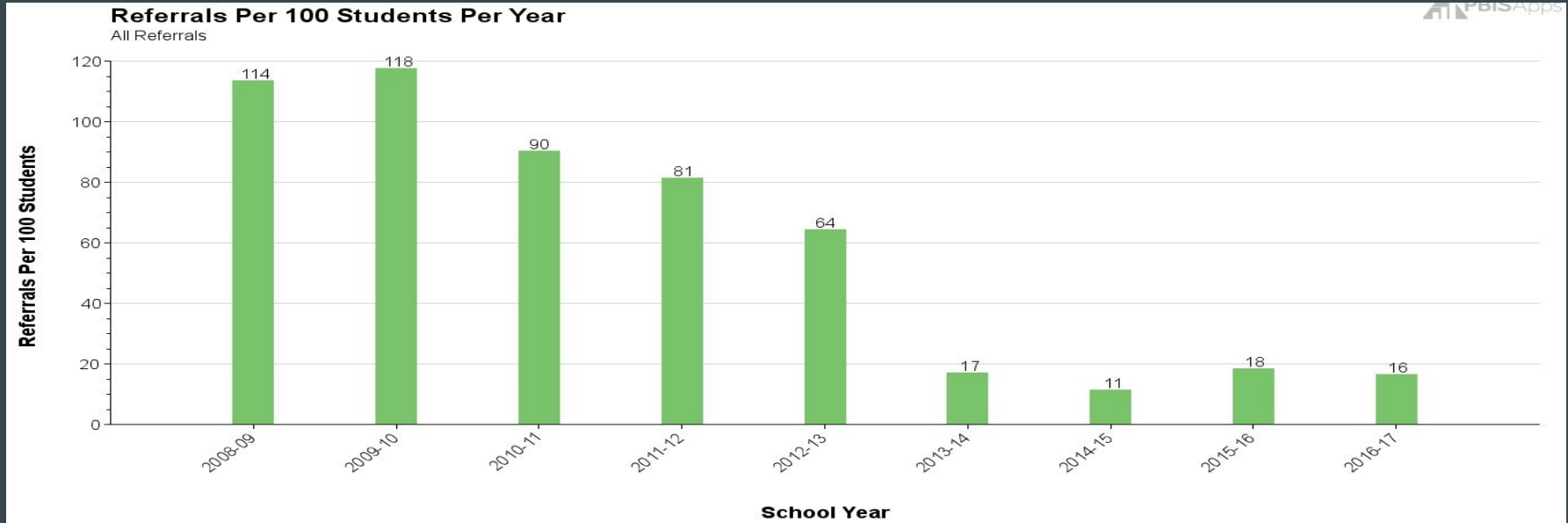
Who we ARE!



Chapel Hill, NC!

WE ARE MCDUGGLE!

# Why Restorative Practices?



When we came to Restorative Practices, we had over 800 referrals per year and our disproportionality rate was staggering. We needed a change.

# The Process

- Jumped in the car, became part of the process, and moved forward
- Start at one grade level
- Set initial expectations (twice a week Check in Check out)
- Send two staff members the following year to become our in house trainers
- Modeling classroom circles and assisting with more difficult situations
- Leading Authentically (Practice what you preach)
- Sharing the vision with parents
- Started with little district support initially
- Using conferences/restorative practices in place of the normal discipline process
- School Wide circles to provide structure for discussions (not the weird, let's talk)



# From Suspension Room to Accountability Room

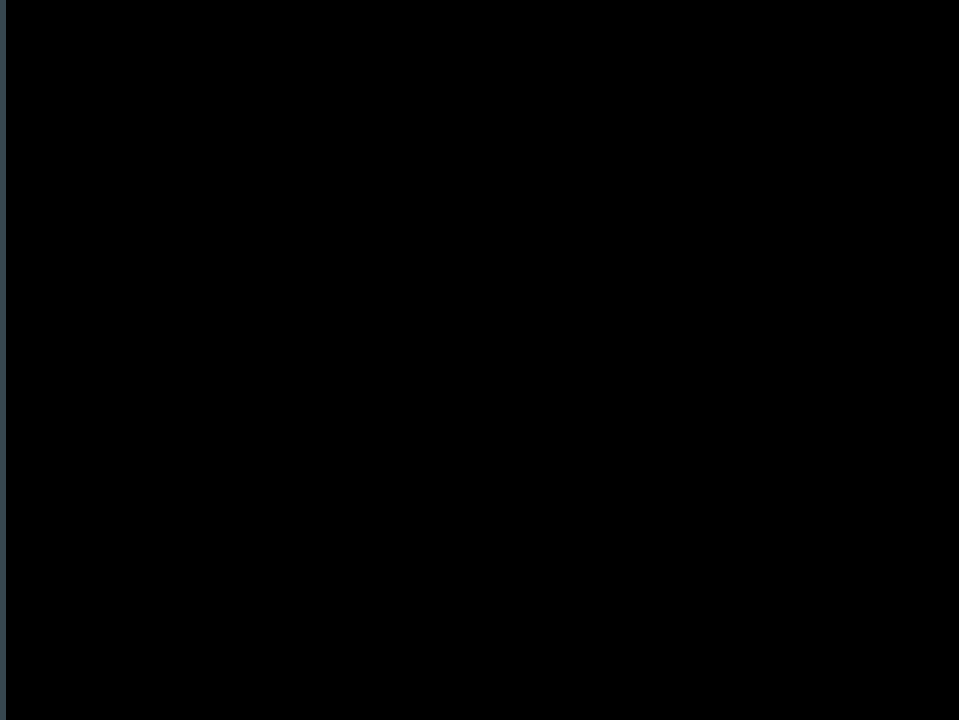
The traditional “In School Suspension” room had to change

Discussions: Restorative Questions lead most conversations

What students could work out, they did and returned to class

If students needed time to talk and work it out, we had a conference at lunch with the restorative questions and students determined how to make it right.

# Victoria



A school cultural shift, driven by student request...  
Honoring student experiences and voice...



# Justice Oriented Teaching with Restorative Practices

- Creating classroom community
- Connecting to students' experiences/lives
- Using fair/authentic assessments that touch experience, not JUST standards
- Using culturally appropriate and responsive materials and having conversations around them
- Having an explicit and consistent practice
- Greeting students daily and have a genuine, even momentary, connection with each of them
- Restorative leaders enrichment class

# Provide the space; they will come

**80% proactive, 20% responsive**

Administration led authenticity circles

Election circles

Social Justice/Lunchtime circles

Discipline transformation from punitive to restorative

Academic circles (instructive, proactive, responsive, justice oriented)

Problem solving/idea generating circles for students and staff

Student-led Restorative Practices team/PBIS support

# Where are we now?

- Racial Disproportionality is down.
- Exceeded Growth for four straight years.
- Teacher Working Conditions Survey numbers improved
- District begins their own implementation plan and some of those schools are here today
- Our SRO and teachers volunteer to give up days in the summer to get trained, in addition to many training days during the year.
- The culture of the school has shifted.
- Next Steps... Having our students push us one step further.

# Questions?

