Lessons Learned
A Deeper Look at Implementing Restorative Discipline

What is Restorative Discipline

- Restorative Discipline is a relational approach to building school climate and addressing student behavior that fosters belonging over exclusion, social engagement over control, and meaningful accountability over punishment. - Dr. Marilyn Armour

- Restorative Discipline is about:
  - Building relationships
  - Improving campus climate
  - Instilling a strong sense of belonging
  - Student engagement
  - Meaningful accountability

<table>
<thead>
<tr>
<th>Traditional Discipline Asks</th>
<th>Restorative Discipline Asks</th>
</tr>
</thead>
<tbody>
<tr>
<td>What rule was broken?</td>
<td>What happened?</td>
</tr>
<tr>
<td>Who broke it?</td>
<td>Who was affected?</td>
</tr>
<tr>
<td>What should be the punishment?</td>
<td>What needs to be done to make it right?</td>
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3 Goals of Restorative Discipline

1. **Accountability** - Students have an opportunity to be accountable for the harm caused as well as the opportunity to repair the harm

2. **Community Safety** - Students are empowered to help resolve conflict and maintain an environment where learning can occur

3. **Skill Development** - Restorative Discipline works to address underlying factors that lead people to cause harm and gives students necessary tools for creating and maintaining community

Does Restorative Discipline Supplant or Supplement

- Restorative Discipline fits perfectly with other student behavioral strategies/approaches
  - Foundations, PBIS, Special Education, etc.

- Restorative Discipline adds a much needed piece in the development of better relationships and school culture
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A Tiered Approach

Examples of Tier-1 Applications of Restorative Practices:

1. Community Building Circles
2. Affective Statements
3. Respect Agreements
4. Collective Goal Setting
5. Restorative Circles/Restorative Chats
6. Entry Circles

Examples of Tier-2 & Tier-3 Applications of Restorative Practices:

1. Constructive Reminders of Goals, Expectations, and Respect Agreements
2. Active Listening
3. Restorative Circles/Chats
4. Victim/Offender Mediations
5. Family Group Conference
6. Circle of Support and Accountability (COSA)
7. Re-entry Circles

Lessons Learned

Lessons learned from our pilot implementation:

- Focus initially on Tier-1
- Don’t forget about the teachers
- A Restorative Discipline Coordinator makes a significant impact in achieving successful implementation
- Get a picture of what accountability looks like in your campus/district
- Try to hire people with a restorative mindset
- Develop a realistic implementation plan
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Timeframe & Indicators of Change

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<th>Timeframe</th>
<th>Indicators of Change</th>
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<tr>
<td>4-5 Years</td>
<td>Best Practice. Behavior change embedded. Cultural change across school community.</td>
</tr>
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Why Try Restorative Discipline

Restorative Discipline can assist you in:

- Improving your campus climate and culture
- Increasing the level of student behavioral engagement in the classroom
- Decreasing suspensions and conflict occurrences among students
- Building better relationships between teachers, staff, & students
- Decreasing the number of students with recurring negative discipline occurrences
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Recommended Reading List


Important Websites

www.irjrd.org (RD in Schools—Assessing Your Readiness)

http://www.safersanerschools.org

http://www.dignityinschools.org


http://www.healthiersf.org/RestorativePractices/

http://sss.mpls.k12.mn.us/restorative_practices_in_schools