

Improved teacher moral

Reductions in suspensions and expulsions

Reductions in disciplinary referrals

Improved teacher retention

GOT RESTORATIVE PRACTICES (RP)?

Improved academic outcomes

Reductions in disproportionate referrals of minority students

Reductions in amount of instructional time lost to managing student behavior challenges



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Theory of Action for Restorative Practices

If

we build a school community that invests in the power of relationships and manages conflict by repairing harm and restoring those relationships

Then

we will create a culture of empathy, accountability and belonging

Where

ALL students and staff feel safe, valued and heard.



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Theory of Action for Restorative Practices

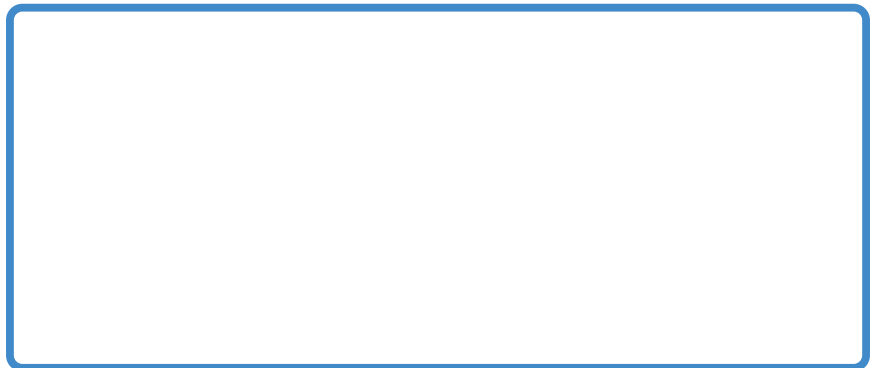
If



Then



Where



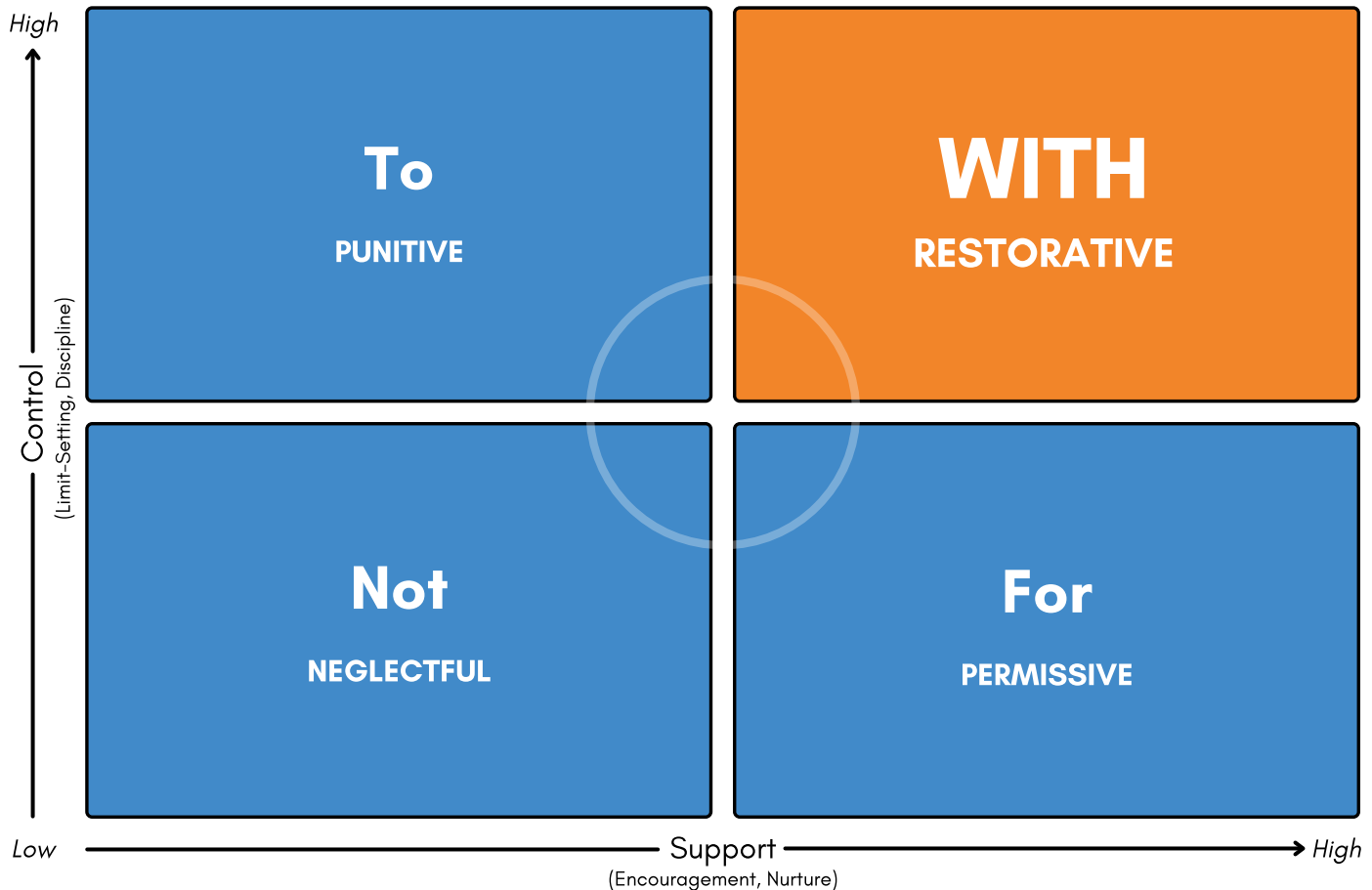
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THE SOCIAL DISCIPLINE WINDOW

The underlying premise of Restorative Practices rests with the belief that people will make positive changes when those in positions of authority do things *with* them rather than *to* them or *for* them.

According to the Social Discipline Window, a restorative approach requires a balance of high levels of control/limit setting with high levels of support, encouragement, and nurturing.



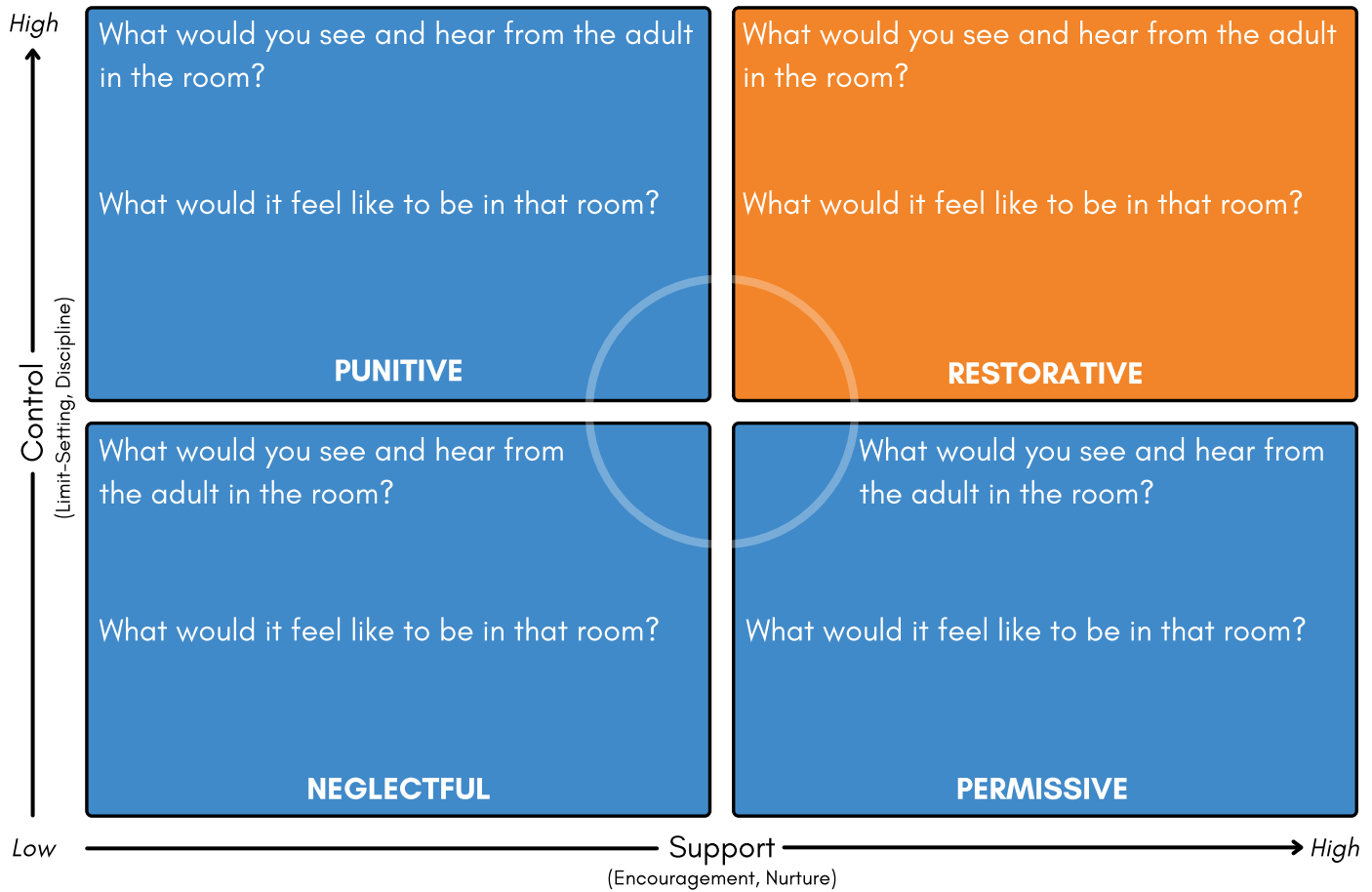
Adapted by Paul McCold and Ted Wachtel from Glaser, 1969

High control and Low support = Punitive/Authoritarian

Low control and Low support = Neglectful

High support and Low control = Permissive

High support and High control = RESTORATIVE



Adapted by Paul McCold and Ted Wachtel from Glaser, 1969

Notes



RESTORATIVE QUESTIONS

A restorative approach **to help those harmed** by other's actions consists of asking key questions:

- What happened?
- What did you think when you realized what had happened?
- What have you thought about since?
- What impact has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?

A restorative approach to respond **to challenging behavior(s)** consists of asking key questions:

- What happened?
- What were you thinking at the time?
- What have you thought about since?
- Who has been affected by what you have done? In what way?
- What about this has been hardest for you?
- What do you need to do to make things right?

Adapted from Wachtel, T., Costello, B. and Wachtel, J. (2009). International Institute of Restorative Practices



MAJOR EVENT/CRISIS RESTORATIVE QUESTIONS

A restorative approach **to help those facing a challenge/major event/crisis** consists of asking key questions to them about their experience:

- What have you been thinking or feeling as (this crisis) unfolds?
- How are you being impacted by physical distancing, loss of income, loss of social connections, etc.?
- What has been the hardest thing for you?
- Share one thing you are doing to move forward.
- Who is one person you can reach out to connect with?
- What is something in your control you can do in the coming days and weeks?

Adapted from Wachtel, T., Costello, B. and Wachtel, J. (2020). International Institute of Restorative Practices

