



RESTORATIVE SCHOOL PRACTICES: Suggestions for Daily, Weekly and Monthly Activities following a Restorative Practices in Schools Training

The following are suggestions for daily, weekly and monthly restorative practices that a school building or youth program could consider implementing as a means of creating a positive and restorative school climate that builds relationships and the skills of empathy and repair of harm. These suggestions draw from a variety of practitioners and training organizations around the country, including Flagstaff Academy, IIRP, and the Minnesota Department of Education.

All staff:

- Read or finish reading The Little Book of Restorative Discipline or The Restorative Practices Handbook within two months of the training;
- Following that, take 5 minutes per week to review the Restorative Practices for School Communities Training Manual for one month. Make a note in your planner for a consistent time during the week to do so;
- Participate in staff meeting debriefs on using Restorative Practices.

All teachers:

- By the middle of the first month of school, all students will have been taught the circle process, brainstormed shared values for the classroom community, and developed their classroom community agreement;
- Hold at least one Connection Circle each week with your class;
- Ask an empathy question, once a class period;
- Use an "I statement" once a class period;
- Hold at least one Restorative Conversation each month with a student and fill out the Restorative Reflection Report (p.36) at least once afterwards.

All administrators/social workers/counselors/support staff:

- Visit, lead, or participate in at least one Connection Circle each month with teachers for the first three months;
- Ask an empathy question, once a day; Use an "I statement" once a day;
- Get out from behind your desk, walk the hallways, and build relationships with students and staff once a day;
- Hold at least one Restorative Conversation or Restorative Agreement Meeting, which focuses on impact and repair of harm, each month with a student and fill out the Restorative Reflection Report (p.36) at least once afterwards;
- Assess the readiness of parties in using a restorative response such as a Restorative Agreement Meeting, Restorative Mediation or Restorative Conference;
- Use the restorative questions in face to face meetings when appropriate (see backside);
- Keep track of data, such as office referrals, student satisfaction of process, student sense of belonging, etc.;
- Provide teachers with appropriate information on the agreements made from Restorative Mediations, etc.

Principals:

- Dedicate at least one staff meeting per quarter to debriefing the use of Restorative Practices.

Restorative Questions (to responsible party):

- *What happened?*
- *What were you thinking (or feeling) at the time?*
- *What have your thoughts (or feelings) been since?*
- *Who has been affected by what you did?*
- *In what way have they been affected?*
- *What was your part in this? What can you take responsibility for?*
- *What do you think you need to do to make things right?*

Restorative Questions (to affected party):

- *What happened? What did you think (or feel) when it happened?*
- *What have your thoughts (or feelings) been since?*
- *How has this affected you and others?*
- *What has been the hardest thing for you?*
- *What do you think needs to happen to make things right?*

Restorative Questions (to mutual responsible parties):

- *What happened?*
- *What were you thinking (or feeling) at the time?*
- *What have your thoughts (or feelings) been since?*
- *Who has been affected by what happened?*
- *In what way have others been affected?*
- *How have you been affected?*
- *What was your part in this? What can you take responsibility for?*
- *What do you think you need to do to make things right?*

Restorative Conversation Starters:

- *I see that...*
- *I am concerned that...*
- *I am wondering if...*
- *I notice that...*

Principles of Restorative Practices

1. RESPECT
2. RELATIONSHIP
3. RESPONSIBILITY
4. REPAIR
5. REINTEGRATION

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