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)

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



Common U.S. classroom punishments include:

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



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</u> 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 yourdisportionality 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



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.

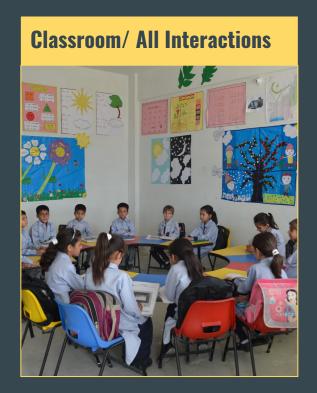
Conflict-Resolution

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

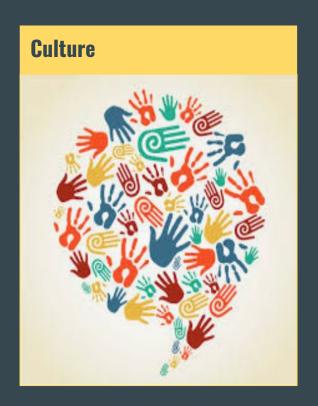


Implement in Your School

Taxonomy of a Restorative School



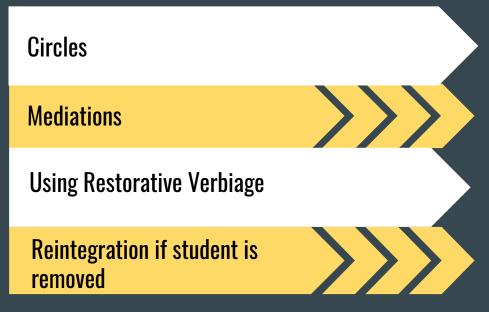




Classroom / All Interactions

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





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

Example of implementing restorative supports



Example of implementing restorative supports



Example of implementing restorative supports



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 studen population

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

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

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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