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Mar 6th, 3:00 PM - 4:15 PM

### Beyond Black and White: Infusing Restorative Practices into Student Discipline

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*Beyond Black and White*



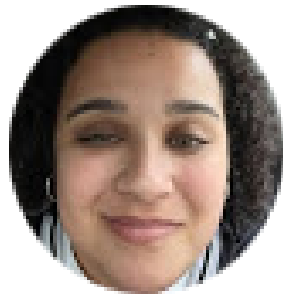
*Dr. Louis Fletcher*

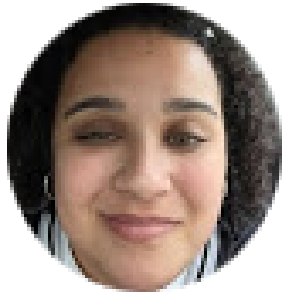
*Director of Culture and Services*

*Peter Hilts*

*Chief Education Officer*







# *Beyond Black and White*

## *K-12 Public Education: a Political Right*

- ✱ *A Human Right*
- ✱ *Self-Determination*

## *K-12 Public Education: an Economic Imperative*

- ✱ *An Investment*
- ✱ *Personal & Community*



# *Beyond Black and* **White**

*Withholding Political  
Self-Determination*

*Withholding Economic  
Opportunity*

*Injustice*

*Injustice*



# *Beyond Black and White*

## *A Just Approach to Student Discipline*



## *Restorative Practice*



# Beyond Black and White



## *Five Principles of Restorative Practice*

- 1. Cooperation over Coercion*
- 2. Face-to-Face Participation*
- 3. Outcomes by Impacted*
- 4. Equal Access and Consent*
- 5. Research-Based Practices*

## *Rethinking Discipline*

- 1. Increase awareness of the prevalence, impact, and legal implications of suspension and expulsion;*
- 2. Find basic information and resources on effective alternatives; and*
- 3. Join a national conversation on how to effectively create positive school climates.*





## *Wisdom from the Field*

The fundamental premise of restorative practices is that people are happier, more cooperative and productive, and more likely to make positive changes when those in authority do things **WITH** them, rather than **TO** them for **FOR** them.

— Ted Wachtel, *International Institute for Restorative Practices*



# *District 49's Cultural Compass*



**RESPECTFUL**

We respect others for their abilities, qualities and achievements.

**TRANSPARENT**

We build positive relationships through honesty and openness with all stakeholders

**CARING**

We provide a safe and caring environment for students and staff

**ACCOUNTABLE**

We hold ourselves accountable for our actions

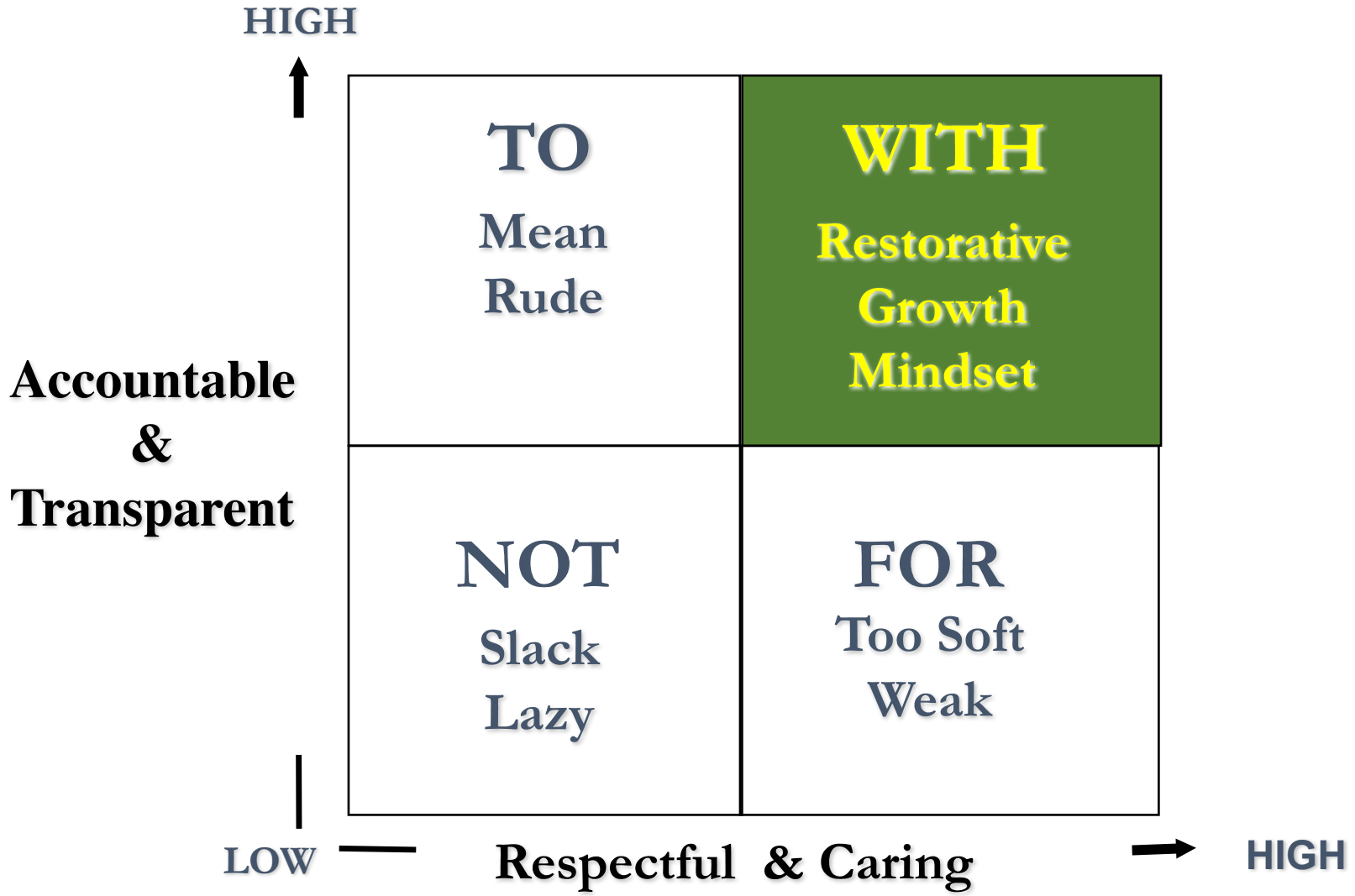


## *Culture Defeats Strategy*



- What culture is operating?
- What strategy is clashing?
- Why does culture defeat strategy?
- How does that insight guide us?

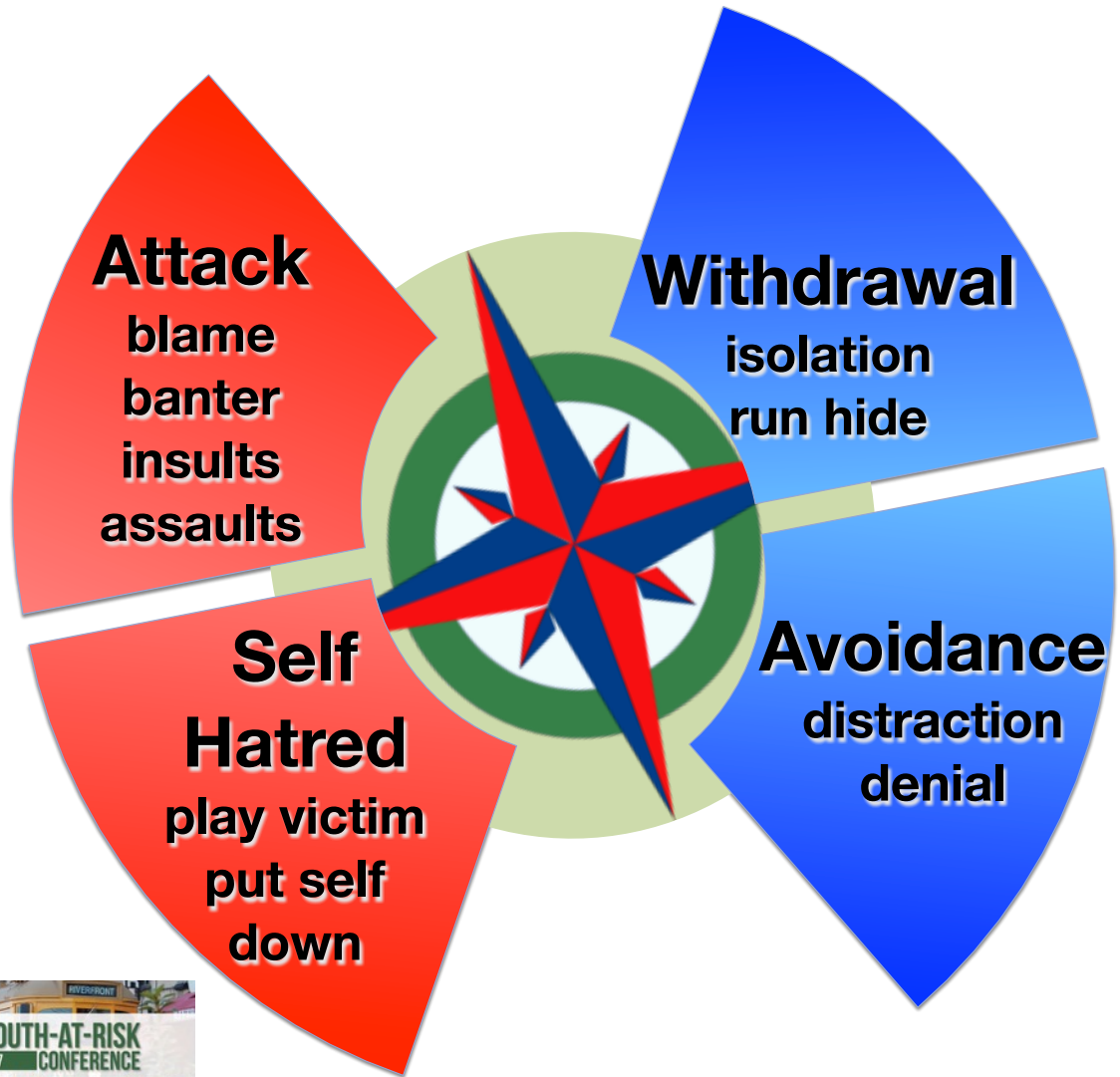
# Beyond Black and White



Adapted from Social Discipline Window - Paul McCold and Ted Wachtel - 2000



# *Nathanson's Compass of Shame*



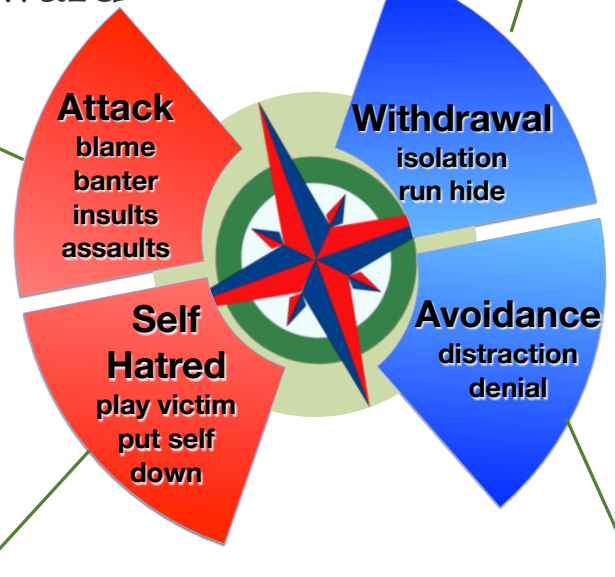
NATHANSON 1992



## Nathanson's Compass of Shame

- Tease others
- Blame teacher
- Anger directed outward

- Avoid discussion
- Drop out
- Sadness, fear, anxiety



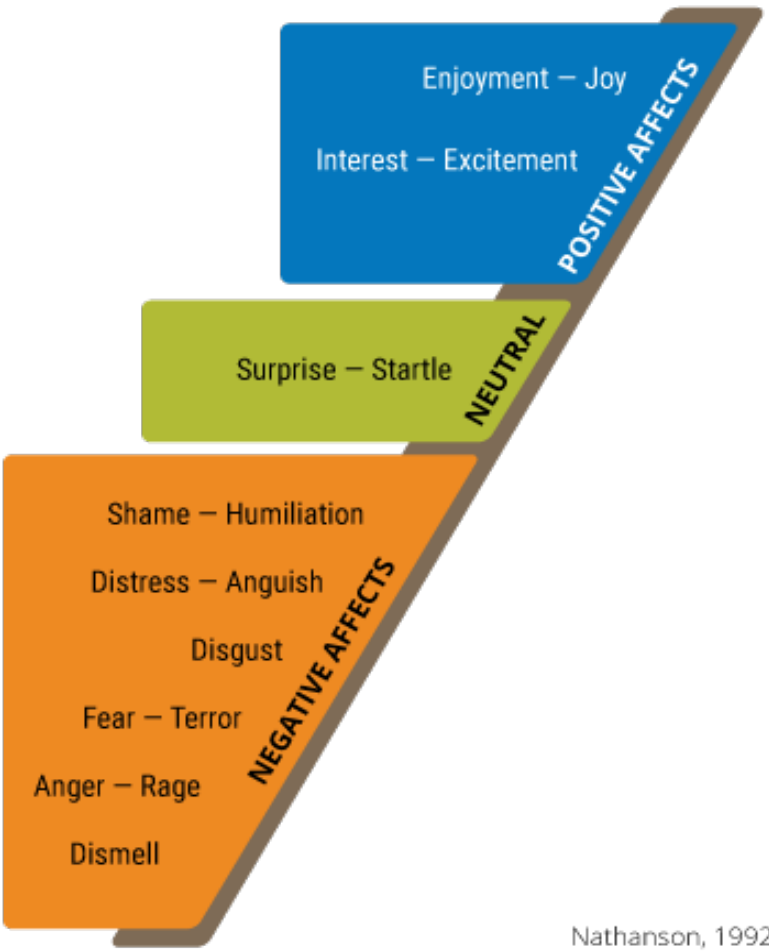
- Joke about failing
- Disavow interest
- Neutral or distracted

- Self-directed rage
- Call self "stupid"
- Anger, contempt, disgust



# *Nathanson's Shame Explained*

The Nine Affects



Tompkins, adapted from Nathanson 1992

Nathanson, 1992



## *Advocating to Restore “Joy”*

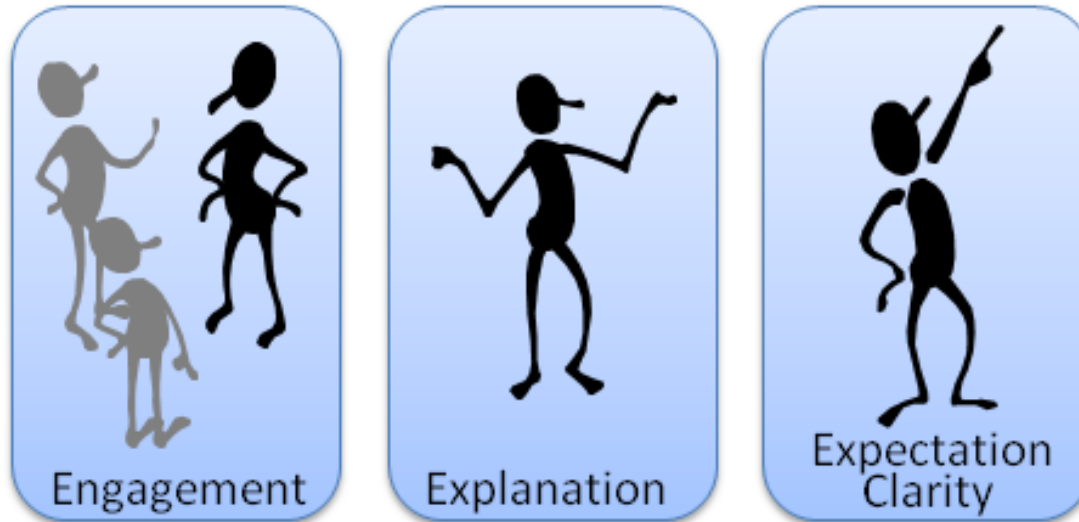


- Making privilege an “Eagle” not an “Albatross”
  - Willingness to Spend “Institutional Likeability”
  - “Inclusive Excellence” should be inclusive
- So what, Who cares?
  - Removing Barriers
  - Changing expectations





## *What Does Fair Process Look Like?*



- *Engagement — involving individuals in decisions that affect them by listening to their views and genuinely taking their opinions into account*
- *Explanation — explaining the reasoning behind a decision to everyone who has been involved or who is affected by it*
- *Expectation clarity — making sure that everyone clearly understands a decision and what is expected of them in the future (Kim & Mauborgne, 1997)*

# Beyond Black and White

## Build a Culture By:

1. Recognizing zero-tolerant discipline and building relationships early (*Early S-E support*)
2. Conducting outreach with all stakeholders (*Promoting restoration over punishment*)
3. Being transparent about your district's efforts (*Implement strategies to achieve a fair process*)
4. Not letting moderate success go to your head, nor letting moderate failure go to your heart (*Build the culture that you want; don't give up*)



**Now!**

**20 Years ago...**

**When is the  
best time to  
plant a tree?**

