Create a Restorative School Culture

Nathan Maynard

What was YOUR favorite part of school?
Students in the United States were surveyed.

- Lunch
- Beginning of day/homeroom
- Electives (band, yearbook, and mentoring)
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
School to Prison Pipeline
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.

According to the Office of Juvenile Justice and Delinquency Prevention for USA
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 social and emotional learning into restorative behavior management practices and providing actionable data 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 disproportionality 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
“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

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<tr>
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<th>Description</th>
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<tbody>
<tr>
<td><strong>Relationships</strong></td>
<td>Relationships are the foundation to trust and student personal/academic growth</td>
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<td><strong>Communication</strong></td>
<td>Creating a dialogue after an issue gives all parties a voice and creates autonomy</td>
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<td><strong>Self-Regulation</strong></td>
<td>Proactive solution and skill development for expanded child to adult success.</td>
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<td><strong>Conflict-Resolution</strong></td>
<td>Restorative practices unites all stakeholders together contributing to a positive school culture.</td>
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Implement in Your School
Taxonomy of a Restorative School

Classroom/ All Interactions

Discipline Practices

Culture
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.
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
Multi-Tiered Systems of Support

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Example of implementing restorative supports
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!

Nathan Maynard
nathan@behaviorflip.com
(765) 667-9758

BehaviorFlip