



OFFICE OF SPECIAL SERVICES



WE ARE WAYNE!
GREAT SCHOOLS :: GREAT COMMUNITY

VISION

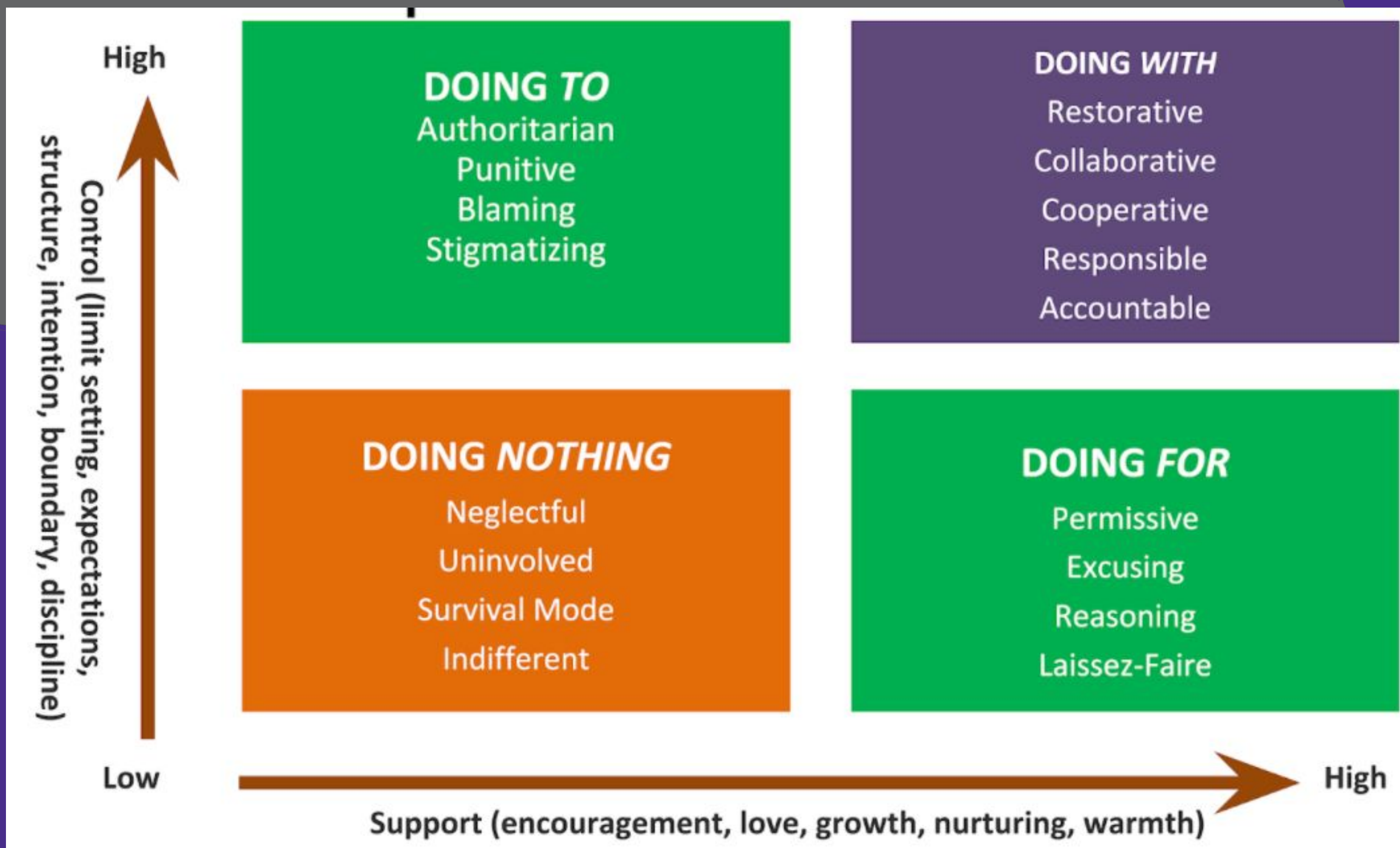
All students deserve an inclusive educational experience that supports them in meeting their individual goals and dreams. We believe that advocating for students in conjunction with multiple stakeholders will help to **eradicate ableism** in our schools and society. Through our advocacy we will continue to **dismantle inequitable practices** and **eliminate disparate outcomes** for students with disabilities.



RESTORATIVE PRACTICES



SOCIAL DISCIPLINE WINDOW





Restorative Practices Defined

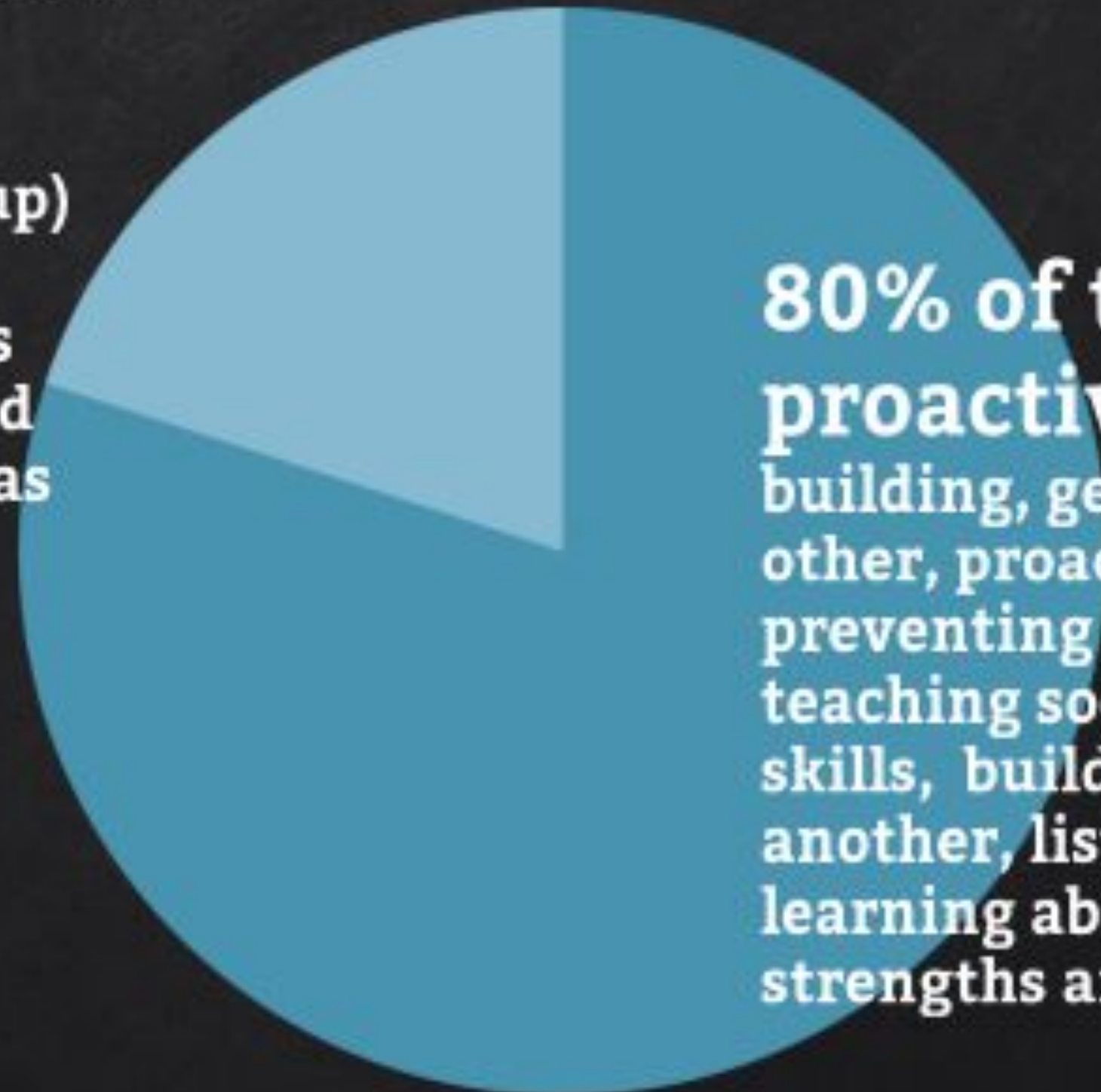
Restorative practices cultivate a culture in which everyone feels like they ***belong***. They build a particular ***sense of community*** in which every member--students, teacher, parent volunteers, aides--feel that they are ***seen, heard, and respected***.

- *Amos Clifford*

Restorative Practices is not a band-aid for a broken system.

20% of this work is responsive:

Restorative chats, responsive (full group) circles, Restorative conferencing. This is where we restore and repair when harm has occurred.



80% of this work is proactive.

Relationship building, getting to know each other, proactive circles, preventing and de-escalating, teaching social and emotional skills, building trust in one another, listening to each other, learning about each other's strengths and needs

BE PROACTIVE

BUILDING CONNECTIONS

- Greet students
- Intentional relationship building
- Positive communication home
- Daily community circle
- Consistent feedback
- Positive to negative (4:1)
- Teach Affective “I” statements

“I feel PROUD when you are LISTENING while I am giving directions because I KNOW you WILL BE ABLE TO this work and truly show what you know.”

STRATEGIES

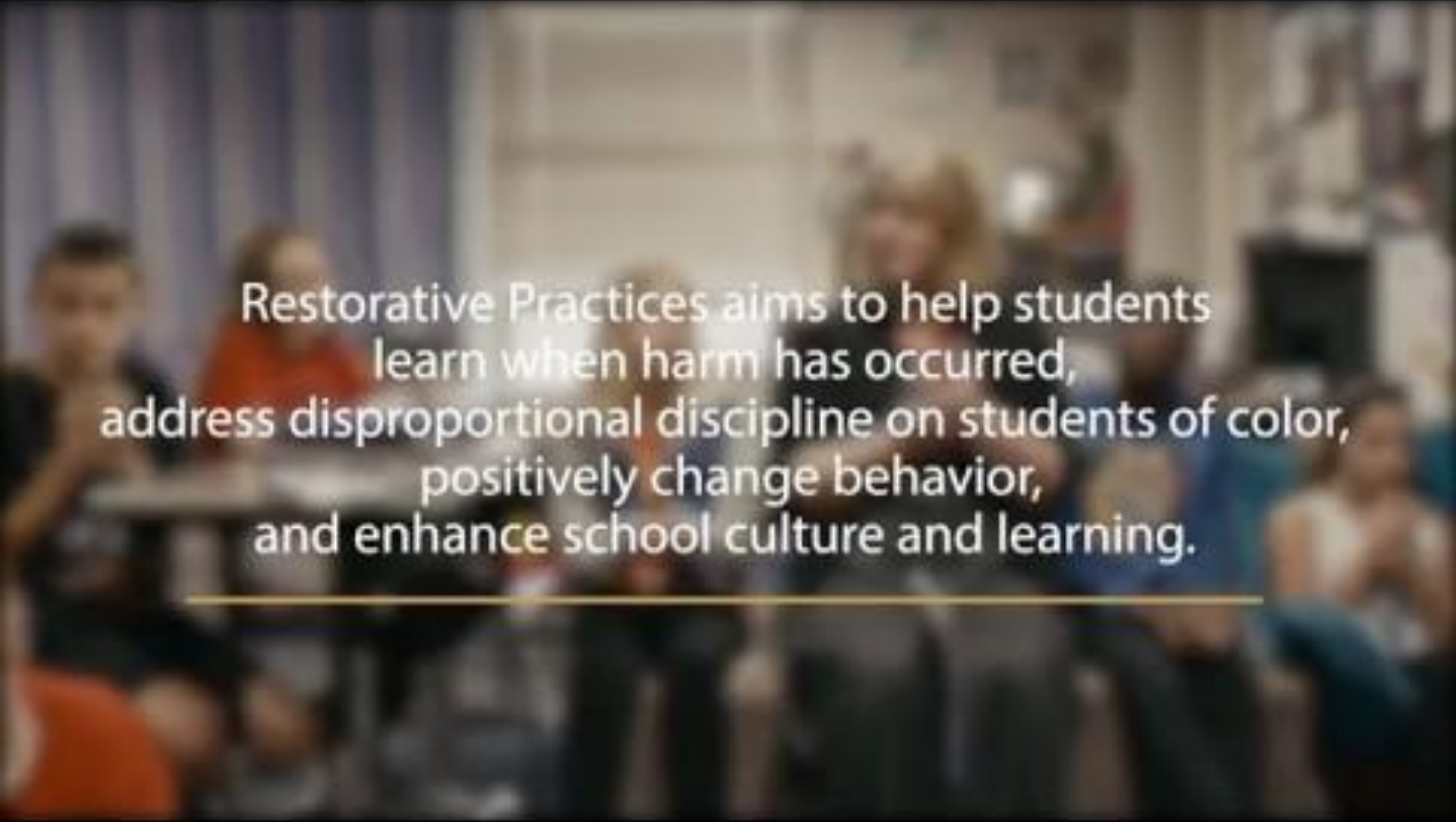
**Recommended in this order*

- Specific praise
- Whole-class reminder first
- Proximity
- Private individual
- Give choices

Why are Restorative
Practices so important?

VIDEO SHOWCASING OUR WORK

McClelland



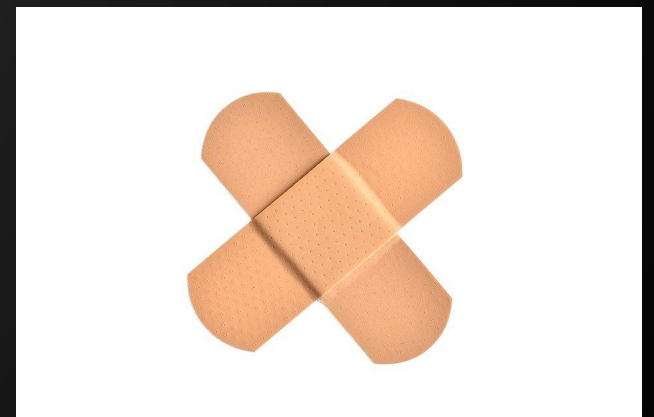
Restorative Practices aims to help students learn when harm has occurred, address disproportional discipline on students of color, positively change behavior, and enhance school culture and learning.

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Peace Learning Center



Think of a time when you were hurt by someone. What would you have needed that person to do to make it better and held accountable?



THE BASIC DISTINCTION

Retribution says: “You’ve broken our rules, and until you pay us back by being punished, you’re not welcome in our community.”

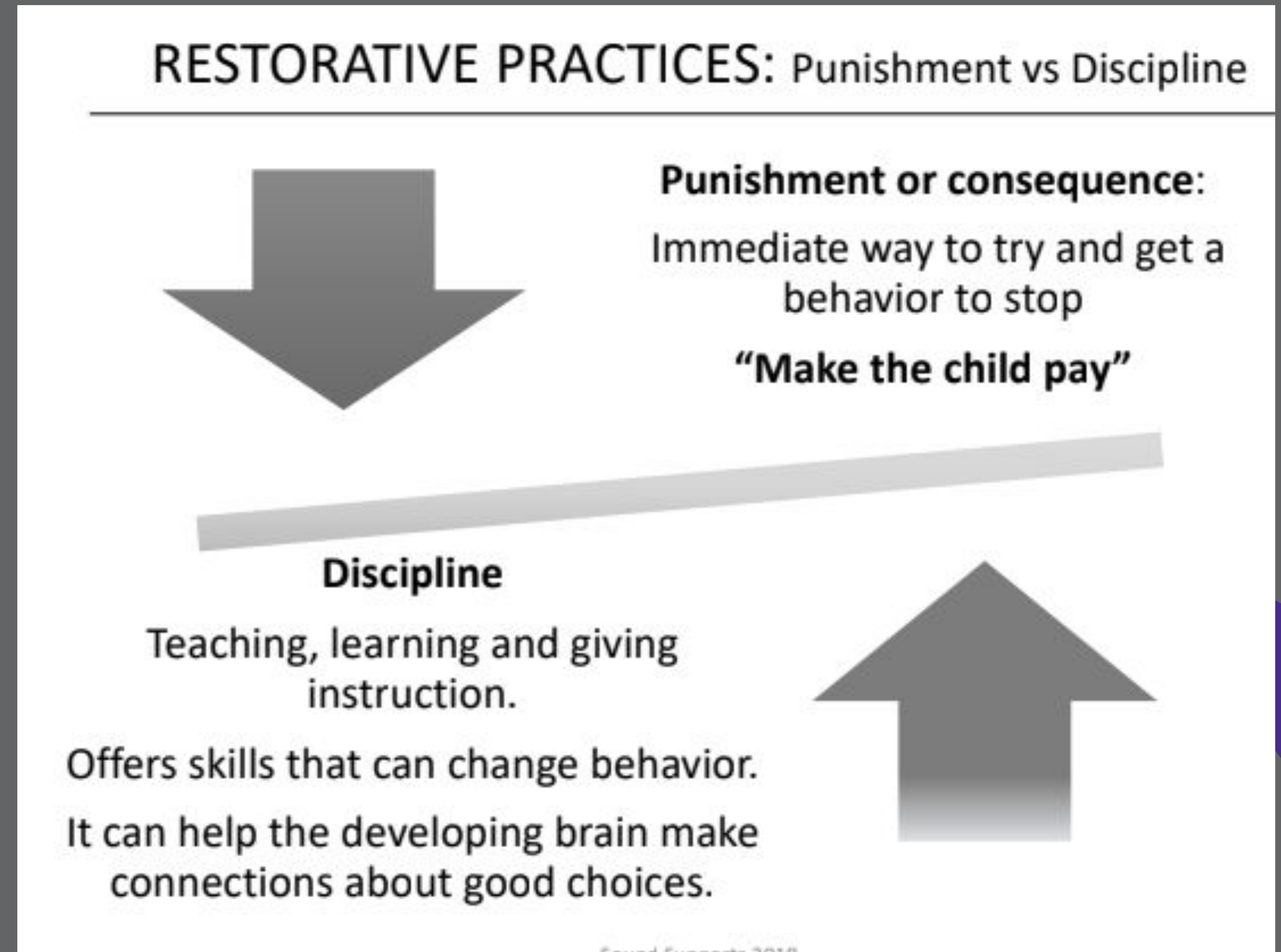
Restoration says: “You’re one of our own and we’re not giving up on you. But this behavior is unacceptable, because it harms us all, including you. We’ll hold you accountable while you repair the harm and restore our community fabric.” Are you working toward retribution or restoration?

-Youth Restoration Project

SHORT TERM COMPLIANCE VS LONG TERM SKILLS

Restorative Practices challenges us to rethink what conflict, consequence, and harm is all about.

How can we respond to breakdowns in ways that address underlying causes, so that we not only “make right” what went wrong – but also render future breakdowns less likely?



WHAT RESEARCH SUPPORTS IT?

- School suspensions account for roughly one-fifth of the white-black achievement gap. (Perry and Morris, 2015)
- Punishment often increases behavior and only gains us temporary compliance. (Kohn, 2011)
- Recent research from the American Psychological Association suggests that many widely-used school disciplinary techniques are counterproductive and actually negatively impact student achievement, increase students' risk of dropping out, and increase the likelihood that students disciplined in schools would become involved with the criminal justice system.
- It is student-centered!
- Childhood: make mistakes and fail so you can learn in a safe space.

WAYNE BLACK SWD

**Relative Risk Ratio
compared to state:**

3.3 and 2.8 times

This is NOT getting
rid of consequences
or accountability!



IGNITE SELF AWARENESS

What do I need to know right now?

What am I trying to control in this situation?

How can I take a different perspective right now?

What is in me that this situation is creating this emotional reaction?

What emotions am I feeling and why are these showing up for me?

CULTURAL AWARENESS

- Every boundary we set is an imposition of cultural norms.
EX → Volume of voice, eye contact, physical space
- Humans don't always understand the boundaries. If you are being told that something you are doing is inappropriate, it can be isolating and marginalizing. We need to be intentional in how we teach that boundary- and ensure it's not a personal insult to them or their culture. Otherwise, this breaks trust and connection.
- We have to teach kids to do things- there isn't one way to do something.
EX → Eye contact
Language

SKILL BUILDING AND OUTCOMES

Builds empathy and perspective taking

Encourages sound decision making skills

Increases self and social awareness

It's about strengthening and/or teaching skills that they currently don't have

Students need practice problem-solving for now and for the future!

Increased teacher retention and morale

Increased academic outcomes

We get more time back instructionally- plus we can't teach students who aren't here (BUT, have to invest for time up front)

Everyone has more of a voice

- Creates a more positive school climate and sense of ownership.

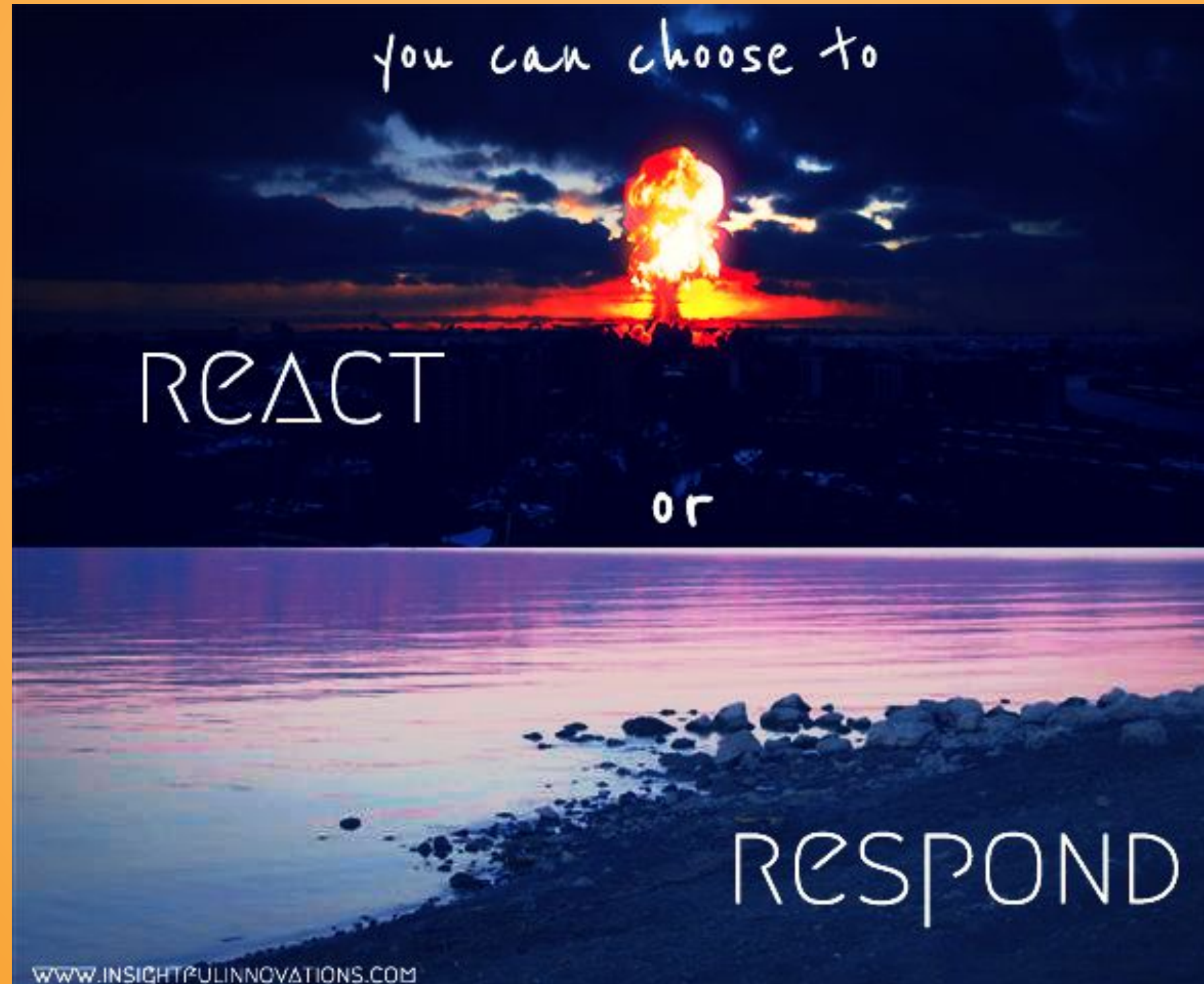
Holds everyone accountable for their actions

HOW DO WE DEVELOP THESE SKILLS?

- Take time to listen
- Avoid making assumption
- Reactions and responses have a ripple effect
- Be patient. We all mess up.
- Life allows us to learn from challenges- Life is 10% of what happens to us and 90% of how we respond!
- Be aware and know your own triggers

Thermostat vs Thermometer

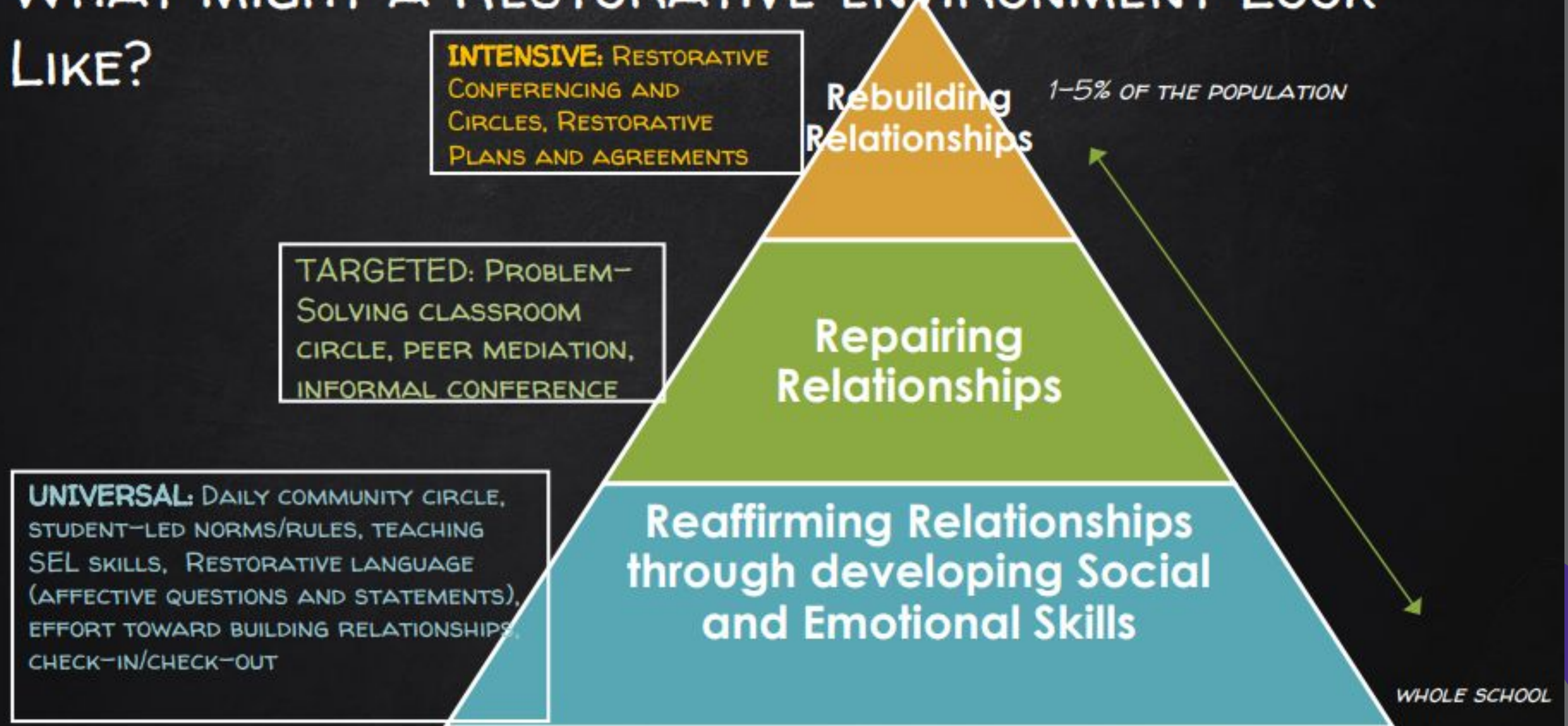
* Our own self-regulation helps kids regulate



WHAT ARE SOME COMMON OFFENSES WE MIGHT SEE IN SCHOOLS

1.

WHAT MIGHT A RESTORATIVE ENVIRONMENT LOOK LIKE?



MODIFIED FROM SOURCE, IIRP

RESTORATIVE MINDSET

- Relationships and trust are at the center of community
- All members of the community are responsible to and for each other
- Multiple perspectives are welcomed and all voices are equally important (I don't have all of the answers)
- Healing is a process essential to restoring community
- Harm-doers should be held accountable for and take an active role in repairing harm
- Conflict is resolved through honest dialogue and collaborative problem-solving that addresses the root causes and the needs of those involved
 - Peace Learning Center, 2021

RESTORATIVE PRACTICE PRINCIPLES

- Acknowledges that relationships are central to building community
- Builds systems that address misbehavior and harm in a way that strengthens relationships
- Focuses on the harm done rather than only on rule-breaking.
- Gives voice to the person harmed.
- Engages in collaborative problem solving.
- Empowers change and growth.
- Enhances responsibility.
 - Peace Learning Center, 2021

RESTORATIVE LANGUAGE

Communication Stoppers	Restorative Language
Judgement: What did you do? Why did you do that? You are out of line! You never listen!	Empathetic Learning: It sounds like everything that happened has been really hard for you. I want to understand what happened. Tell me what's on your mind.
Diagnosis: The problem is that you are disrespectful.	Affective statements: I'm worried about you when your head is down. Are you feeling ok? I feel concerned about you because you seemed really disconnected in class. What's going on?
Demand: Don't talk to me like that. Sit up and look at me!	Restorative Questions: What happened? What were you thinking and feeling at the time? Who do you think has been affected? What do you think you need to do to make things right?
"Deserve" Thinking: You deserve to be punished!	Discussions connecting to the harm done not just the rule broken: We want the hallways to be quiet in our school so all of the other students can learn and do their best without distractions. When you yell in the halls, it makes it hard for the teachers and students to do their work and feel safe.

“Discipline is helping a child solve a problem. Punishment is making a child suffer for having a problem. To raise problem solvers, focus on solutions instead of retribution.”

~L. R. Knost

WE ALL DESERVE IT!





QUESTIONS?



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