

If you want to go quickly, go alone; if you want to go far, go together. ~ African Proverb



# Focusing on Hope:

WINNING BUY-IN TO BUILD A RESTORATIVE SCHOOL COMMUNITY

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ICE-BREAKER

- AUTOGRAPH  
BINGO

## Check-In

- What is one philosophy that you VALUE and that you would not budge on under any circumstances?





ABOUT HOPE ACADEMY

# Hope Academy

Where Children Are Our Priority

- The MISSION of Hope Academy is to provide a positive, nurturing, and collaborative educational environment where we ensure the intellectual, social, and physical development of every student.





ABOUT HOPE ACADEMY

# Hope Academy

Where Children Are Our Priority

- **Restorative Practices Community**
- Hope Academy is a Restorative Practices Community (RPC). Our aim is to build proactive relationships with parents, students, community and each other in order to foster an environment of accountability, growth and fairness. As a RPC, our staff is brave enough to manage conflicts and tensions by employing fair process, the psychology of affect and the restorative practices continuum. We consistently use affective language that teaches empathy, sets boundaries and provides feedback. We manage conflicts and tensions by using affective questions that promote deeper thinking, reflection and accountability. Finally, we incorporate proactive circles as a means to build community that creates safety, equality, equity and connection.



ABOUT HOPE ACADEMY

# Hope Academy

Where Children Are Our Priority

- **Educational Beliefs**

- Children are happier, more cooperative and more willing to make positive changes in their behavior when those in positions of authority do things with them rather than to them or for them. High Expectations produce achievement. Learning occurs best when each student is active in a positive, academically challenging environment. All children have value and are able to learn with appropriate support. Learning is maximized through the development of self-worth and pride and achievement. Self-disciplined students are productive students. A successful teacher motivates, encourages, and values the worth of every student. Instruction should motivate, encourage curiosity, develop interests, and foster a positive attitude learning Goals and expectations need to be clear and consistent for staff and students. The school environment should be caring, comfortable, and safe. The school improvement occurs when the faculty, parents, and community are committed to quality education



ABOUT HOPE ACADEMY

# Hope Academy

Where Children Are Our Priority

- **INFORMATION**
- Over 500 students
- This school had been trained in restorative practices on three (3) different occasions beginning in 2014.
- We transformed into a restorative culture in 2017.

Adaptability is about the powerful difference between adapting to cope and adapting to win. --*Max McKeown*

## ■ WHAT HAPPENED?



Action Research Project

## Assessment Question 1:

**What are the barriers  
preventing you from  
implementing restorative  
practices?**

To achieve collective change over time, actions like these are necessary but seldom sufficient. A new strategy will fall short of its potential if it fails to address the underlying mind-sets and capabilities of the people who will execute it.

# Action Research Project

## RESPONSES:

- **Leadership does not require restorative practices**
- **Follow-up**
- **Fair Process**
- **Lack of understanding on how to implement RP**
- **Lack of availability of RP Practitioner**



# Action Research Project

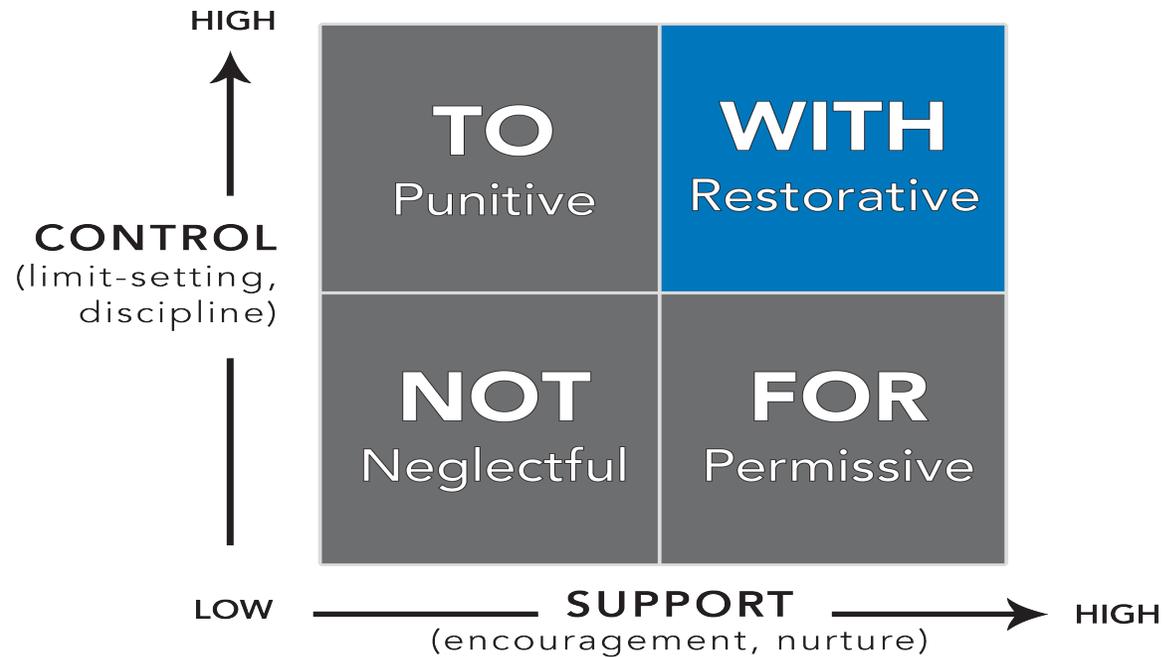
## Assessment Question #2:

**What can I do different to address barrier concerns?**

Linking strategic and systemic intervention to genuine self-discovery and self-development by leaders is a far better path to embracing the vision of the organization and to realizing its goals.

# The Social Discipline Window

## SOCIAL DISCIPLINE WINDOW



Adapted by Paul McCold and Ted Wachtel from Glaser, 1969

Page 50 in *Restorative Practices Handbook*

© International Institute for Restorative Practices



# Conversation with the Leader: Fair Process

## Main Issues:

- Lacked understanding of restorative practices
- Believed in a punitive model of discipline
- Felt that RP would take up too much time
- Didn't fully see the benefits of restorative practices



▶ The Video I Shared with the Principal

<https://www.youtube.com/watch?v=5r1yvyP141U>



## The Hard Question

What do you value most  
about being a principal and  
what is it that you would not  
budge on under any  
circumstances?





## The Response

“I value that I am here to make a positive difference in the lives of these students that God gave me responsibility for.”

~ Patricia Davis, Principal of Hope Academy High School



## What Happened Next?

- She had to see that RP worked
- “I am so excited about restorative practices. I can’t believe how well it worked between the students and the teacher. I am officially calling restorative practices, the NOISE KILLER.” ~Patricia Davis, Principal of Hope Academy



# What Happened Next?

- Had other restorative circles between students and teachers.
  - Implemented an RP Team responsible for reviewing discipline documents to make them restorative
  - Implemented a student team to design, and create two restorative spaces within the school
  - Began having restorative evaluations with staff
  - Began to address parents and attendance issues restoratively
  - Recently, changed staff handbook and student's handbook to make sure that it represented Hope Academy as a restorative community
- 

# What Happened Next?



# What Happened Next?



## What Happened Next?

- Began to handle disciplinary issues restoratively by using affective questions therefore, Hope Academy experienced an 1800% reduction in suspension.
- 2016 – 2017 – 133 students were suspended
- 2017– 2108 – 7 students were suspended



## ▸ What Happens When Leadership Buys In?

- <https://www.youtube.com/watch?v=fW8amMCVAJQ>

## LESSONS LEARNED

- If something is not working, be brave enough to ask the hard questions to discover why
- Become courageous enough to change your perceptions and behaviors
- VALUE DRIVES behavior
- Regard resistance as fear
- The restorative transformation cannot be done in silo, LEADERSHIP must drive it

## Check-Out

- What is one thing that stuck out to you most?

Check-Out

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