

# Positive Behavioral Strategies— Restorative Practices

*A NCSSLE Online Learning Event*

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Safe Supportive Learning  
Engagement | Safety | Environment

Welcome!



# 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](mailto:ncssle@air.org) and we will be happy to assist you.**



- 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.”





**Listening**

**Sharing**

**Reflecting**

**Learning**

**Building Relationships**





## 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.



## Which restorative practices processes are you the most familiar with?

- Talking Circles
- Family Group Decision Making Conferences
- None of the above
- Other



- **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”



<sup>1</sup>Ted Wachtel. 2013. *Defining restorative*. International Institute for Restorative Practices Graduate School.

# 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



## Spaces – ancient and modern

- Restorative practices can be traced to ancient Indigenous cultures, recurring in various forms in many different cultures around the World.





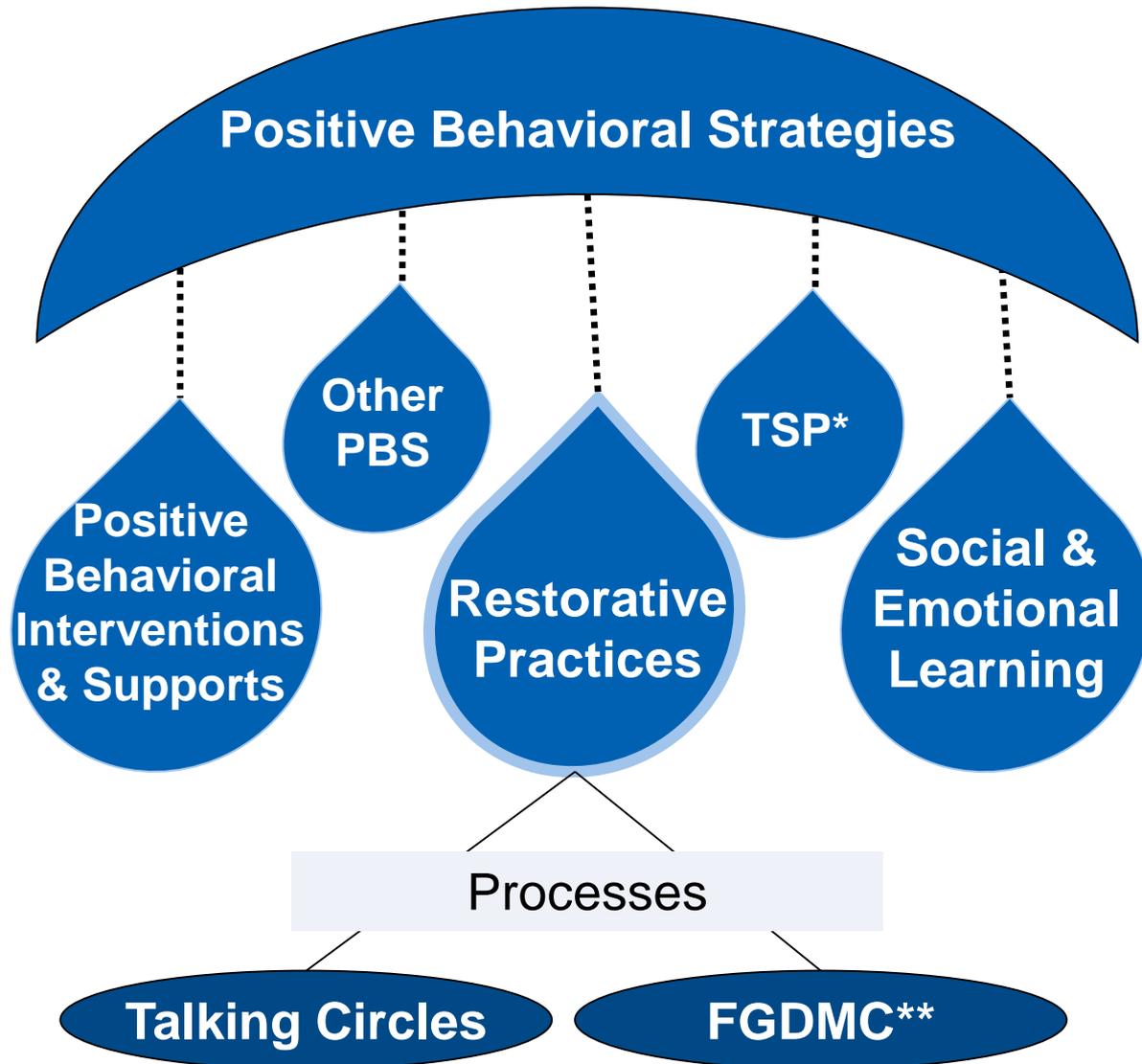
**Long before we delegated our conflict to experts, we came together in peacemaking spaces to work through our differences and to make decisions for the common good.**





- 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 arises.

# Positive Behavioral Supports and Restorative Practices



\*Trauma Sensitive Practices

\*\*Family Group Decision Making Conferences



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

- Completely.
- Mostly.
- Not at all.
- Unsure.



- ***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.





## Restorative

- The person who caused the harm is required to be part of repairing the harm.
- The person(s) impacted the most by the harm, should be able to participate in the resolution.
- To achieve community safety it is more important to build community peace.

## Non- Restorative

- Accountability means accepting the imposed sanctions and/or punishment.
- The two important parties are the person who caused the harm and the justice system.
- To achieve community safety, public safety personnel need to enforce the laws.



- **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.



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



## Jean Klasovsky: Repairing Our Schools Through Restorative Justice



[Click here to open video and view.](#)

# Restorative Practices Processes



# Elders Teachings on Circle



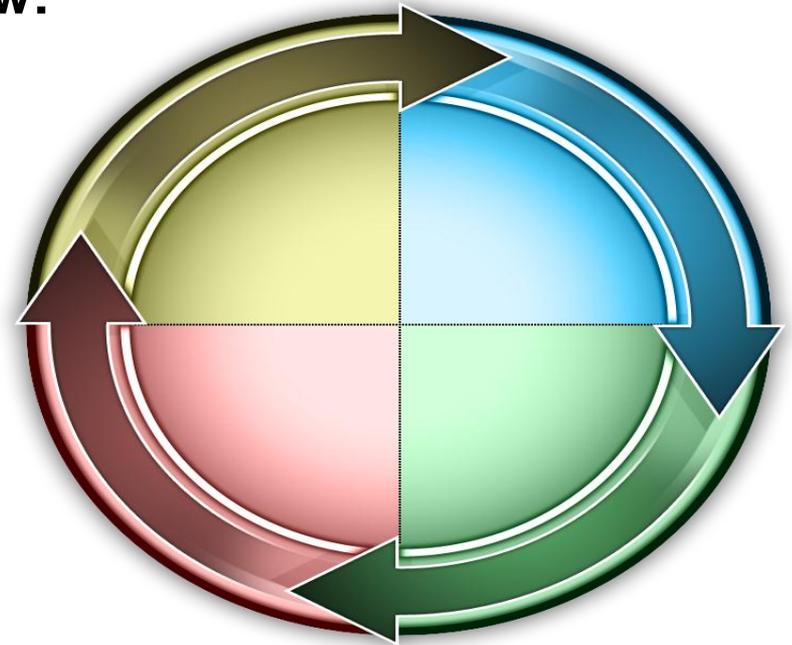
- **The Circle is giving, it gives voice to those that have not found their voice and teaches the gift of listening.**
- **The Circle becomes the community, the community is the healer, the therapist, the counselor, and the teacher.**
- **The Circle only understands natural law:**

**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**

# Family Group Decision Making Conferences (FGDMC)



**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



# Grantee Talking Circle



# 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?**

