Relationships Rebuilt
A Multi-Tiered Implementation of Restorative Practices

*We cannot always build the future for our youth, but we can build our youth for the future.*

Franklin Delano Roosevelt
Session Objectives

- Brief History
- Current look of the program
- Breaking down silos
- A new look to working collaboratively
- Roadblocks
- Creating the multi-tiered approach
- Results
- Questions
The chain link
Brief History

* Funding
* Catchment Area
* Road to sustainability
  * YOA and YCJA
  * VOICE
* Seeking and sustaining funding
* Bill 212
Current look

🌟 Number of:

🌟 schools served

🌟 circles

🌟 clients served

🌟 people trained
The Problem: Breaking Down Silos
The Solution:
A Collaborative Multi-Tiered Model
The Roadblocks

- Schools unsupportive
- Money
- Time
- Champions
- Unwilling participants
- Desire to remain in silos
The Roadblocks

Schools unsupportive

Move to where the school is, not forcing schools to meet where you want them.
The Roadblocks

Money
- Dividing costs
- Providing trainings without charge

Time
- All pre-conference work, conference facilitations, post-conference follow ups completed by external resource
The Roadblocks

🌟 Champions

🌟 Champions emerge with trainings, conferences, and having non-supporters participate etc.
The Roadblocks

Unwilling participants

Carrots for participating:

- No/lowered suspensions
- Lowered stigma
- Feeling of resolution
The Roadblocks

Desire to remain in silos

Combat with:

- Inviting internal and external parties to the conference as bridge participants
- Variety of service (i.e. various trainings and interventions)
- Access to Hands resources
- Time
The Results
Suspension Data
Conference Feedback Form

Name: ____________________
Date: ________________

Please read each question below. Answer by circling the one (1) number that best describes how you feel about your conference experience.

Do you feel all other participants heard and understood your side of the story?

1 2 3 4 5
No a few listened/ understood some listened/ understood most listened/ understood Yes

Do you feel you were given the opportunity to have input in designing the conference agreement?

1 2 3 4 5
No a little bit somewhat mostly Yes

Do you feel the agreement that was reached today is fair and satisfying to everyone involved?

1 2 3 4 5
No a little bit somewhat mostly Yes

Do you feel this conference was worthwhile and valuable to you?

1 2 3 4 5
No a little bit somewhat mostly Yes

Do you feel this conference was worthwhile and valuable to other participants?

1 2 3 4 5
No a little bit somewhat mostly Yes

Do you feel the issue/incident has been resolved?

1 2 3 4 5
No a little bit somewhat mostly Yes

Overall, how do you rate your conference experience?

1 2 3 4 5
awful poor fair good excellent

Other comments: ________________________________________________________________

This form is intended for data collection purposes only. Participants’ names will not be used in processing the information collected.
Do you feel all participants heard and understood your side of the story? – 98% yes/mostly

Do you feel you were given the opportunity to have input in designing the conference agreement? – 93% yes/mostly

Do you feel the agreement was fair and satisfying to everyone involved? – 98% yes/mostly

Do you feel the conference was worthwhile and valuable to you? – 85% yes/mostly/somewhat

Do you feel the conference was worthwhile and valuable to other participants? – 95% yes/mostly/somewhat

Do you feel the issue/incident has been resolved? – 98% yes/mostly/somewhat

Overall, how do you rate your conference experience? – 98% excellent/good/fair
“We are fortunate that our boys have such a caring administration and teaching staff. This has been a very difficult couple of weeks but has been bearable thanks to the understanding and support from all of you. Thank you for yesterday. I know that many students benefit from the process but I also know that our sons have been given that little extra over the years and I want you to know how much it is appreciated. We will continue to be in touch regarding this matter but I wanted to thank you for yesterday!!”

(Parent, 2010)
“I applaud (the school) and yourself for this type of approach to incidents that occur in the school. I believe that you are far ahead of some other schools in the approach taken and it helps the student take responsibility for their actions instead of just giving them time off for bad/inappropriate behavior.”

(Parent, 2008)
The Future

🌟 Sustainability
🌟 Additional roadblocks?
Questions?

The important thing is not to stop questioning.
Albert Einstein
“If you do what you've always done, you'll get what you've always gotten”

Murphy’s law