

# Restorative Justice Implementation Plan





*Restorative Practices are based on principles and processes that emphasize the importance of positive relationships as central to building community and restoring relationships when harm has occurred.”*  
(San Francisco Unified School District)

Restorative Justice (RJ) is about building, maintaining, and repairing relationships to form healthy, supportive, reflective, and inclusive communities. RJ provides support for schools to maintain those healthy relationships and encourages equitable access to a culturally relevant and meaningful experience. What is true about restorative justice is that unlike a typical discipline program, it is not a cookie cutter system with set steps to follow in every incident. When done thoughtfully and with meaning, schools that put restorative justice into practice and approach RJ holistically, looking at how we are building relationships with our students, how we are preventing wrongdoing, and how to address it when it occurs, will see a shift in school culture.

### **The Restorative Justice (RJ) Specialist Role working with Focus and Responsive schools**

Our objective working with focus schools is to build a multi-year district-wide implementation of Restorative Justice Practices. Focus schools are intentionally building a restorative community with a commitment from school administration. Some of the ways we support focus schools:

- Onsite training for staff
- Supporting school teams and teachers with community building circles
- Working side by side with Student Success Advocates, school sites RJ Coordinators, and other support staff
- Giving guidance and assistance
- Working toward responding and repairing harm.
- Supporting teachers with community circles

The RJ team is intentionally working to build relationships with students, staff, and families to shift the school culture from a punitive nature of discipline and punishment towards a relational response to discipline.

We support our responsive schools by providing a Google screening tool used to request RJ services on an as needed basis. The RJ Screening Tool is used to gather



information prior to the RJ Specialist arriving at the school. The tool helps the RJ team understand what prework the administration or staff member has completed including if they have been trained or have someone in the building trained in RJ, does the process involve bias, and giving a description of the incident.

- (example) Our K-5 RJ Specialist supports 29 schools → 7 schools are focus sites → 22 schools are responsive sites.
- Every week they visit half of their focus schools in order to fill the needs of each site.
  - They also communicate with responsive schools when a request for a RJ process or an on-site staff training is needed, and
  - They respond immediately when a racially charged incident occurs within our district.

In the Restorative Justice community, it can take 3-5 years to implement RJ within a school site. As a team, we acknowledge that it takes a village to effectively implement RJ and our goal is to add value to the work our administrators, school staff, and the school community are providing to change student behavior and reduce discipline referrals. It's not a simple answer. However, effective and consistent use of restorative practices can:

1. reduce disciplinary referrals
2. lower dropout/push out rates
3. elevate school climate measures
4. increase attendance, and
5. promote greater academic achievement.

RJ helps with reducing disparities by elevating each person's true self, and supporting each individual's sense of belonging while building communities where every person learns to advocate, celebrate and communicate for the strength and growth of themselves and the community. When people feel they belong they feel accepted, seen, valued. Belonging comes with a sense of responsibility and respect towards other members of the community.



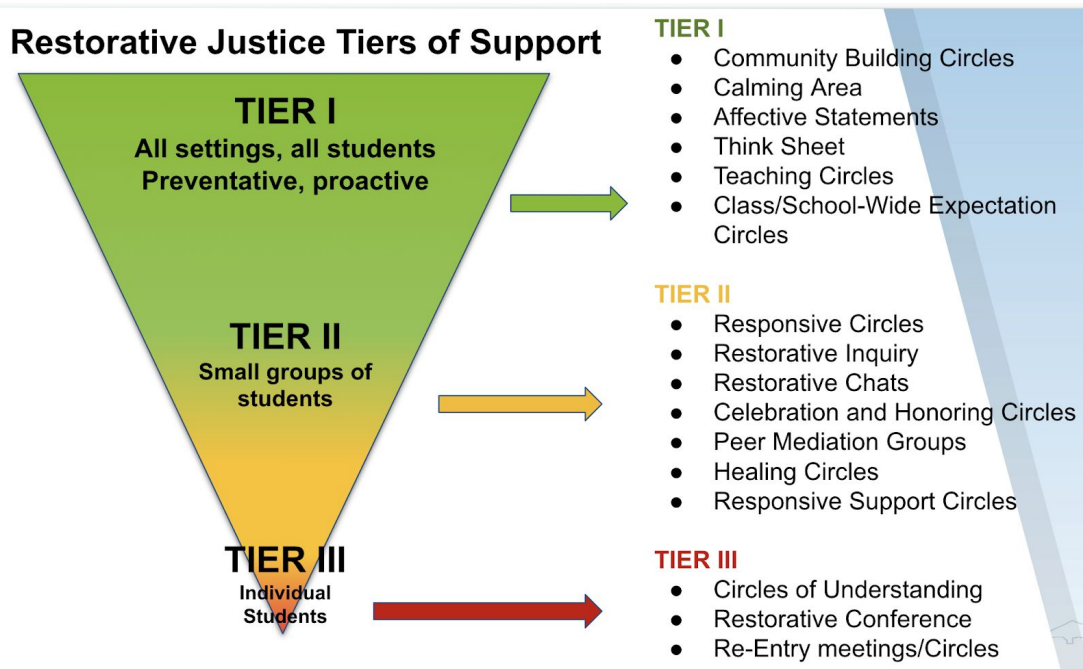
## Leading with Racial Equity and Social Justice

The Restorative Justice team is committed to leading with race in order to make the systematic and structural shifts that will improve support for all diverse learners. We lead with race because we see the largest disparities in our school system with our black and brown students. Presently and historically oppression based on race is built in, active, and alive in every system. Furthermore, we don't just stop, we continue breaking down racial barriers and follow with all other intersectional parts of each individual and all other marginalized groups.

## Tiered Approach to supporting students using Restorative Practices

Restorative practices use Tier I for prevention measures and Tiers II and III for intervention measures to help schools:

- Build relationships with students and staff and empower community members to take responsibility for the well-being of others
- Prevent or deal with conflict before it escalates
- Address underlying factors that lead youth to engage in inappropriate behavior
- Increase the pro-social skills of those who have harmed others
- Disrupt unconscious, implicit, and explicit biases
- Build resiliency both in students who have committed harm and in those who have been harmed and
- Provide students with the opportunity to be accountable to those they have harmed and enable them to repair the harm to the extent possible.





The goal is to use the first implementation year to build Tier I practices with a focus on building relationships, using community building circles, having restorative conversations, and providing RJ training and education. When used as an intervention measure, a restorative approach to discipline changes the fundamental questions that are asked when a behavioral incident occurs.

### **Restorative Justice Circle Practice:**

Circles are designed to create a brave space for all voices to be heard and to encourage each participant to advocate for themselves. We believe that the practice of Circles is beneficial for building and sustaining a healthy community in which everyone feels a sense of belonging and valued. There is no single way to integrate Circles within the school community: each community should incorporate the Circle in its own way to meet its own unique needs.

### **Restorative Inquiry and Processes:**

Restorative inquiry: is used to get to the root of a problem and create space for accountability by someone who has caused harm. This process involves active and non-judgemental listening while the wrongdoer reflects on a situation. At the end of a process participants make a plan to repair harm and check back in after a period of time.

Mindful inquiry: is the process to become fully present as participants with the experience from moment-to-moment without judgement, while holding a question or reflection, and allowing answers and insights to emerge and unfold.

### **Restorative Justice Re-engagement Conferencing:**

The Re-engagement process is to help ensure students returning from suspension or other long-term absence are held accountable and receive positive support for the transition back into school. Restorative Conferences happen after harm has been done to a person or community. The conference is set to repair relationships through open, honest dialogue.



## **Professional Development: Restorative Justice Trainings**

We offer district wide training for PPS staff throughout the school year.

### **1. Introduction to Restorative Justice (2-day training) - TIER I**

Restorative Justice is a philosophy grounded in the belief that positive healthy relationships help us thrive. Restorative practices are processes that proactively build healthy relationships and a sense of community to prevent and address conflict. In this 2-day training, participants will gain insight into Restorative Justice philosophy, values, practices, integrated with an Equity lens. Participants will gain an understanding of the importance of community building circles and other proactive types of circles.

### **2. Harm & Conflict Training - TIER II**

In this training, participants will learn to facilitate Restorative Chats, Restorative Inquiry, and Restorative Dialogues as a Tier II intervention. We will delve into knowledge and skills around understanding conflict and harm and how to create a safe space to support participants and facilitate repair. We will discuss how to enter into a restorative space with self-evaluation first (i.e. personal experience with an approach to conflict, using an Equity lens and Implicit bias), and what information and/or case-building we need to do before bringing parties together for a restorative process.

### **3. Re-Entry and Conferencing Training - TIER III**

In this training, participants will learn a restorative process for re-entry back into school or classroom following a disciplinary action. Participants will role-play scenarios as they relate to these processes. Participants will collaborate with other district employees to discuss strategies and resources to support their specific grade levels.

#### **Other Professional Development Trainings** *(offered on-site):*

- Community Building Circles for Teachers PK-5 and MS/HS
- Strengthening Your Circle Practice for Teachers
- Building Healthy Relationships with Students *(2020-2021)*



## OTHER SUPPORTS AND SERVICES

- Facilitation processes for staff community/team building
- Co-facilitation and support for re-entry meetings, healing circles, repairing harm
- Restorative meeting after trauma/large conflict to discuss repair
- Peer Mediation Restorative Curriculum
- PTA Brief Introduction to Restorative Practices

## Additional Resources

### Online Tools & Resources

- [Oakland Unified School District](#)
- [MTSS Website](#)
- [Teaching Tolerance](#)
- [Student Success and Health](#)

### Mental Health Resources

- [Multnomah County Crisis Services](#) 24 hours a day, 7 days a week (translation services available)
- Multnomah County Call Center/Crisis Line: (503) 988-4888
- [Kaiser Crisis Line](#) (503) 331-6425 if you have Kaiser insurance
- [National Suicide Prevention Lifeline](#) 24 hours a day 7 days a week (translation services available)
  - English: 1 (800) 273-8255