

Applying Restorative Justice Principles to your Practice:

Creating a Climate of Inclusivity One Conversation at a Time

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Prior Knowledge & Experiences

- What do you already know about Restorative Justice (RJ)?
- How have you used RJ at work?

Brief Overview of Restorative Justice

- History
 - Indigenous cultures have been practicing for countless years
 - The Kitchener Experiment (1974)
 - New Zealand's *Children, Young Persons, and Their Families Act* (1989)
 - Howard Zehr's book, *Changing Lenses- A New Focus for Crime and Justice* (1990)

Guiding Principles

- Guiding Principles
 - Crime is personalized
 - Aims to repair harm between offender, victim, & community
 - Active response to a problem



Restorative Justice in Schools

- School-to-prison pipeline
 - This is an out-of-control system that is fed, ominously, by students who are referred to alternative education programs. In Texas alone, the 100,000 students referred to such programs annually are five times more likely to drop out than their peers in mainstream schools, making them probable candidates for the school to prison pipeline. Roughly 80 percent of prison inmates never finished high school. (Charter for Compassion)
- (insert video here)

Effectiveness of Restorative Justice in Schools

- “...Improved teacher-student relationships in classrooms with a high level of restorative practices implementation...” (1)
- More positive relationships with diverse students (2)
- Fewer discipline referrals for Latino and African American students (2)
- The number of acts of physical aggression recorded per year in one Minnesota elementary school dropped from 773 to 153 over 3.5 years of application (3)
 - Studies by the International Institute for Restorative Practices
 - Research from Gregory, Clawson, Davis & Gerewitz, 2016
 - <https://charterforcompassion.org/restorative-justice/restorative-justice-some-facts-and-history>

Ways to Incorporate Restorative Justice Principles in School Settings

- Informally
 - Open-ended questions (I hope you have a good weekend vs. what are you most excited for this weekend? Curiosity, openness)
 - Taking ownership for mistakes (N.G. story with parents)
- Community circles
 - Advisory visits: Team-building, positive check-ins
- Harm circles
 - Whole class after school shooting; very small with 2 peers or a student and teacher. Help get on same page then move forward

How to Structure a Restorative Circle

1. Open the circle
2. Set norms
3. Select a meaningful talking piece
4. Ask open-ended questions
5. Create a closing ritual

Time to Practice!

- Guiding questions for a **Harm Circle**:
 - What happened?
 - What were you thinking/feeling at the time?
 - Who has been affected? How?
 - What can you do to repair the harm?



Reflect in a Circle Format

- What did you enjoy about the circle?
- What surprised you about this process?
- What feelings have come up for you during this training?
- On a scale from 1-10, how comfortable do/would you feel facilitating a harm circle and why?

Q&A

- Concerns?
- Potential barriers?
- Logistical questions?



Applying Restorative Justice Principles in Casual Conversations

- How I integrate RJ principles
 - Get the student's family/community involved
 - Empower individuals and groups to lead and make decisions
 - Check in with people; ask open questions
 - Prepare people for tough convos



Reflect with a Partner

1. Share your name and role at work
 2. Discuss how you plan to weave RJ principles into your work
 3. Extra time? Discuss the thing you are most excited to do after this evening's workshop!
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“ALONE, WE
CAN DO SO
LITTLE;
TOGETHER,
WE CAN DO
SO MUCH”

HELEN KELLER

Restorative Justice Citations and Resources

1. Centre for Justice and Reconciliation:
<http://restorativejustice.org/restorative-justice/about-restorative-justice/tutorial-intro-to-restorative-justice/lesson-1-what-is-restorative-justice/#sthash.CXvXUwEg.dpbs>
2. Charter for Compassion: <https://charterforcompassion.org/restorative-justice/restorative-justice-some-facts-and-history>
3. Restorative Justice Dialogue: An Essential Guide for Research and Practice (2010).
4. 6 min. YouTube video of Fremont High in Oakland:
https://www.youtube.com/watch?v=Kh8cc_i1gNc
5. Chicago Public Schools Restorative Justice Guide: https://blog.cps.edu/wp-content/uploads/2017/08/CPS_RP_Booklet.pdf

Citations

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- 1. Gregory, A., Clawson, K., Davis, A. & Gerewitz, J. (2016) The promise of restorative practices to transform teacher-student relationships and achieve equity in school discipline, *journal of educational and psychological consultation*, 26:4, 325-353.
- 2. International Institute for Restorative Practices (2014). Improving school climate. Retrieved from www.iirp.edu/pdf/improvingSchoolClimate.pdf.
- 3. Latimer, J., Dowden, C., & Muise, D. (2005). The effectiveness of restorative justice practices: A meta-analysis. *The prison journal*, 85(2), 127-144