



Restorative Practices

Board Presentation
April 11, 2023

What Restorative Practices Are

- A mindset shift
- A culture
- A philosophy
- A way of being, not just doing
- For *all* stakeholders: students, educators and families
- A collectivist model where everyone has voice and is seen as a valued community member/contributor.



What Restorative Practices Are Not

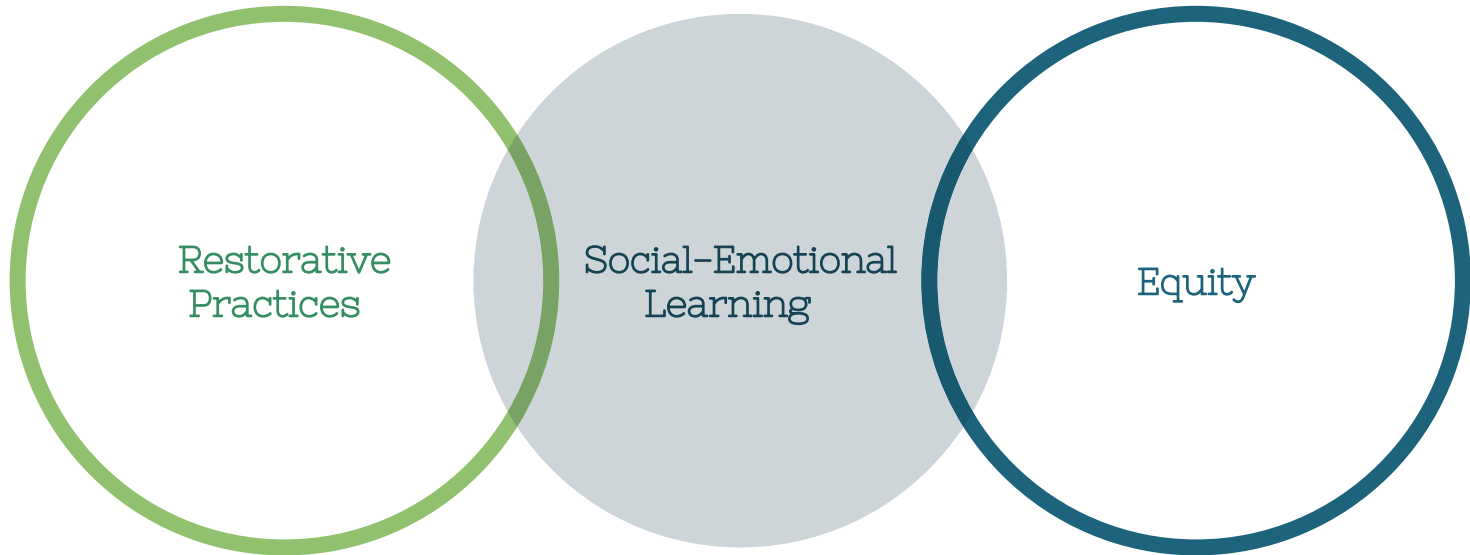
- A curriculum
- An initiative
- Something to “fix” student behavior
- A one and done practice

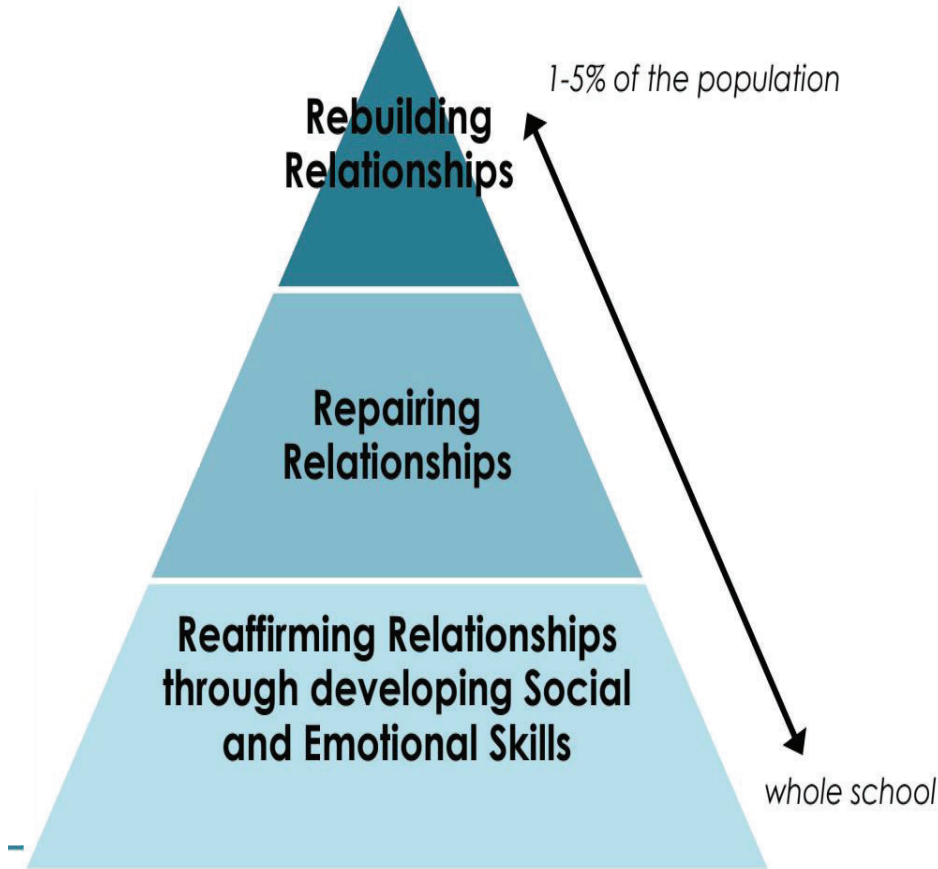


Restorative Practices

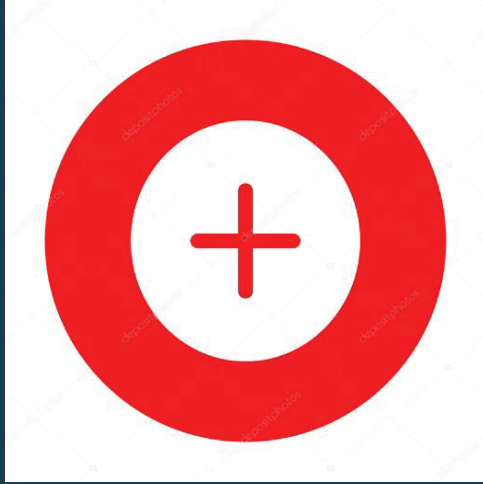
Call community members in versus pushing them out.

Circles of Learning



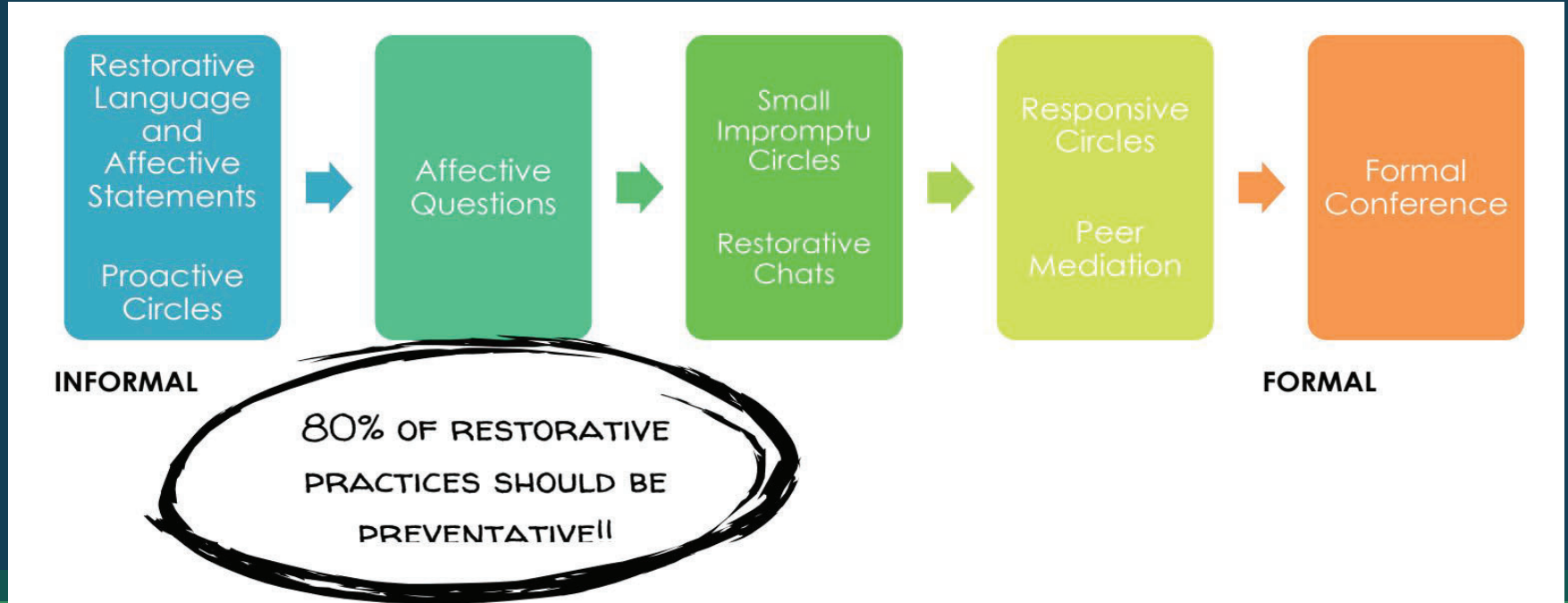


Restorative practices move from general instruction and proactive learning to specific intervention



PROACTIVE CIRCLES

Continuum of Restorative Practices



Affective Statements

Instead of...Good job.

Try...I am so proud of all of the hard work you put into your project. I hope that you were able to feel a sense of accomplishment when you turned it in.

I am proud to see/hear... I am excited to see/hear...

I am appreciative of you/your... I am grateful that/for.....

I am touched that you... I am worried about/by/to see/to hear
that....

I am concerned about..... I am feeling frustrated about/by that...

I am feeling irritated by..... I am angry about.....

I am sorry that..... I am upset that ...

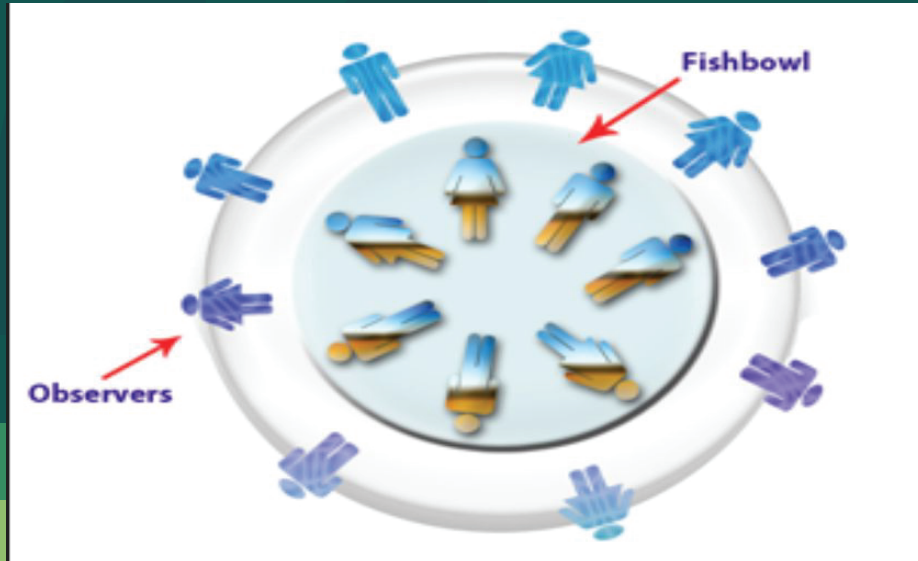
I am having a hard time understanding... I am uncomfortable
when I see/hear.....

I feel sad because I heard..... I am uneasy about

I am feeling distracted by.....

Types of circles:

- Sequential
- Popcorn
- Fishbowl



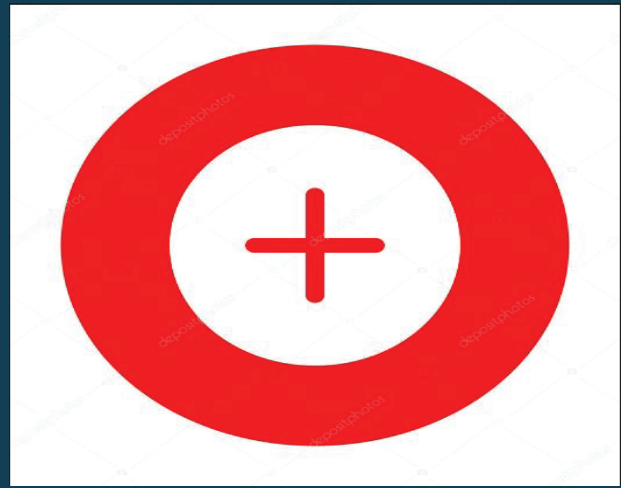
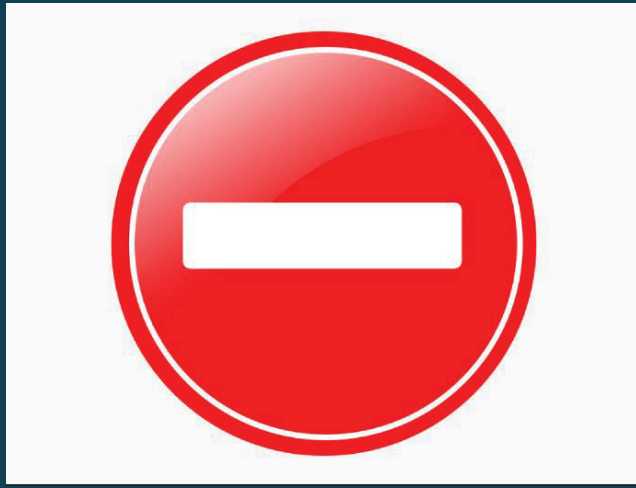
Proactive Circles:

SEL

- Check-in, Check-out
- Dialogue circles
- Cultivating self awareness/management
- Proactive behavior discussions
- Exploring friendship
- Transitions and welcoming (students entering or leaving the school)

ACADEMIC

- Finding out what students already know (baseline knowledge) on a topic
- Checking for understanding or building vocabulary
- Sharing students writing in a “readaround”
- Practicing a foreign language
- Sharing reflections about a book that was read



RESTORATIVE CIRCLES

What is a restorative circle?

A restorative circle provides an opportunity to sit down with impacted parties and discuss an incident, behavior, or issue that has occurred.

It gives all involved parties...

- A chance to share individual perspectives
- The ability to acknowledge how they have been impacted
- A chance to share how others may have been impacted by their actions
- Discuss what can be done to repair the harm

Goals of Restorative Practices that Address Wrongdoing

- Try to foster understanding of the impact of the behavior
- Seek to repair the harm that was done to people and relationships
- Attend to the needs of victims and others in the school
- Avoid imposing intentional pain, embarrassment or discomfort on students
- Actively involve others as much as possible.
- Build a sense of community

Why is this important?

- We need to avoid shame to cultivate a growth mindset
- If we're sending students out of the classroom for negative behavior then we are sending the signal that if they act negatively, they get to miss class or even that they don't matter or are not worth our time
 - The student is then learning how he or she can get out of class, not how his or her behavior is impacting the classroom environment.
- Circles allow us to go below the tip of the iceberg and find out what is going on below the surface (i.e. the behavior).

Restorative Conversations



Repairing
harm starts
with a
Restorative
Conversation.

The Standard Restorative Questions

- What happened?
- What were you thinking or feeling at the time?
What have you thought about since?
- Who has been affected by what you have done and in what way?
- What do you think you need to do to make things right?
- What can you do to prevent this from happening again?



Restorative Practices in District 73.5

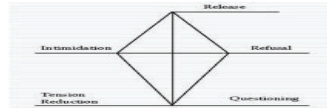
In Skokie School District

Strengthening Relationships, Building Community

A continuum of support for students



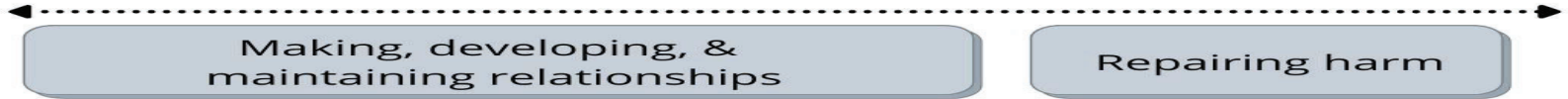
Spring 2022 & Fall 2022



De-Escalation
Strategies
School Year 22-23

Restorative
Justice

School Year 2020-Present



Spectrum of Restorative Practices



ELIZABETH MEYER
SCHOOL



JOHN MIDDLETON
ELEMENTARY



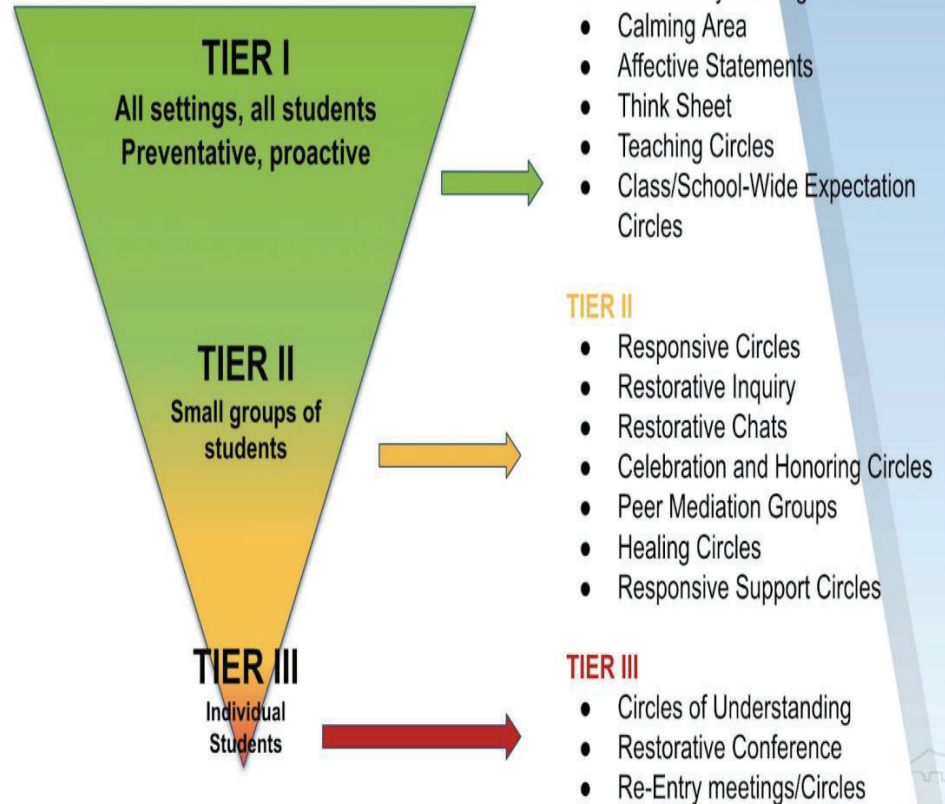
OLIVER McCRACKEN
MIDDLE SCHOOL

Expectation: That, as a District, we are consistently using RP in ways that are meaningful to our classroom, our role, our familiarity with using the practice and to our student's needs

Implementation Plan

- Defined Restorative Practices
- Developing a “menu” of practices
- Developing a one-pager to highlight key elements
- Providing an overview to all staff

Restorative Justice Tiers of Support





In Review..

Restorative Practices Principles

1. Acknowledges that relationships are central to building community.
2. Builds systems that address misbehavior and harm in a way that strengthens relationships.
3. Focuses on the harm done rather than only on rule-breaking.
4. Gives voice to the person harmed.
5. Engages in collaborative problem solving.
6. Empowers change and growth.
7. Enhances Responsibility.



Questions?