

Restorative Practices: Revitalizing Climate & Culture in an Urban School, Putting Theory into Practice

Tenet 5: Student Social & Emotional
Developmental Health

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Theory of Practice

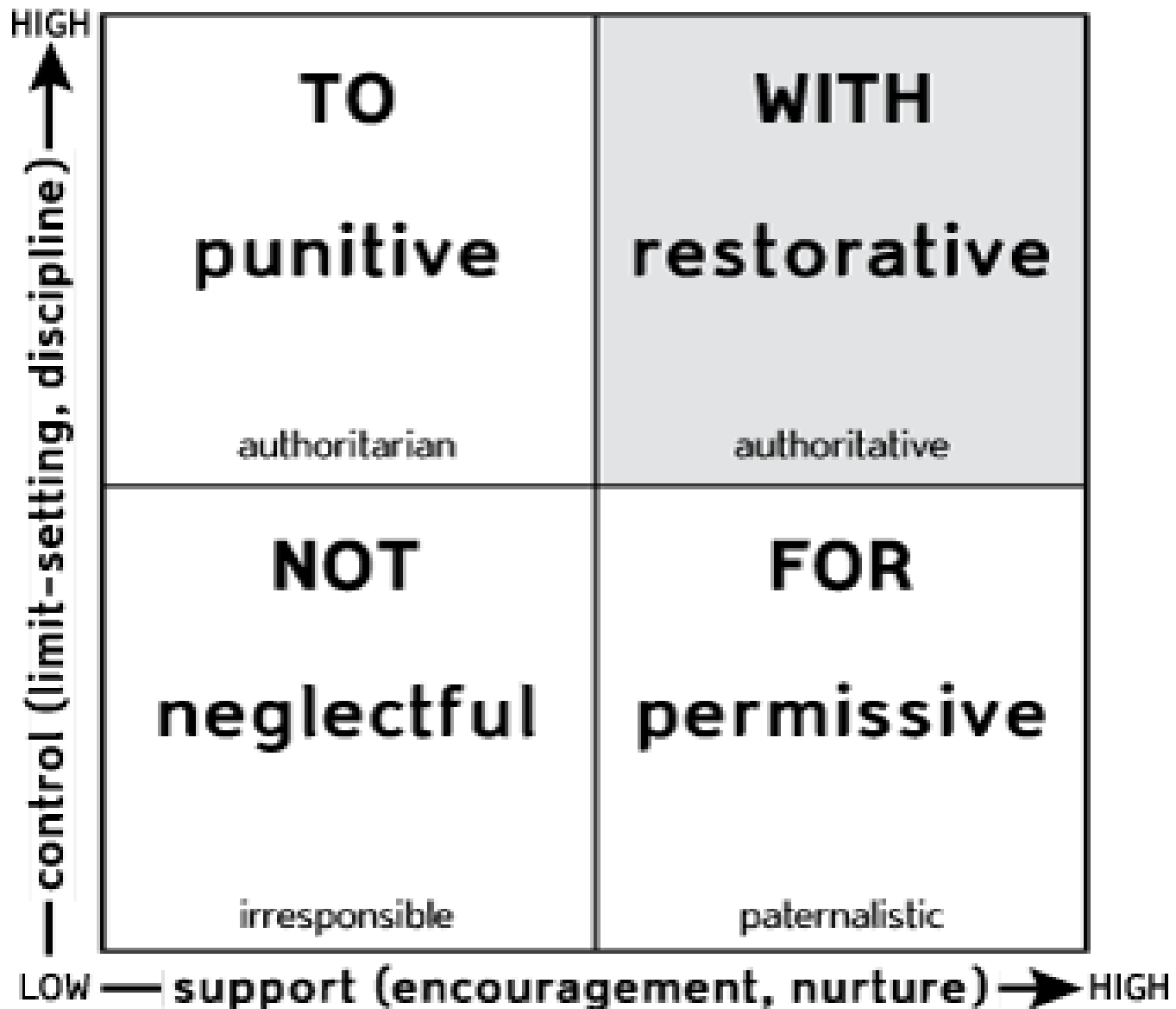
- A social science that studies how to build social capital and achieve social discipline through participatory learning and decision-making.
- The use of Restorative Practices (RP) helps to improve human behavior, strengthen civil society, provide effective leadership, reduce crime, restore relationships and repair harm.

Wachtel, T. (2013). *Defining Restorative*. Retrieved from <http://www.irp.edu/pdf/defining-restorative.pdf>

Theory of Practice

- Reflects a philosophy that holds that all communities are based on relationships.
- Stronger relationships = Less wrongdoing & ability to repair when wrongdoing occurs
- All voices heard





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Context

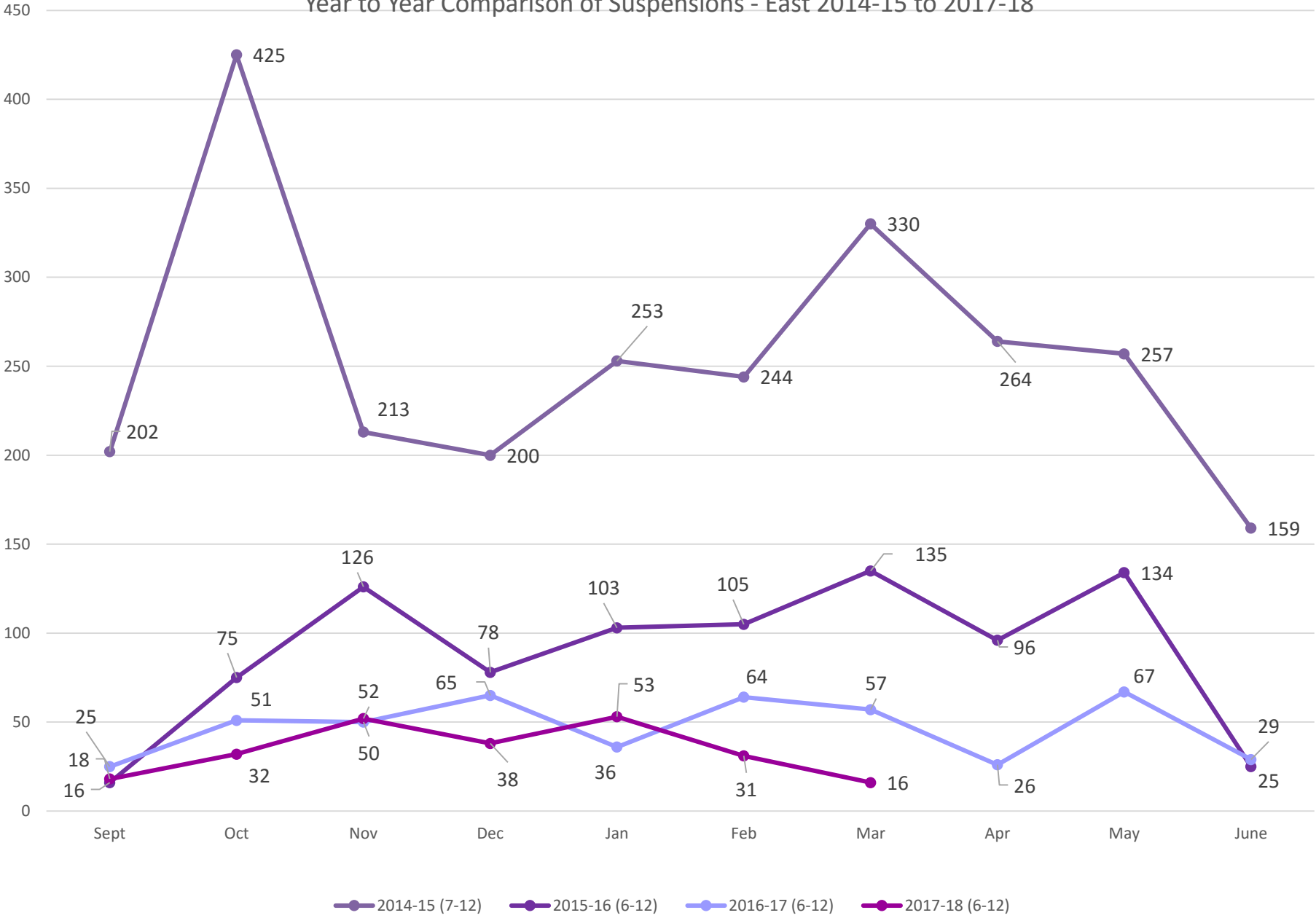
RP has been successful in

- decreasing the number of school referrals and suspensions
- reducing the severity of the school offenses
- narrowing the discipline gap that disproportionately punishes students of color

RP transforms school culture

Marsh, V.L. (2017). *Restorative Practice: History, Successes, Challenges & Recommendations*. Retrieved from http://urcues.org/wp-content/uploads/2017/06/Restorative-Practices-Brief-1_final.pdf

Year to Year Comparison of Suspensions - East 2014-15 to 2017-18



Role of the University

- Core principle in the EPO Under Tenet 5: Student Social & Emotional Developmental Health
- Provide support to the RP committee
- Highlighted restorative work through online publications and other media outlets (www.uncues.org)

Evolution of the Initiative

Year 1

Learning and Professional development via Partners in Restorative Initiative (PIRI):

- Full faculty introduction and training
- Select interested support staff and teachers attended a 3 full day training
- Admin, SSO, support staff – restorative discipline training
- RP techniques were practiced in Family Group using the 80/20 rule.
- Train the trainer training- RP committee was formed, CARE room concept, Teacher PD, Peer Mediation via RP.

Evolution of the Initiative

Year 2

Distributive Leadership

- Continued support from PIRI
- RP committee established
- PD for all East Staff (custodial, clerical, TA, SSO, etc.)
- Re-entry circles for scholars (suspension or attendance)
- Conflict circles
- Care Room- locations established and managed
- RP Scholar Leadership Team

Evolution of the Initiative

Year 3

Self Sufficient

- Trained our own Scholar Leadership Team
- Monthly PD for staff
- Monthly newsletter
- Aggression Replacement Training (IIRP)
- Increase parent involvement
- Increase visibility in the community at large

Evolution of the Initiative

Future Planning

- Self sustaining: a cultural and systemic shift vs. person dependent
- Self sufficient: continuing to grow our knowledge and capacity as a building
- Continue to train new staff, while providing boosters for all staff
- Expand our partnering and training with families, community, agency partners, stakeholders
- On going assessment of building needs

What We've Noticed

School Wide

- Variety of social/emotional resources and staffing of social workers/school counselors to support this
- Care Room: a social-emotional space that is available, accessible and close proximity to all support personnel.
- An array of circles: group preventative, restorative, re-entry, community-building, etc. (whole class or small group)
- Scholar advocacy –requesting and/or leading restorative work
- Families learning about the restorative process and engaging in circles

Grade Specific

- Re-entry circles upon return from special programs (ISS, OSS, LTS, Y&J programs, etc) or extended absences – *Upper School*
- Scholar team meetings and staff restorative boosters – *Freshman Academy*
- Peer Mediation Program and DASA Process – *Lower School*

Community Building Circle

- A structured process of communication that brings people together and helps participants connect with a mindful appreciation that honors the uniqueness of all those involved. (also known as a Peace Circle)
- 80/20 rule
- All circles have an opening, rounds and a closing
 - Respect the talking piece
 - Right to pass
 - Confidential

Take Aways & Questions

- ❖ How do you see yourself using Restorative Practices either in your personal or professional life?