Positive Behavioral Strategies—Restorative Practices
A NCSSLE Online Learning Event
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Positive Behavioral Strategies—Restorative Practices

Project Prevent and
Elementary and Secondary School Counseling Grantees
Online Learning Event
March 10, 2016

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Kathleen Guarino
This is a “Listen-Only” online event.

Opportunities to participate include:
- Polling questions
- The chat box

Shared materials will be emailed and posted online after the event is over.

If you are having any audio or other issues, please contact ncssle@air.org and we will be happy to assist you.
Learning Objectives

- Explore the fundamental principles, philosophy, and processes of restorative practices.

- Gain an understanding of the intersection of restorative practices and trauma sensitive approaches.

- Strategize the incorporation of restorative practices into the framework for positive behavioral supports in schools.
Overview of Our Time Together

What is Restorative Practices?
- The roots, values, and philosophy of restorative practices.

Intersection & Alignment
- Trauma sensitive approaches & restorative practices.
- Alignment of SEL & PBIS with restorative practices.

Restorative Practices Processes
- Talking Circles.
- Family Group Decision Making Conferencing.

Restorative Practices in School Districts
- Developing strategies to become a restorative school district.
- Data collection & evaluation.
What Is Restorative Practices?
Ketaenāenīhonawak

“We will make them feel healed.”
Restorative Communication

- Listening
- Sharing
- Reflecting
- Learning
- Building Relationships
Poll 1

How would you describe your level of knowledge, and experience regarding Restorative Practices?

- Very knowledgeable & experienced.
- Moderate level of knowledge & experience.
- Very little knowledge & experience.
Poll 2

Which restorative practices processes are you the most familiar with?

- Talking Circles
- Family Group Decision Making Conferences
- None of the above
- Other
Let’s Chat

- Please share your learning goal for attending the online learning event today in the participant comment box.

- Any questions? Please also share in the participant chat box.
Definition of “Restorative”

Having the ability to restore health, strength, or a feeling of wellbeing.¹

What Is *Restorative Practices*?

*Restorative Practices* is an alternative response to crime, harm, or misconduct that brings together all those involved in conflicts in a way (the methods vary) that help people address harms, assume responsibility, move past shame and guilt, work things out to everyone's satisfaction, and *build stronger and healthier relationships with each other*. 
What is Restorative Practices?

Besides attending to the needs of the victims, restorative practices usually generates some level of personal change for all of those involved:

- Greater sense of understanding
- Compassion
- Increase of self-respect
- Increase of respect for others
What is Restorative Practices?

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?

• Instead of focusing on judgment, blame and guilt. How can we join to make things right among us by addressing needs of all?
It is not….

- a program
- suitable for all incidents of harm
- forced upon youth or families
- for everyone
Restorative Practices Roots

Spaces – ancient and modern

- Restorative practices can be traced to ancient Indigenous cultures, recurring in various forms in many different cultures around the World.
Long before we delegated our conflict to experts, we came together in peacemaking spaces to work through our differences and to make decisions for the common good.
Contemporary practices and principals of consensus building, dialogue, and dispute resolution have helped shape our understanding that restorative practices is not a fad or the latest technique.

Restorative Practices is the embodiment of both ancient and modern wisdom about how to keep human relationships alive, free, open and constructive, especially when conflicts arise.
Positive Behavioral Supports and Restorative Practices

Positive Behavioral Strategies

- Positive Behavioral Interventions & Supports
- Other PBS
- TSP*
- Social & Emotional Learning

Restorative Practices

Processes

- Talking Circles
- FGDMC**

*Trauma Sensitive Practices

**Family Group Decision Making Conferences
Poll 3

Does the description of restorative practices history and framework match with your knowledge and experience of restorative practices?

- Completely.
- Mostly.
- Not at all.
- Unsure.
Let’s Chat

- *In one sentence,* please share in the participant chat box any new information that stood out for you as being important?

- Any questions? Please also share in the participant chat box.
Intersection & Alignment
Share similar core principles

- Ensuring emotional and physical safety
- Supporting choice, control, and empowerment
- Ensuring cultural awareness
- Using a collaborative, strengths-based approach
- Viewing relationships as central to health and healing
Integration of Restorative Practices and Trauma-Sensitive Schools

Align efforts that support adoption and practice:

• Integrating or connecting implementation teams/champions/working groups.

• Connecting professional development and readiness discussions to core principles and related culture shift.

• For schools that have integrated restorative practices, integrating trauma education to inform restorative dialogue and circles.

• For schools that have adopted a trauma-sensitive/informed approach, considering a restorative approach to school discipline.
Discipline Approaches in Schools

- **Formal system**: rule based, punishment for compliance.

- **Positive Behavioral Interventions and Support (PBIS)**: Teach pro-social behaviors, rule based, rewards over punishments for compliance.

- **Social Emotional Learning (SEL)**: Teach self management and awareness, self-discipline outside the social context.

- **Restorative Practices**: Teach social engagement through relational practices that focus on individual and community well-being, and accountability.
Integration of Restorative Practices with SEL & PBIS

- Circle process provides a way of teaching social skills and the behaviors we want to see, while under scoring relationship and community.

- Restorative interventions provide processes that use the skills we teach.

- Restorative practices’ strength is that it provides a community response to the negative behavior of a harm that was caused.

- Restorative practices involve family, students, and staff.

- Restorative practices offers opportunities to be culturally responsive.
Refocusing the Lens We See Through

<table>
<thead>
<tr>
<th>Restorative</th>
<th>Non- Restorative</th>
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<tbody>
<tr>
<td>▪ The person who caused the harm is required to be part of repairing the harm.</td>
<td>▪ Accountability means accepting the imposed sanctions and/or punishment.</td>
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<tr>
<td>▪ The person(s) impacted the most by the harm, should be able to participate in the resolution.</td>
<td>▪ The two important parties are the person who caused the harm and the justice system.</td>
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<tr>
<td>▪ To achieve community safety it is more important to build community peace.</td>
<td>▪ To achieve community safety, public safety personnel need to enforce the laws.</td>
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Restorative Practices in Schools

- Focus on relationships as central to building a positive classroom/school community.
- Focus on harm done rather than on rule breaking.
- Give voice to the person harmed.
- Engage in collaborative problem-solving.
- Empower change and growth and enhance responsibility.
What approaches are you currently implementing?

- Trauma Sensitive Practices.
- Positive Behavioral Interventions and Supports.
- Social and Emotional Learning approaches.
- All of the above.
- Other/None of the above.
Let’s Chat

- *In one sentence*, please share in the participant chat box any new information that stood out for you as being important?

- Any questions? Please also share in the participant chat box.
Teacher Perspective

Jean Klasovsky: Repairing Our Schools Through Restorative Justice

Click here to open video and view.
Restorative Practices Processes
Elders Teachings on Circle

- The Circle is giving, it gives voice to those that have not found their voice and teaches the gift of listening.

- The Circle becomes the community, the community is the healer, the therapist, the counselor, and the teacher.

- The Circle only understands natural law:
  
  **Trust**
  **Equity**
  **Respect**
  **Compassion**
Many Types of Circles

- Talking Circles
- Healing Circles
- Sentencing Circles
- Listening Circles
- Teaching Circles
- Family Circles
- Peacemaking Circles
The Stages of a Circle

- Opening/ceremony/story telling round
- Introductions
- Agreements
- Building understanding and trust: what has occurred?
- Addressing issues: moving from disharmony to what can be done to make things right
- Building consensus, taking responsibility, creating sense of unity, action planning
- Valuing the good achieved
- Closing ceremony
FGDMC have a universal, enduring quality, because they operate from a few fundamental premises about human beings and our human condition.
Phases of the FGDMC

- Welcoming
- Sharing an opening
- Making introductions and checking in
- Coming to a consensus about the guidelines
- Taking responsibility
- Strengths
- Concerns
- Family Plan
- Case Management
Restorative Practices in School Districts
Developing Strategies to Become a Restorative School District

- Identifying needs & gaps
- Community readiness
- Resources
- Partnerships
- Training, Practicing, Training, Practicing, and more Training
Research shows that Restorative Practices work

- 2008 Meta Analysis by Ttofi, Farrington, & Baldry
- Minneapolis Public School Alternative to Expulsion program evaluation, 2011
- New York: NY Civil Liberties Union 2009
What choices can we make together to reshape the future of the world that our children’s children will inherit?