

# 13-14 Restorative Practices: Overview

## Foundation: Relationship Based Principles and Values (The RP LENS)

- Building and sustaining an inclusive, welcoming community through the emphasis of positive trusting relationships
- High standards of expectations for learning and behavior in the classrooms and high levels of support = Doing “WITH”
- Authentic listening and sharing: Equity of voice
- Non-punitive response to wrong-doing as harmful to people and relationships with an emphasis of repairing harm and restoring community.
- Addressing the root causes of disciplinary disproportionality: Implicit biases and stereotypes

### Building/Sustaining Trusting Relationships among All Members of the School Community

- **Collegial Relationships at Work and with Families:** Restorative tools are used to reinforce a culture of care, build and maintain a healthy staff community. (Leader and All Staff)
- **Community Circles:** Culturally responsive structured circles to build connectedness and value/respect of differences. (Leader and all teaching staff)
  - Relationship building
  - Establishing values and behavior expectations
  - Check-in and check-out
  - Celebrations, recognition, achievements
  - Class progress (climate and academics)
- **Inclusive Decision Making:** Fair Process involves those affected by decisions to be included in the decision making process to establish an inclusive culture of doing “WITH”. (Leader and all teaching staff)
- **Affective Language:** Genuine expression of feelings and emotions in relation to specific behaviors and actions, affective language provides a structure for reinforcing desired behaviors and redirecting unwanted behaviors. (All staff)

### Restoring Relationships & Community

- **Restorative Language and Conversations:** A common, consistent language among the school community is a simple and effective approach to reinforce the core values of relationships, high expectations, responsibility and accountability.  
Restorative conversations follow a script that explores:
  - The quality of **relationships**.
  - Those **impacted** or **affected** by conflict or wrongdoing.
  - Potential resulting **harms**.
  - The **needs** of those involved.
  - Problem solving solutions to **repair the harm and restore the community**.Restorative conversations occur as:
  - ✓ Impromptu, across the entire school community (All staff)
  - ✓ structured conversation in the classroom (All teaching staff)
- **Classroom Responsive Circle:** A formal restorative tool that addresses patterns of disruptive behaviors negatively impacting the class learning environment and relationships. (All teaching staff)
- **Brief Restorative Intervention:** A referral-based problem solving process which engages wrongdoers and those affected or harmed. Used where the harm is significant enough not to be resolved informally, but not so great that it requires a formal conference. (Leader, Dean, Counselor, Wellness staff)
- **Restorative Formal Conferencing:** A structured formal process that involves students, parents, and staff. Wrongdoers are held accountable for their actions, those harmed are given a voice and agreements are made to address needs, repair harms and prevent future wrongdoing. (Trained facilitator, Leader, Dean, Counselor, Wellness staff)
- **Re-entry Conferences:** An intentional effort to reintegrate students back into the school and classroom after a counseling office referral or out of school suspension to

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|  | re-establish connection with the community. (Trained facilitator, Leader, Dean, Counselor, Wellness staff) |
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