


Restoring Communities Using Restorative Practices

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Learning Objectives

- Identify what discipline looks like in your organization
 - Define the differences between punitive and restorative discipline
 - Practice and apply tools that support restorative practices in systems
 - Identify at least one item that you can apply in your role
 - Acknowledge the challenges of implementation
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Reflect on the following questions:

- What does discipline mean to you personally?
- What does discipline mean in your school or institution?

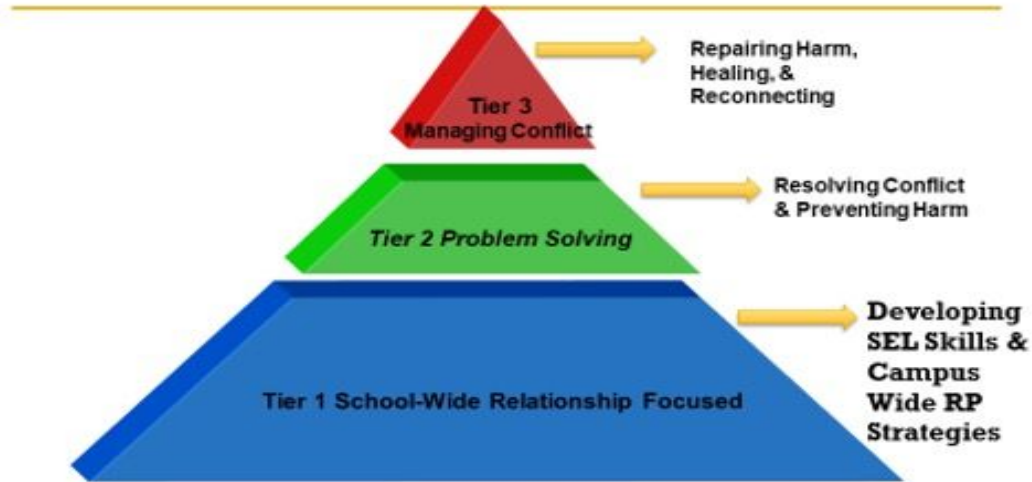


The word “discipline” is from the Latin word disciplina, meaning “instruction and training.” It is derived from the root word discere—“to learn.”

Does this information align with your thoughts?

Restoring Communities Using Restorative Practices

Three-Tiered Model



Building Community-Tier 1

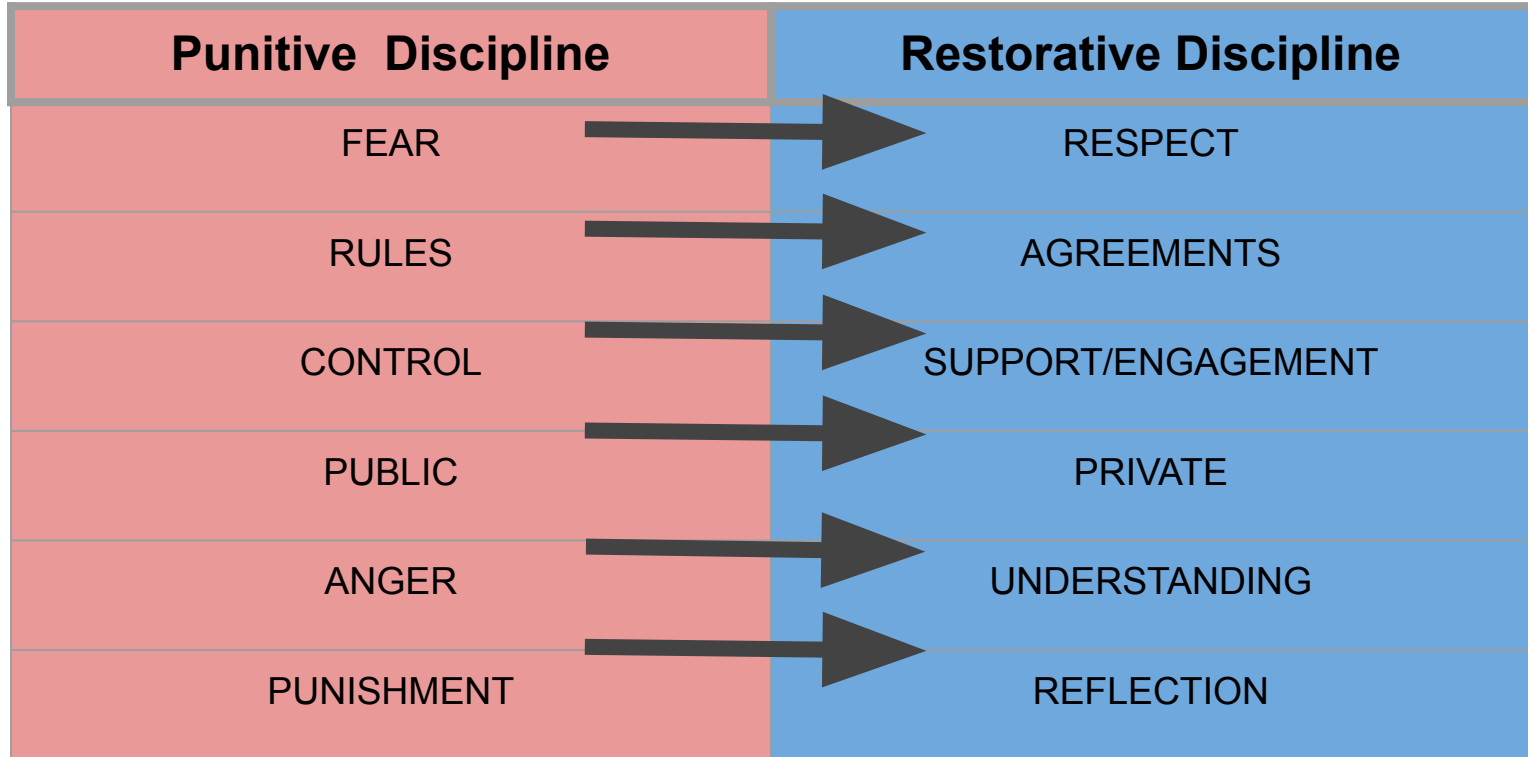
Circles:

- common form of building community
- create trustful relationships between students and staff which leads to strong connections
- all members of the circle have an equal voice and equal opportunity to speak/share

Let's practice!

Punitive vs Restorative

Switching the Discipline Mindset



Learning and Growing Opportunities...

Punitive

T1: Separate students from each other.

T2: Remove from the game for a set amount of time.

T3: Student is sent home for the remainder of the day or many days. Discussion is around the inappropriate behavior.

Tier 1:
Disagreement with classmate

Tier 2: Rough recess play

Tier 3: Student trashes the classroom

Restorative Practice

T1: Use questioning to determine the issue which leads to relationship building/repair.

T2: Have student watch others play to learn the correct way to play the game (adult support)

T3: Student cleans classroom and participates in a repair circle with affected students. Student is welcomed back to the classroom with structured adult support

Restorative Questions Tier 1-3

These questions are used when processing with students and staff.

Students/staff employ these questions when they are processing an event with each other.

All tiers use the same protocol for the initial debrief of an event.

Tier 1: Focused on school wide relationships

Tier 2: Focused on resolving conflict and preventing harm

Tier 3: Focused on repairing harm, healing and reconnecting

****prior to starting Restorative Questions attempt to connect with the student by checking on their well being.**

- What happened?
- What were you thinking or feeling at the time? OR What was going on for you there?
- Who has been affected by what you have done? In what way?
- What do you think needs to be done to move forward?
- What support do you need?

Transitioning to a Whole School Model

- ~Focus on creating a community where everyone understands their responsibility for their actions and how these actions affect the system as a whole (peer to peer, classroom, grade level, school wide)
- ~Understand the strength of the community relationships begin in the classrooms
- ~Initially this is a top down initiative where administrators are committed to this work
- ~Identify the repairing of relationships as an opportunity to learn and grow:
 - throw food in cafe→clean up cafe
 - take off bus due to behaviors→doesn't teach proper bus behavior (adult direction on bus)
 - too rough at recess (football) →become ref with adult support

Circle Flow #2

Circles can be used a variety of ways:

- **Building trust in a community**
 - **Encouraging equal voices**
 - **Creating feedback loops**
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Challenges of Implementation

Adjusting staff mindset from punitive to restorative is the most challenging

- ~Staff members defended what they knew however when asked if it was effective their answer was no
- ~Consistent messaging from their peers who supported this work-not administration
- ~Vocabulary shift to the following:
 - community, expectations, harm, repair, relationship building, responsibility of actions
- ~Repairing the harm involves opportunities to learn and grow (important!!)

Questions or Comments



References

San Antonio ISD: <https://www.saisd.net/page/restorativepractices-started>

[Handout: Punitive vs Restorative Schools](#)

Restorative Practices: <https://acps-conduct.cleancatalog.net/restorative-practices>

Switching the Discipline Mindset: www.teachingexperiment.com

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