

Welcome and Thank you for coming

- ▶ “Each day of our lives we make deposits in the memory banks of our children.”

Implementing Whole School Cultural Change

Office of Safety and Youth Development

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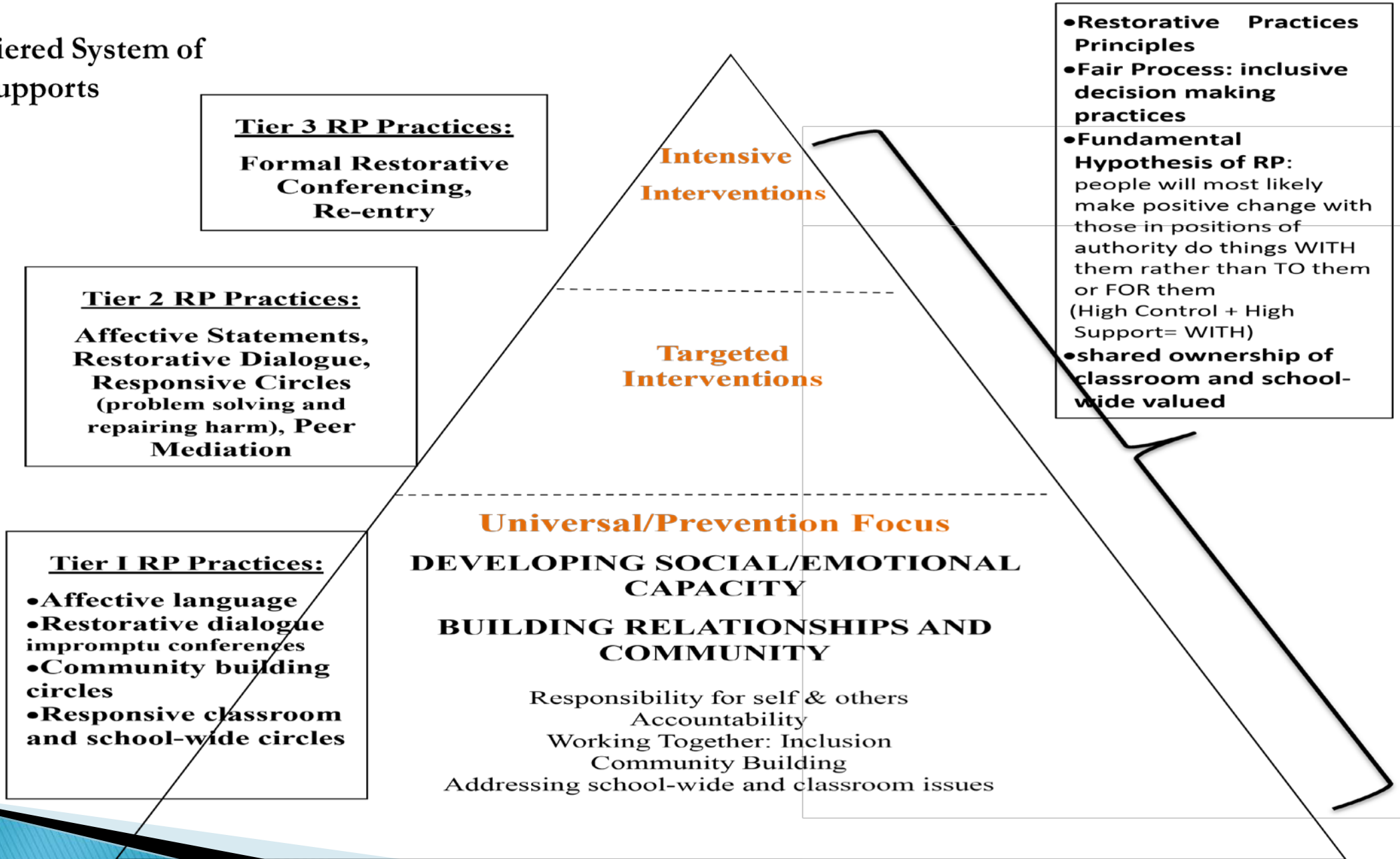
▶ –“The function of education is to teach one to think intensively and to think critically. **Intelligence plus character** – that is the goal of true education.”

–Dr. Martin Luther King Jr.

Restorative video


<https://www.youtube.com/watch?v=RdKhcQrLD1w>

Multiple Tiered System of Supports




Our Work Entails a Paradigm Change:


Two very different sets of 'Three Key Questions' to ask when harm is done:




Retributive, Punitive, Traditional Justice Model

- ▶ 1) What law or rule has been broken?
 - ▶ 2) Who violated this law or rule?
 - ▶ 3) What punishment fits this violation?
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Restorative Justice Model


- ▶ Who was harmed?
 - ▶ What are their needs?
 - ▶ Whose obligation is it to repair the harm?
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Hallmarks of Restorative Justice Practices

- ▶ Positive relationships and trust are the cornerstones of cultural change
 - ▶ We work *with* our students to resolve conflicts as opposed to fixing it *for* them or giving punishment *to* them
 - ▶ Everyone in a situation listens to everyone else
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Hallmarks of Restorative Justice Practices

(continued)

- ▶ Everyone learns to take responsibility for their words and actions
 - ▶ We all work to identify the harm that was done and collaborate to repair it
 - ▶ To change culture fundamentally, takes time – years!
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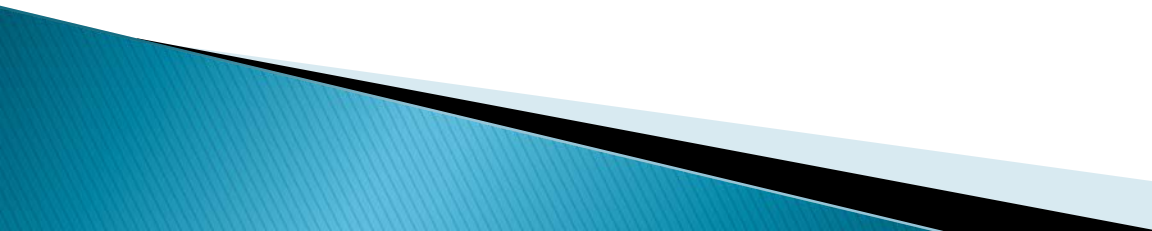
Questions?





Groups of 3 in your seats

Think of a time when you were punished at school.

- ▶ *What happened?*
 - ▶ *How did you feel?*
 - ▶ *What did you learn from it?*
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Silently review the Restorative Principals

Find 3 people and discussion the following questions.


1. What stood out most about the principles (thoughts / feeling / personal experiences)

2. In what ways are they already being applied in your school?

3. Imagine a school setting where all of these principles are being applied consistently.

4. What would it look like, feel like sound like?

Would anyone like to share what stood out to them about the principles, or key points of discussion that came up during your group dialogue?




Read the Restorative Practices Paradigm Shift Quote



Review the Chart of the traditional and
restorative model of discipline

Question Round: What should school wide discipline look like at your school?

- ▶ The paradigm shift rests with what is emphasized when the guidelines/rules are not being followed. If a student is receiving a consequence or punishment specifically for breaking the rules then that is a traditional, punitive approach to discipline.
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What are the Hallmarks of Restorative Justice Practices?

➤➤ What do you know of Restorative Practices?

Restorative Practices (General Definition):


- ▶ Restorative Practices as a whole tend to use informal and formal processes that precede misconduct, those that proactively build relationships and a sense of community to prevent conflict and wrongdoing. The use of Restorative Practices has been shown to reliably reduce misbehavior, bullying, violence and crime among students and improve the overall climate for learning. Regular use of restorative practices within the instructional cycle of a school is a significant prevention and intervention strategy. Restorative practices build relationships and establishes understanding and trust; creates a sense of community; teaches students how to make decisions together and develop agreements for the mutual good; resolve difficult issues, etc.

Restorative Practices Continuum

- ▶ Restorative practices range from informal to formal. On a restorative practices continuum, **the informal practices include affective statements and questions that communicate peoples' feelings, and allow for reflection on how their behavior has affected others.** Impromptu restorative conferences and circles are somewhat more structured, while formal conferences require more elaborate preparation. Moving from left to right on the continuum, **as restorative processes become more formal, they involve more people, require more planning and time, and are more structured and complete.**

▶ “Although a formal restorative process might have dramatic

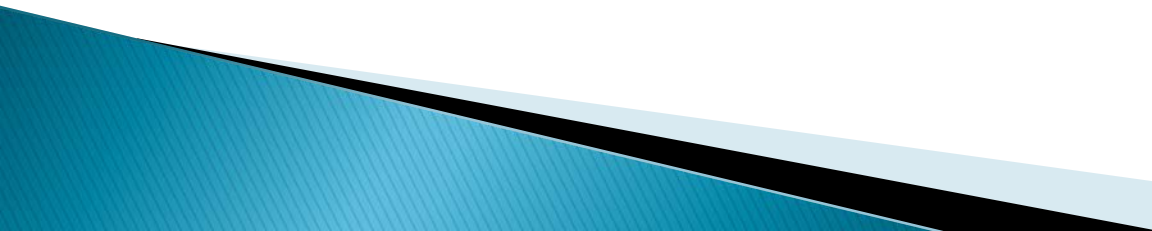
Closing Circle

- ▶ One take away you learned today.
 - ▶ How are you feeling about moving forward with this program?
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Contacts

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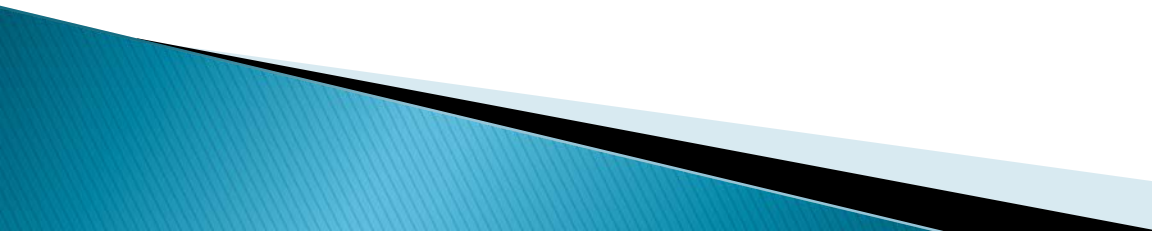
Critical stages of implementation:

1. Restorative Practices Introduction to Entire School Community
 2. Small team meetings
 3. Identifying Need and Preferred Outcomes
 4. Establishing School Site Implementation Team
 5. Collecting School Climate and Discipline Baseline data
 6. Establishing the Foundation for a Welcoming and Safe School Culture
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Critical stages of implementation: Continued

7. Restorative Practices Professional Development
 8. Systems of Support (Professional Learning Communities)
 9. Action Plan
 10. Progress Checks (measuring outcomes)
 11. Sustainability
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Steps to Getting Started:

- ▶ Introduction to Restorative Practices Presentation to entire school community
 - ▶ Identify School Implementation Support Team
 - ▶ RP Site Leaders and Team attend centralized RP training with OSYD.
 - ▶ RP Team (RP Site Leaders attend monthly centralized PLC with other RP Site Leaders from across the district).
 - ▶ Determining need and preferred outcomes of whole school RP implementation
 - ▶ Collect baseline school climate and discipline data
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What we expect from You:

- ▶ To be a role model in changing relationship patterns
 - ▶ To understand that in order to successfully change school culture, you may have to make structural and systemic changes.
 - ▶ To understand that this effort will take years to complete.
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What You will receive from OSYD and your CBO Partner:

- ▶ A Restorative Justice Coordinator (RJC)
 - ▶ Funding for staff training per diem/ per-session, and OTPS
 - ▶ Collaboration with a Restorative Justice “Mentor” school.
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Gathering

- ▶ CBOs and affiliated schools

Thank you for coming

- ▶ “Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it's the only thing that ever has.” Margaret Mead