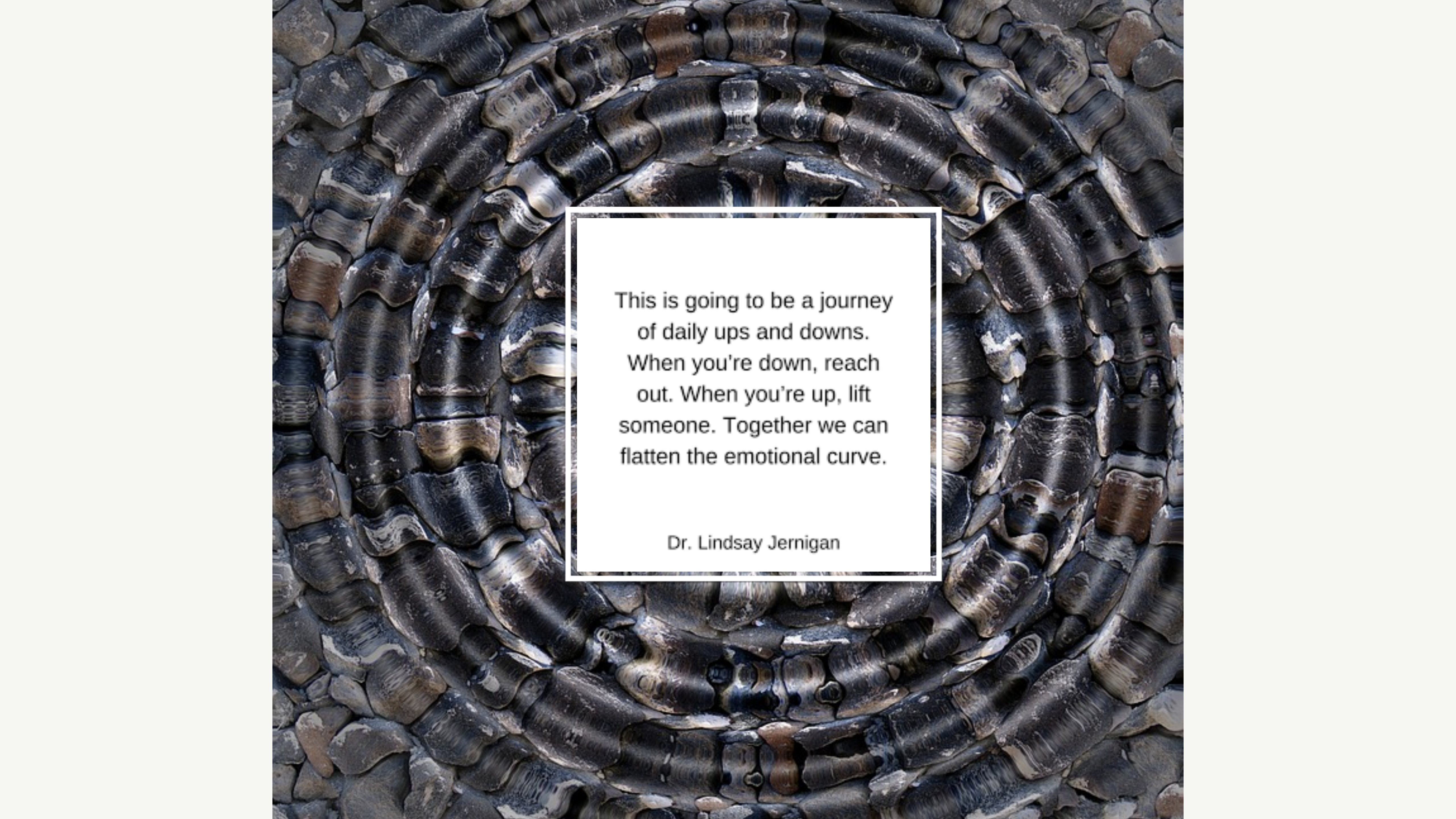


Orienting Schools to Restorative Approaches

Jon Kidde 6/25/2020



This is going to be a journey
of daily ups and downs.
When you're down, reach
out. When you're up, lift
someone. Together we can
flatten the emotional curve.

Dr. Lindsay Jernigan

Check-in and Connections

Opening on-line

- We are going to breakup into groups of 4 people to get aquatinted with people on Zoom.
- In those groups, introduce yourself and respond to the questions broadcasted.
- You'll have 8 - 10 minutes for the two questions. I'll then invite you back.



Connection Activity Debrief

- Pick one or more of the questions below and respond in the chat.
 - What is one new or interesting thing you learned about someone else?
 - What is a connection you found with another person?
 - What did you learn through this activity that relates to restorative practices?

Orienting Schools to Restorative Approaches

Identified personal values and related them to restorative approaches

Review Restorative principles and application

Considered Implementation Science and a tool to assess buy-in

Proposed one next step to further exploration of restorative approaches in your school

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**Share one value or characteristic that describes you
when you are at your best.**



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Restorative Approaches

Core take aways

- Restorative Approaches are based on values and principles—ever-present in humanity.
- If the values and principles are not applied, the practices will not work.
- When we express these values and principles from the start in relationship and community building, we establish partnership rather than dominance.
- We can then apply them when there are unmet needs and people have been harmed.



Exploring Key Elements and Principles of Restorative Approaches

Tapping into what you know

- We are going to look at 6 slides
- There is one question for each slide.
- You're invited to write responses to the question or important questions you have about the content in the chat box

I'm most interested in some review but mostly implementation as climate feels like a large issue at our school. I really feel like we need to start at the beginning to rebuild trust in our community.



Balance in the Process

- Underlying all restorative approaches is the importance of relationship. This graphic shows the balance that exists in the restorative approach. The belief is that when we spend adequate time in each quadrant we are more effective in our learning, problem solving, and collaboration. This applies to meetings, circles, conversations and pedagogy.

What are you doing now to Get Acquainted and Build Understanding and Trust—with staff, with students, with families?

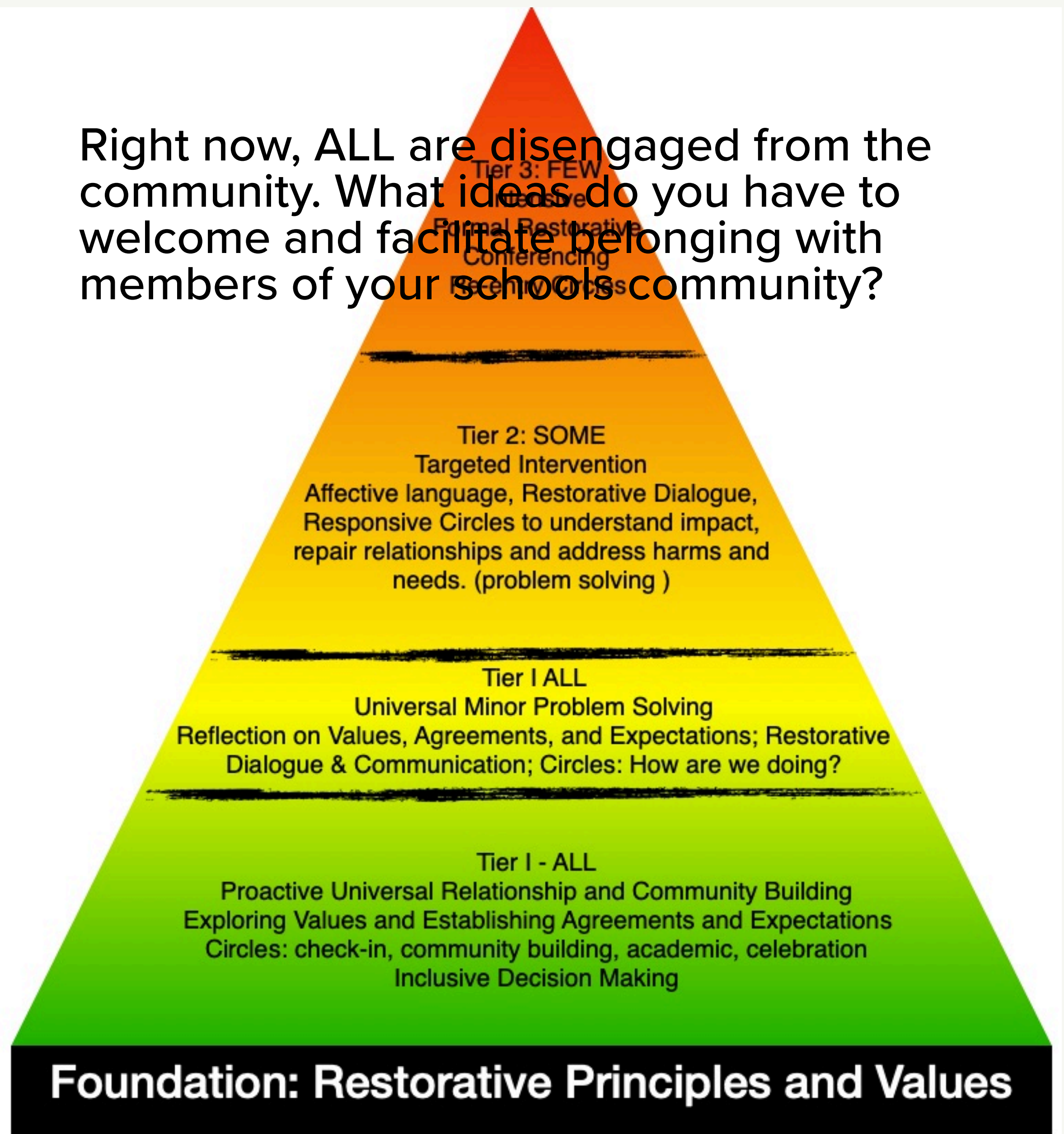


What does it look like?

A whole-school restorative approach is not just about doing processes or practices. It is a philosophy, a way of being. It changes how people relate to one another. Importantly, it applies throughout MTSS.

- Tier I (Universal): At the foundation of a whole-school restorative approach are practices and processes designed to build community, create a healthy school climate, and develop social and emotional skills. We do this with ALL.
- Tier II (Targeted): When things go wrong, the restorative approach is to focus on repairing relationships—rather than the rule that was broken. We do this with SOME.
- Tier III (Reintegrative): When individuals are disengaged and excluded from the community, a restorative approach intentionally seeks to welcome and facilitate belonging and engagement. We do this with FEW.

Right now, ALL are disengaged from the community. What ideas do you have to welcome and facilitate belonging with members of your school's community?



Exploring Relationships

- Intentionally creating space and time for people in a community to get to know one another is a first step of understanding one another and building trust. This helps to build, deepen, and support healthy relationships and community; it develops the capacity for empathy and social- emotional learning; it helps foster a desire for empathy.

What are some things you might see, hear, or feel if this principle was applied well?

Meaningful Engagement

- Trust and respect are elements that facilitate meaningful engagement. Without trust and respect, people do not feel safe enough to engage authentically. Trust is built; trust builds trust. Respect is treating other people how they want to be treated. To respect others, you need to get to know them and listen to them. This creates emotional and physical safety that allows people to engage.

What are some examples of how you can promote trust and respect?

Agency/ Choice/Collaborative Decision-Making

- People choose to participate in restorative practices and people choose how they participate in them, so as long as their choices do not infringe on someone else's safety or ability to participate, a person may choose to listen and not speak in a restorative process or practice. When all members have a meaningful role in a decision-making community, culture is co- created. Collaborative decision-making promotes and strengthens a sense of belonging and mutual responsibility for the well-being of all. The phrase “nothing about us without us” sums it up. This is challenging; it requires those with decision-making authority to use that authority differently.

What are shifts you can make or have made to promote individual agency and choice?

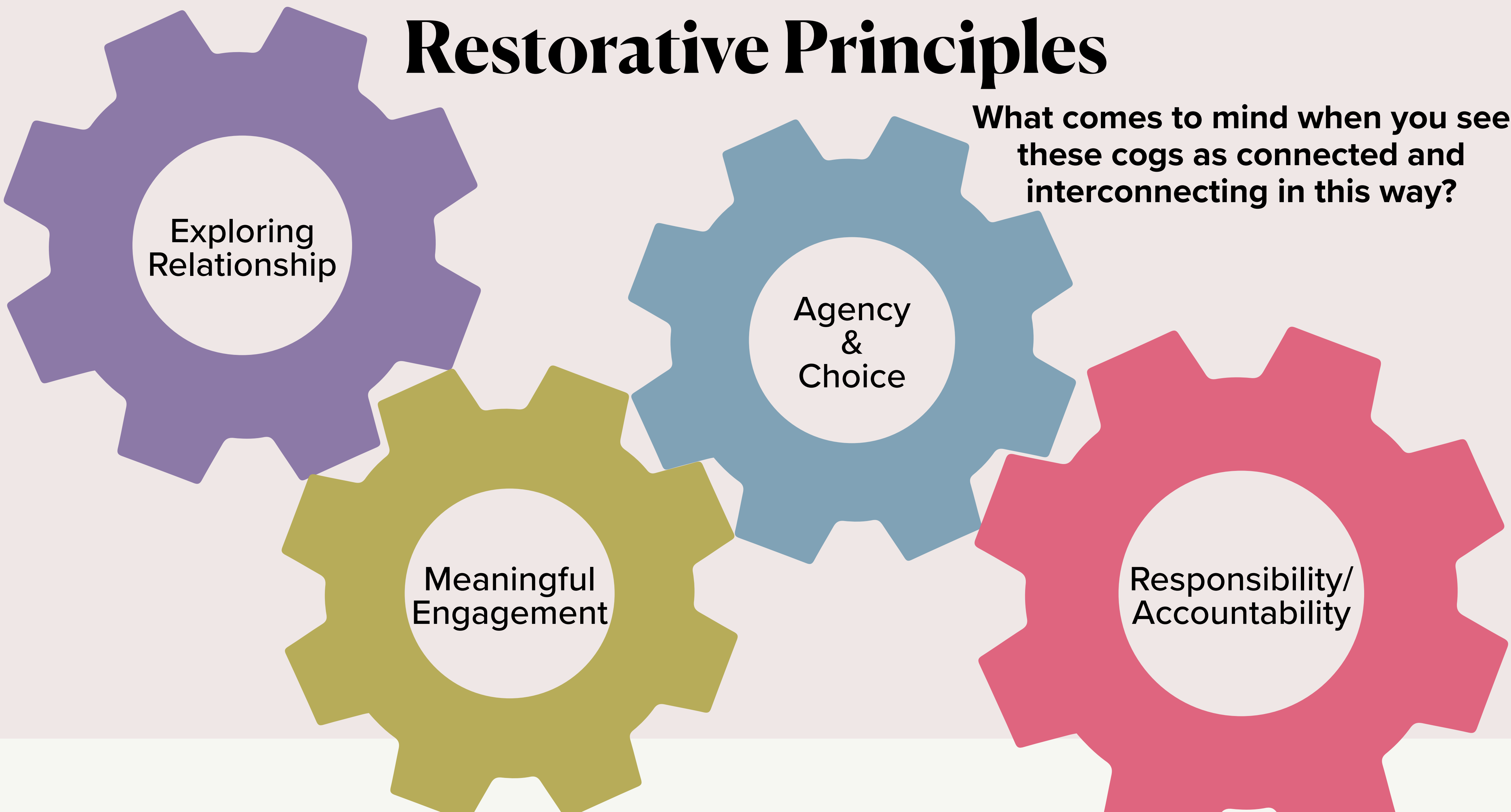
Active Responsibility / Accountability

- Consequences are often punitive and passive; they typically do not expect any active effort. Active responsibility is different. Active responsibility requires an understanding of the harms and needs and addressing them by following through with an agreement. Restorative practices foster internal motivation to take responsibility rather than rely on external coercion and exclusion. Taking responsibility for one's actions is a requirement for the restorative response.

What is different about how accountability is described here as compared to conventional accountability?

Restorative Principles

What comes to mind when you see these cogs as connected and interconnecting in this way?



The diagram consists of four interlocking gears of different colors: purple, blue, olive green, and pink. Each gear has a white circular center containing text. The gears are arranged in a cluster where they all mesh together, symbolizing interconnectedness.

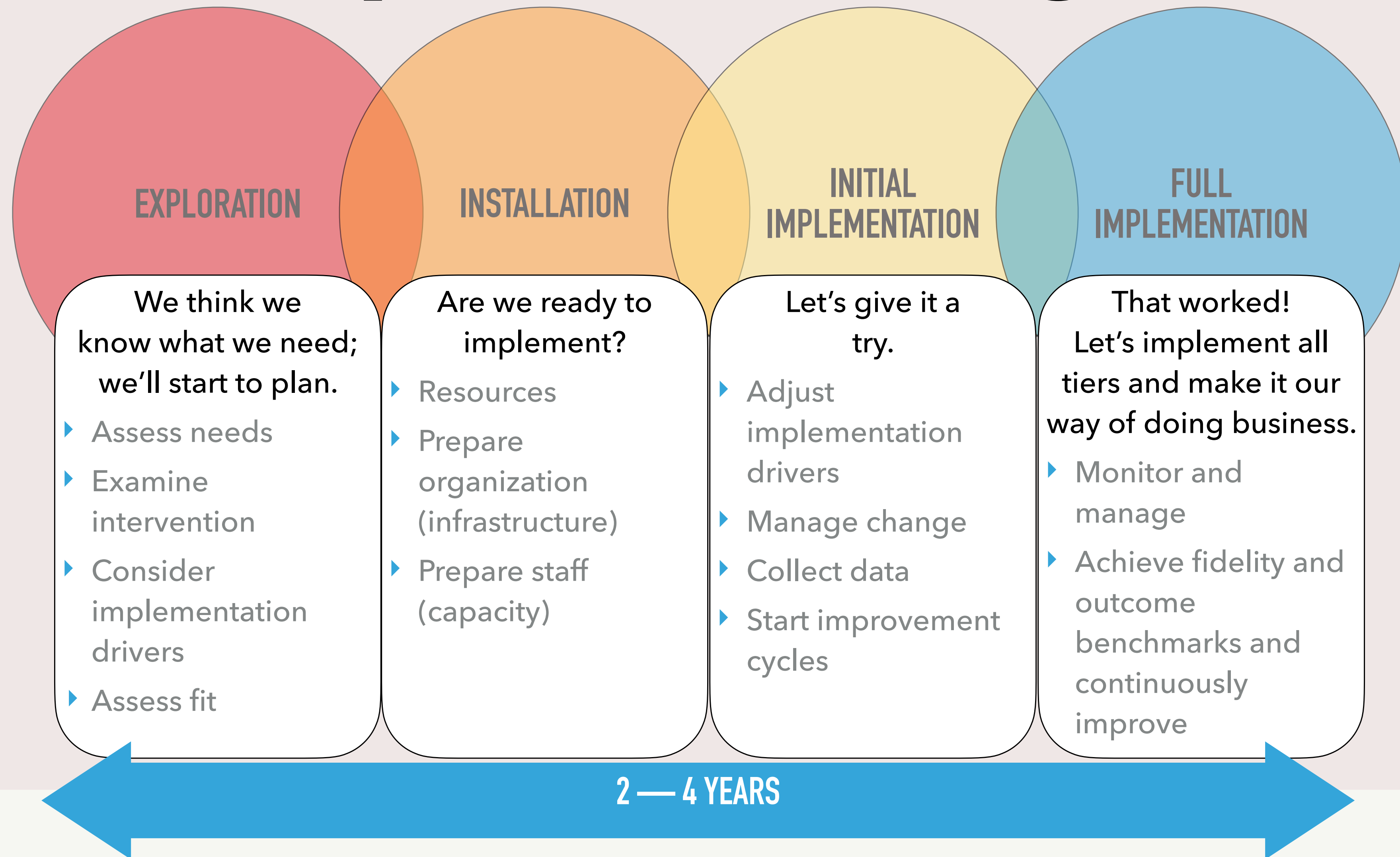
Exploring
Relationship

Agency
&
Choice

Meaningful
Engagement

Responsibility/
Accountability

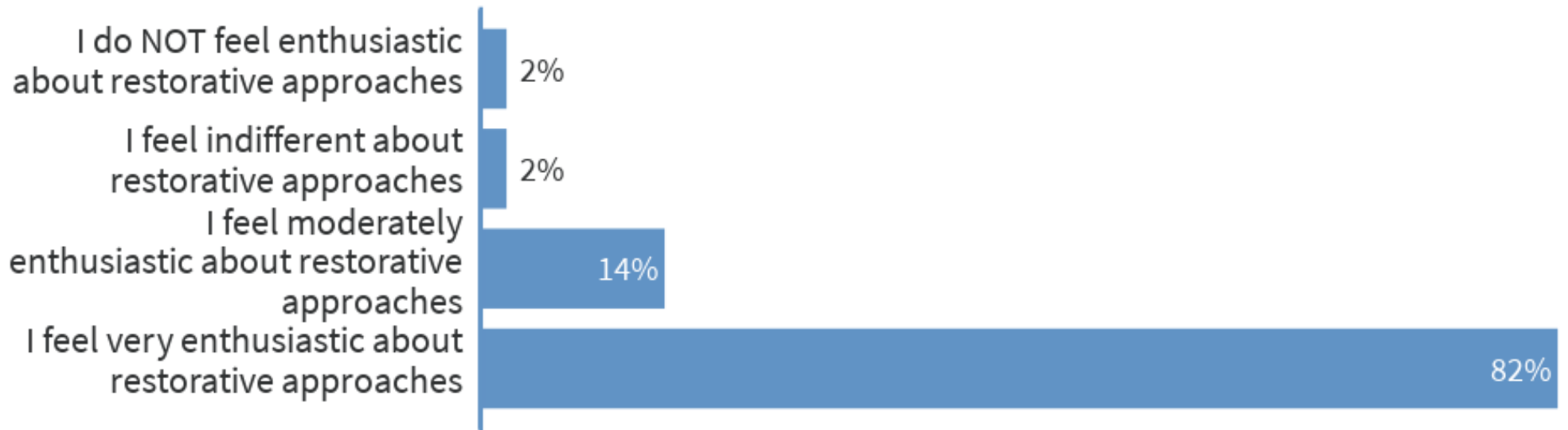
Implementation Stages




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Enthusiasm: Please select the statement that best fits your experience

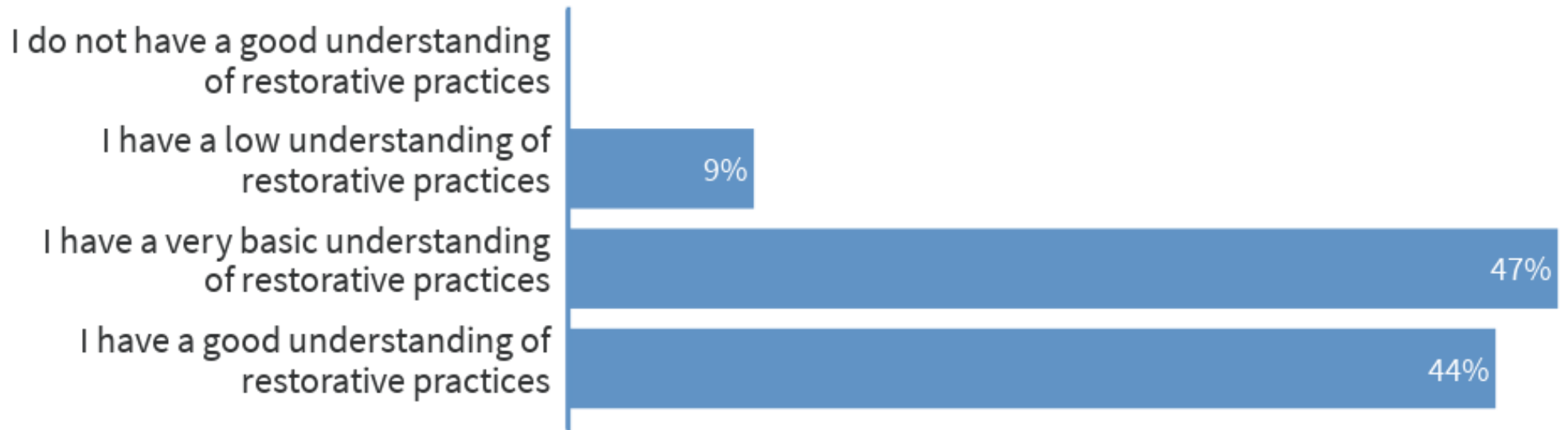


 Answers to this poll are anonymous

🗨 When poll is active, respond at **PolleEv.com/jonkidde587**

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Understanding: Please select the statement that best fits your experience

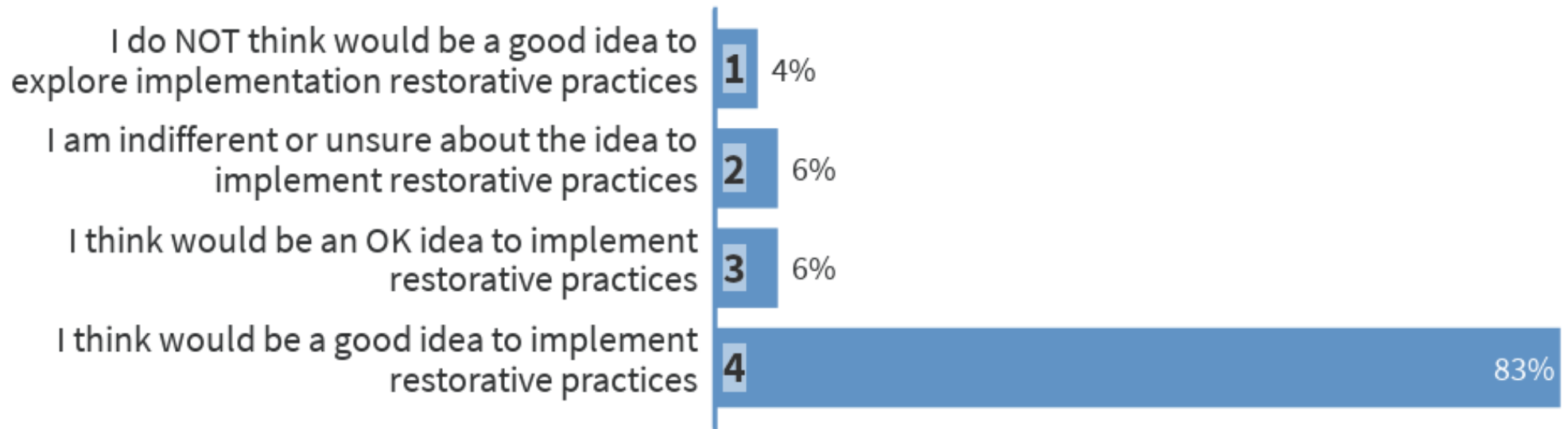



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Text **JONKIDDE587** to **22333** once to join, then **1, 2, 3, or 4**

Exploration / Implementation: Please select the statement that best fits your experience

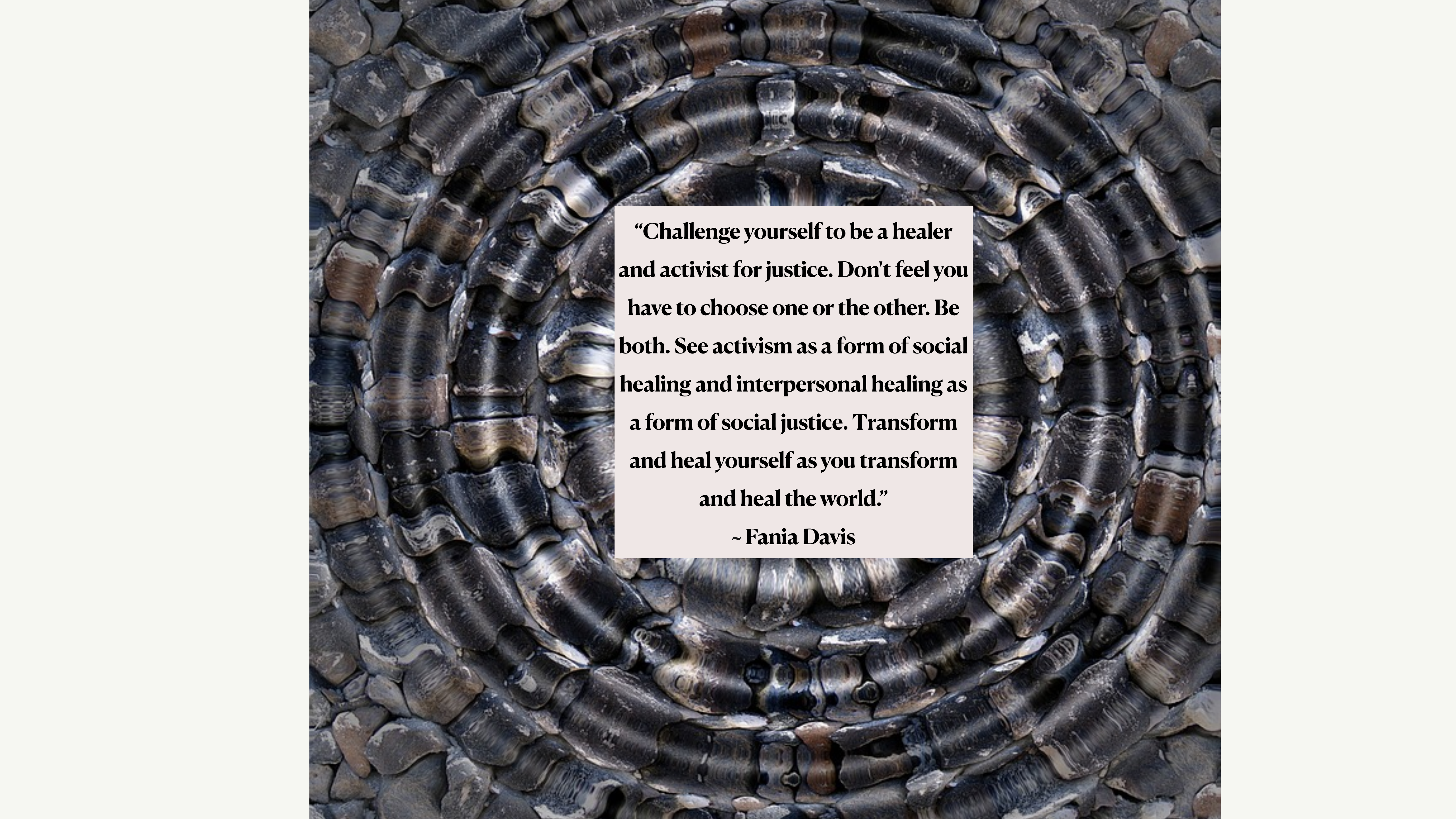


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Closing

- In as few words as possible...
What is one thought, feeling, or action you'd like to express?
 - Go to: Pollev.com/jonkidde587
- OR
- text JONKIDDE587 to 22333 to join the session, then text a response.





**“Challenge yourself to be a healer
and activist for justice. Don't feel you
have to choose one or the other. Be
both. See activism as a form of social
healing and interpersonal healing as
a form of social justice. Transform
and heal yourself as you transform
and heal the world.”**

~ Fania Davis