Introduction to RESTORATIVE PRACTICES: Becoming a Restorative Educator and Leader

Amanda Montani, M.A., Psy.S.
School Psychologist
Allentown School District, Allentown, PA
“The child who is not embraced by the village will burn it down to feel its warmth.”

-African proverb
RESTORATIVE PRACTICES

- COMMUNITY
- WITH
- LISTENING
RESTORATIVE PRACTICES

Agenda

1. Check In
2. Philosophy
3. Norms
4. Circles
5. Reflection Cards
6. Check Out
1. On a scale of 1-5 (highest), how much do you prioritize working WITH the following groups in your district?
   a. Educators
   b. Parents
   c. Students

2. What is an example of this in your board meetings?
“Human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things WITH them, rather than to them or for them.”

-Ted Wachtel

The Fundamental Hypothesis The Restorative Practices Handbook pg 51
RESTORATIVE PRACTICES

What it is not

When you hear
the new district initiative
RESTORATIVE PRACTICES
What it is not

WE'LL ALL HOLD HANDS AND SING KUMBAYA UNDER THE RAINBOW

WHILE RIDING UNICORNS COMRADE AND THE RICH WILL PAY FOR IT ALL
RESTORATIVE PRACTICES
What it is not

IN TERMS OF MONEY

WE HAVE NO MONEY.
RESTORATIVE PRACTICES
What it is not

- Counseling or Therapy
- A Soft Approach to Discipline
- New
- All or Nothing
RESTORATIVE PRACTICES

What it is

▪ RESTORATIVE PRACTICES is an emerging social science that studies how to strengthen relationships between individuals as well as social connections within communities.

▪ DEFINING RESTORATIVE https://www.iirp.edu/defining-restorative/overview
“The IIRP distinguishes between the terms *restorative practices* and restorative *justice*.

- Restorative justice is a subset of restorative practices.
- Restorative justice is reactive, consisting of formal or informal responses to crime and other wrongdoing *after* it occurs.”
Restorative Practices
Philosophy

- Social Discipline Window
- Fair Process
- Compass of Shame
- Continuum
RESTORATIVE PRACTICES
Social Discipline Window

Adapted by Paul McCold and Ted Wachtel
“People care about the decisions you make, but they care even more about the process you used along the way.”

Fair Process. Managing in the Knowledge Economy by W. Chan Kim and Renée Mauborgne
RESTORATIVE PRACTICES
Compass of Shame

Withdrawal:
- isolating oneself
- running and hiding

Attack Other:
• turning the tables
• blaming the victim
• lashing out verbally or physically

Avoidance:
• denial
• abusing drugs and alcohol
• distraction through thrill-seeking

Attack Self:
• self-pull-down
• masochism
Restorative Practices Continuum from the International Institute of Restorative Practices (IIRP)

- **Affective Questions**: Brief comments about how others were impacted by the person’s behavior.
- **Small Impromptu Conference**: Affective Questions are one step further; asks questions such as, who was affected, how they were affected, etc.
- **Circles**: Occur when a few people meet briefly to address and resolve a problem.
- **Formal Conference**: More formal RP that allows everyone to have some say in what should happen as a result of the wrongdoing.

Affective Statements

- Employ an affective statement when a student has misbehaved, letting the student know how he or she has been affected by the student’s behavior:

“When you disrupt the class, I feel “sad” or “disrespected” or “disappointed.””

(Harrison, 2007)
RESTORATIVE PRACTICES

Affective Questions

“Who do you think has been affected by what you just did?”

“How do you think they’ve been affected?”

- In answering such questions, instead of simply being punished, the student has a chance to think about his or her behavior, make amends and change the behavior in the future

(Morrison, 2003)
RESTORATIVE PRACTICES
Conferences

Impromptu
- Immediate parties
- Brief
- Restorative questions cards
- Proactive or Reactive

Formal
- Communities of Care
- Time intensive
- Scripted
- Preparation
- Reactive/After Harm
RESTORATIVE QUESTIONS 1: To respond to challenging behavior.

- What happened?
- What were you thinking about at the time?
- What have you thought about since?
- Who do you think has been affected by what you have done? In what way?
- What do you think you need to do to make things right?
RESTORATIVE QUESTIONS II:
To help those harmed by other’s actions.

▪ What did you think when you realized what had happened?
▪ What impact has this incident had on you and others?
▪ What has been the hardest thing for you?
▪ What do you think needs to happen to make things right?
A circle is a versatile restorative practice that can be used proactively, to develop relationships and build community or reactively, to respond to wrongdoing, conflicts and problems.

Circles give people an opportunity to speak and listen to one another in an atmosphere of safety, decorum and equality. The circle process allows people to tell their stories and offer their own perspectives. (Pranis, 2005)
RESTORATIVE CIRCLES

WHY CIRCLES?

- Everyone has equal ownership, responsibility, and power.
- There is a shared responsibility of all members.
- Quieter voices can be heard, louder speakers listen.
- There is a format and forum. This creates safety, expectations.
- We can look out for each other.
- The topic and purpose can evolve once the procedure is established.
RESTORATIVE CIRCLES

1. Norms/Talking Piece
2. Check In
3. Topic
4. Commitments
5. Check Out
RESTORATIVE CIRCLES
NORMS

1. Respect the talking piece.
2. Speak from the “I”
3. Listen
4. Trust you will know what to say
5. Say just enough
6. Respect confidentiality
RESTORATIVE CIRCLES

Norms

▪ Are these guidelines something we can all agree to?

▪ Is there anything missing from this list that we need to add?

▪ Define confidentiality expectations.
RESTORATIVE CIRCLES
Check In Examples

▪ On a scale of 1-5 (highest), how are you feeling coming to Circle?
▪ What is the story behind your name?
▪ Easy Mac or Hot Pockets?
▪ What is your favorite season?
▪ Who cares about you most?
▪ Favorite tv series of all time?
▪ How many siblings do you have?
What is a meaningful question you would ask a group of educators?

What are your hopes for your child in the future?

What helps you learn best?

What makes it difficult to learn?

What challenges does your team face in terms of collaboration and planning?

What is one thing you hope your children know about you?
RESTORATIVE CIRCLES

Reflection

- How will you deepen your work WITH:

1. Educators

2. Parents

3. Students
RESTORATIVE PRACTICES
Commitments And Accountability

▪ What is something you learned today you will apply in your practice?
▪ What help do you need to do this?
▪ Who would you like to help you?
RESTORATIVE CIRCLES
Check Out Examples

- How did we do at keeping our Norms?
- What surprised you today?
- Share one compliment about another member of the circle.
- What is your number now? Did it change or stay the same?
- Share one word of how it felt to be a part of this circle.
RESTORATIVE PRACTICES
Training Resources

▪ International Institute for Restorative Practices
  ▪ Bethlehem, PA
  ▪ Home - IIRP Graduate School
  ▪ https://www.iirp.edu/
RESTORATIVE PRACTICES

Resources

- Defining Restorative

- Teaching Restorative Practices with Classroom Circles
  - Amos Clifford, Center for Restorative Process. Developed for San Francisco Unified School District
RESTORATIVE PRACTICES
Contact

▪ amandabmontani@gmail.com

▪ International Institute for Restorative Practices
  ▪ iirp.edu