

# Restorative Practices Leadership

Building a Restorative Leadership Vision  
through Challenging Times

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Restorative Strategies, LLC

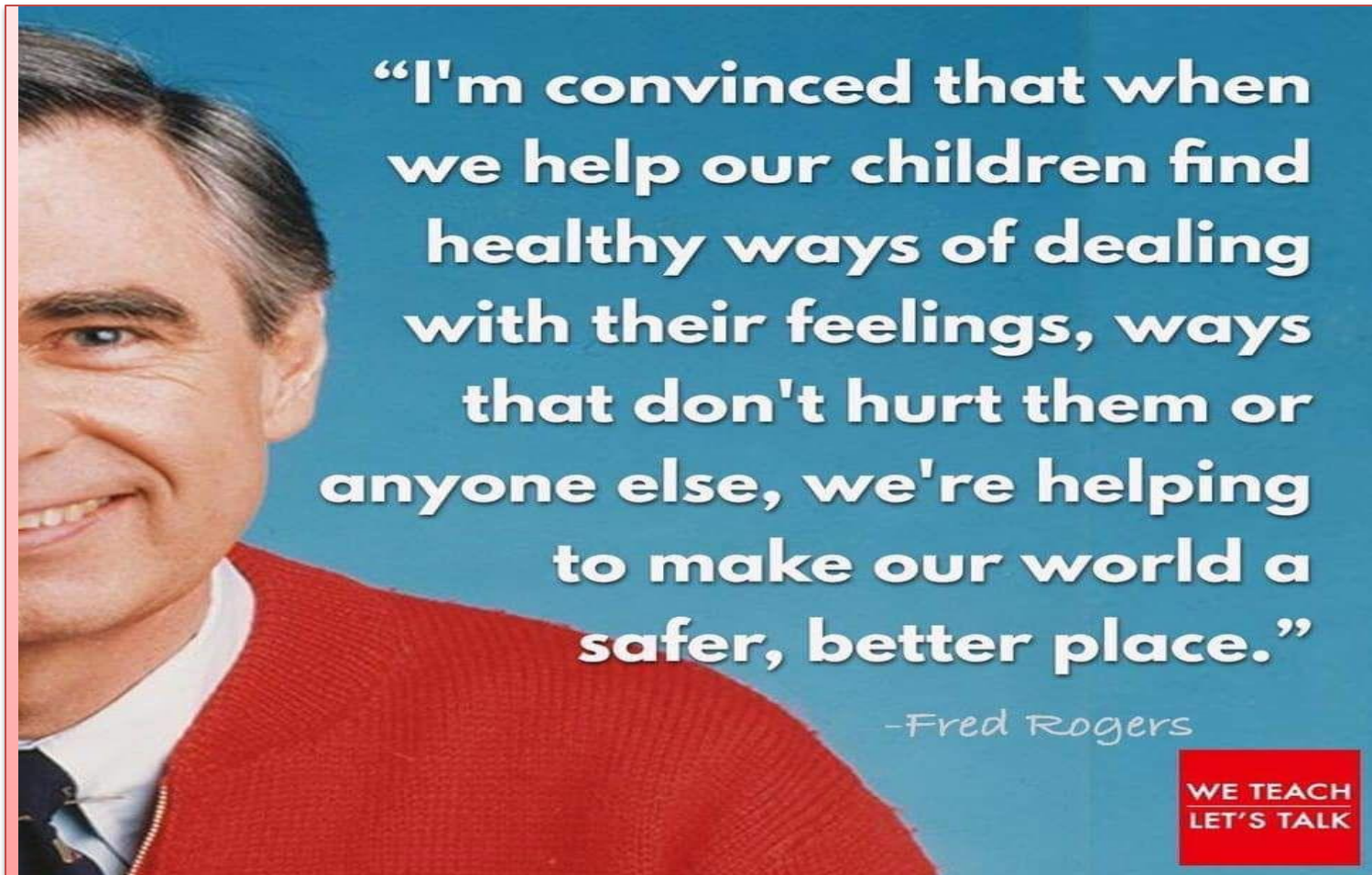
# Getting Acquainted, Building Trust activity



# Relationship Building Wheel



# Wisdom from Mr. Rogers





**We are Social Beings! We need Human connection to survive and thrive!!**



# **Constructing a Restorative Culture and Climate**



# Creating a School-wide Restorative Culture and Climate Plan is not easy.

"It may seem difficult at first,  
but everything is difficult at first."

**Miyamoto Musashi**

DAILYPHILOSOPHER.NET

# REVIEW OF BEST PRACTICES for a Restorative Culture and Climate

- *Best Practices That Have Been Used to Promote Progressive Discipline:*
- 1. Students in the school should experience four positive interactions
- (collectively, from adults, peers, or themselves) for every negative interaction (4:1)
- 2. Students are largely motivated through positive, proactive, and incentive-oriented means;
- 3. When consequences are necessary, the mildest possible consequence needed to motivate students' appropriate behavior is used;
- 4. Consequences, not punishments, are used;
- 5. When consequences are over, students must still practice the previously expected pro social behavior at least three times under simulated conditions;
- 6. Staff must differentiate and respond strategically to skill-deficit versus performance-deficit students; and
- 7. Staff must recognize that incentives and consequences must remain stable because previous inconsistencies may have strengthened some students' inappropriate behavior.
- \*Adapted from Project Achieve's Behavioral Matrix



# This is Zero Tolerance!!



# Education not Incarceration



# Incarceration vs. education

## INCARCERATION VS EDUCATION IN THE UNITED STATES OF AMERICA

### \$ CORRECTIONS FUNDING

**\$75 BILLION**  
SPENT PER YEAR  
ON INCARCERATION



**\$100,000**  
PER PRISONER



**OVER 20 PRISONS**  
BUILT IN CALIFORNIA SINCE 1980



### PRISON DEMOGRAPHICS

**25%** OF THE  
WORLD'S TOTAL  
PRISON  
POPULATION IS  
HELD IN AMERICA



**1 IN 4**  
BLACK MALES  
WILL GO THROUGH  
CORRECTIONS IN  
THEIR LIFETIME

**#1**

HIGHEST  
PRISON  
POPULATION  
GLOBALLY

### \$ COLLEGE FUNDING



**\$10,000**  
PER STUDENT



**ONE UNIVERSITY**  
BUILT IN CALIFORNIA SINCE 1980



### COLLEGE DEMOGRAPHICS

black americans - 13% of america's population  
**40% PRISON POPULATION**  
6% COLLEGE POPULATION



white americans - 87% of america's population  
**39% PRISON POPULATION**  
79% COLLEGE POPULATION



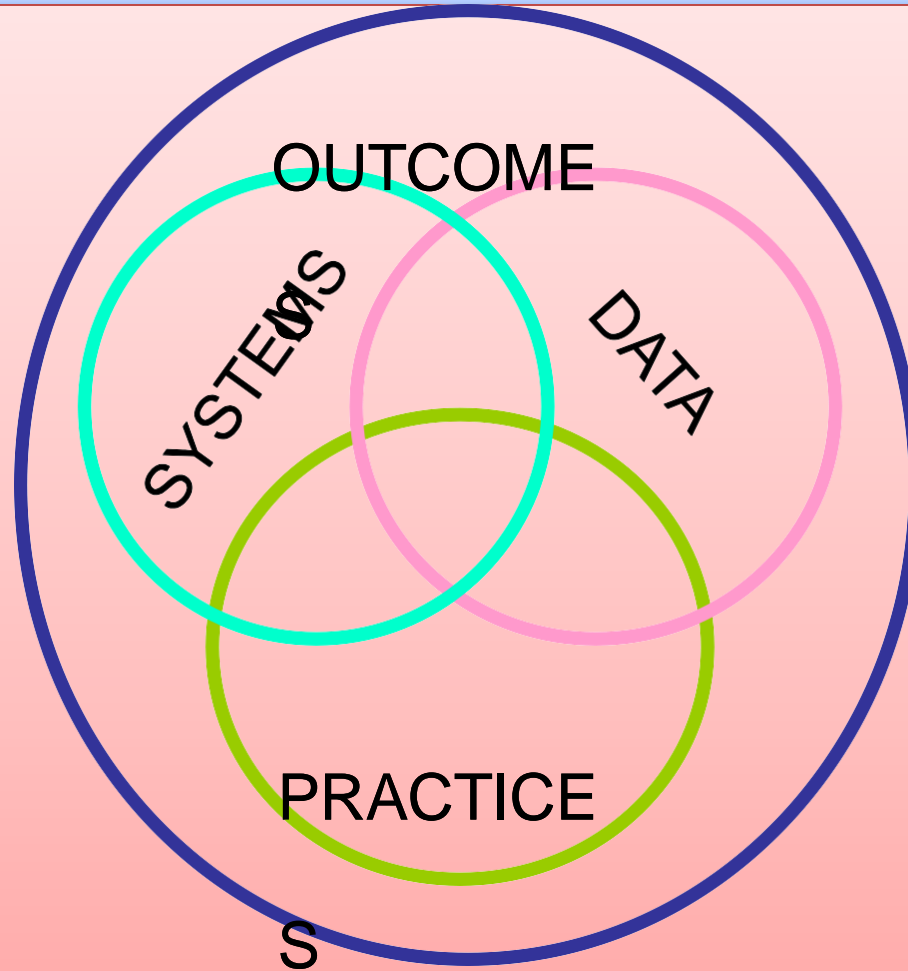
**#65**

GLOBAL  
COLLEGE  
POPULATION

# Restorative Practices can build strong and resilient school communities!!!!



# RJP Systems in Schools





# Creating a Good to Great Culture and Climate

- CASE STUDY

# What is the CULTURE of a School Community?

- The Culture of a School is what we **Practice, Promote, and Permit.**

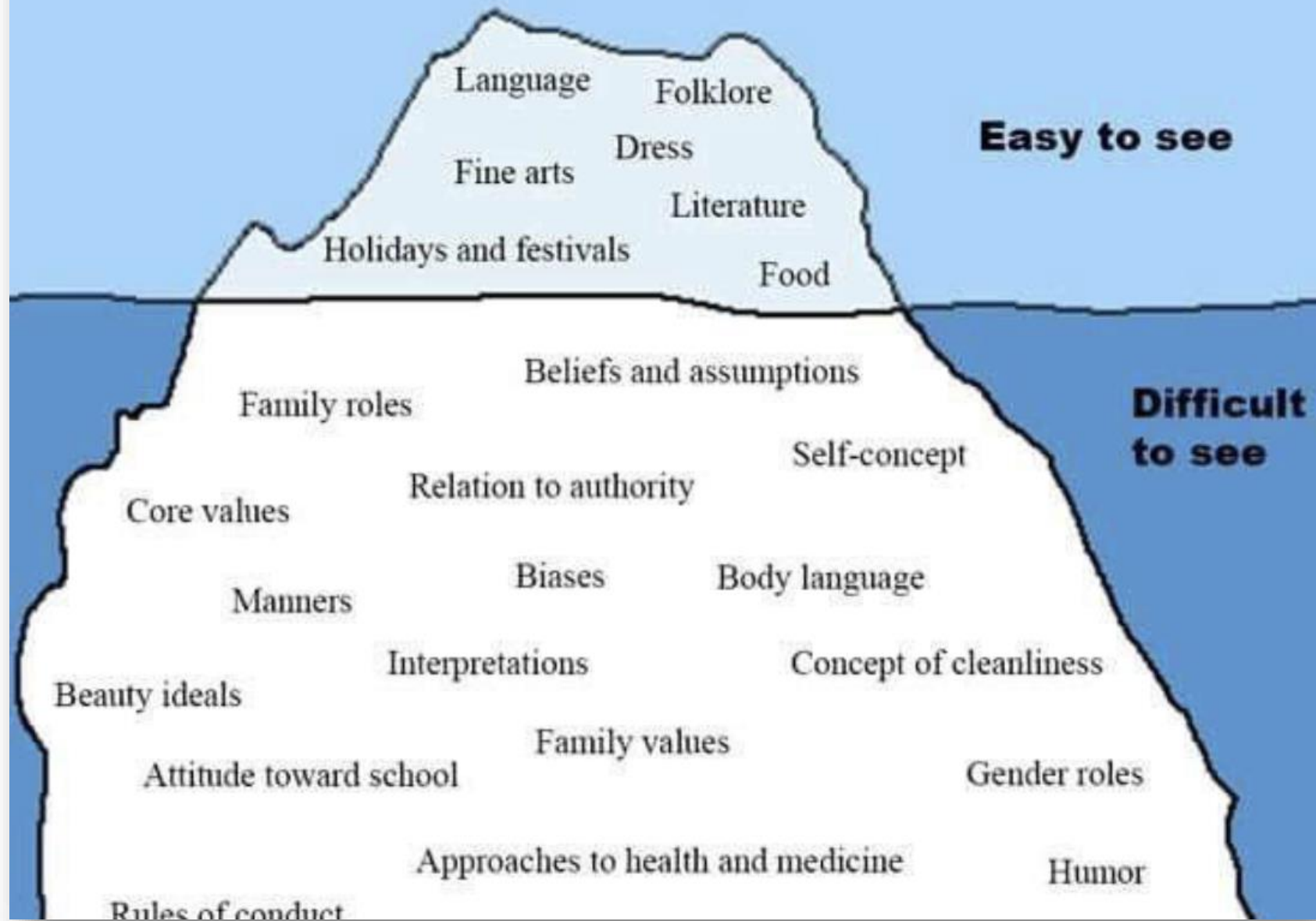
# What is the Climate of a School?

- The Climate of a school is how our school makes us **FEEL**.

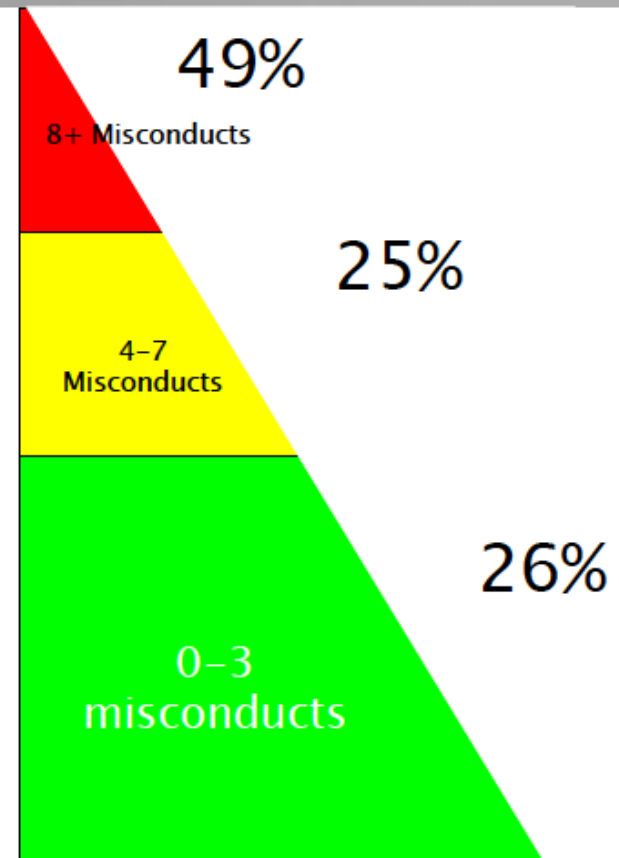
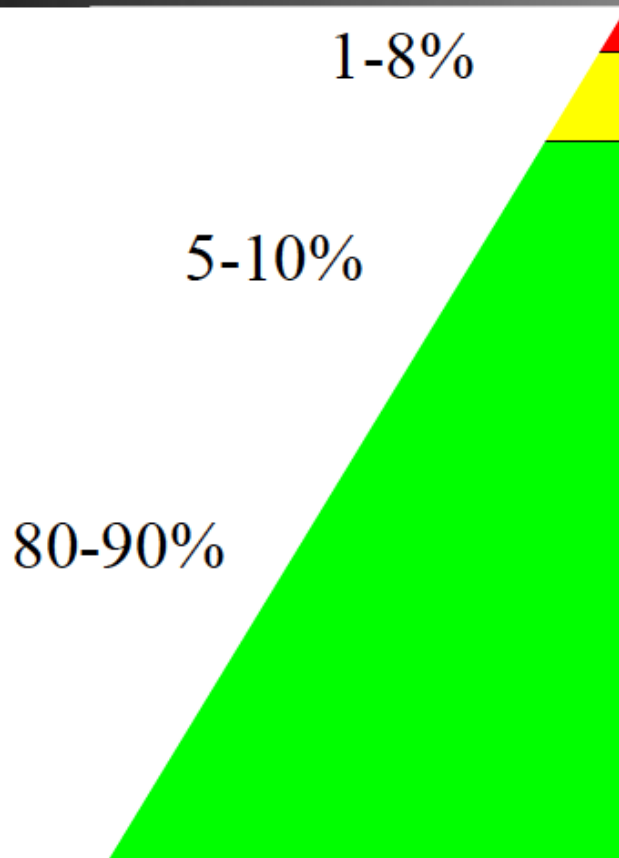
“A School’s Culture determines its Climate”.

**Nicolle Hayes, SCSD Director of School Culture and Climate**

# The Cultural Iceberg



# Response to Intervention(RTI) vs. Trickle-down Intervention(TDI)





# Restorative Systems in Schools

- Creation of the position of Culture and Climate Coordinator
- Peace Room
- Restorative Conferences
- Family Group conference
- Circles
- Peer Ambassadors
- Boys town Education
- Model(Coaching and Support of Teachers) S.E.L. Curriculum

# Boys Town Education Model

## Following Instructions

Look at the person.

Say 'Okay.'

Do what you have  
been asked right away.

Check back.

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## Listening

Look at the person  
who is talking and  
remain quiet.

Wait until the person  
is through talking  
before you speak.

Show that you heard the  
person by nodding your  
head, saying 'Okay,'  
'That's interesting,' etc.

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# Questions, Comments, Concerns



How to use data to tell your audience  
the story.



# What you do not measure, you can not fix!!

DATA



SORTED



ARRANGED



PRESENTED  
VISUALLY



EXPLAINED  
WITH A STORY

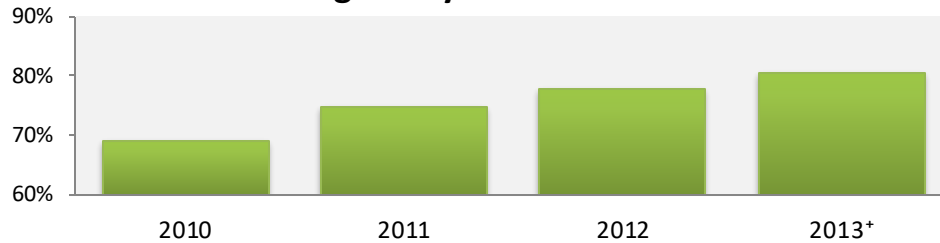




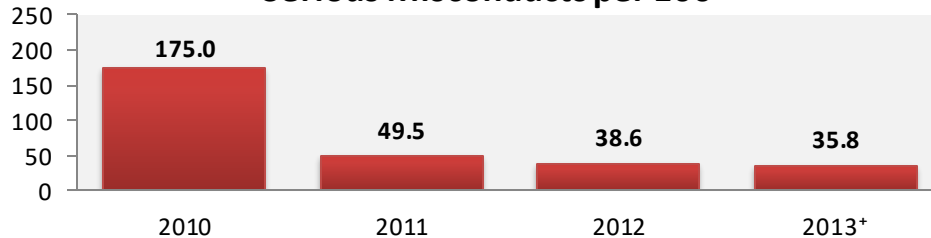
# School Climate Overview

Fenger HS, 2010-2013

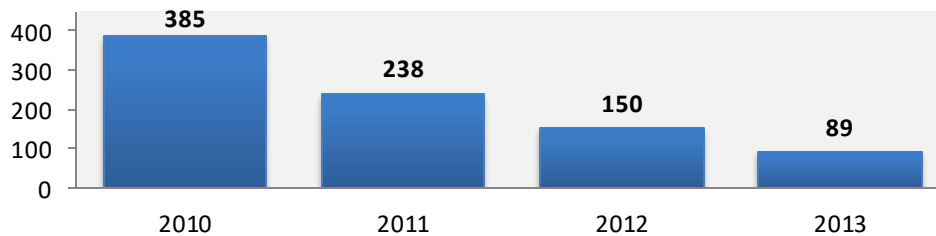
**Average Daily Attendance Rate**



**Serious Misconducts per 100**

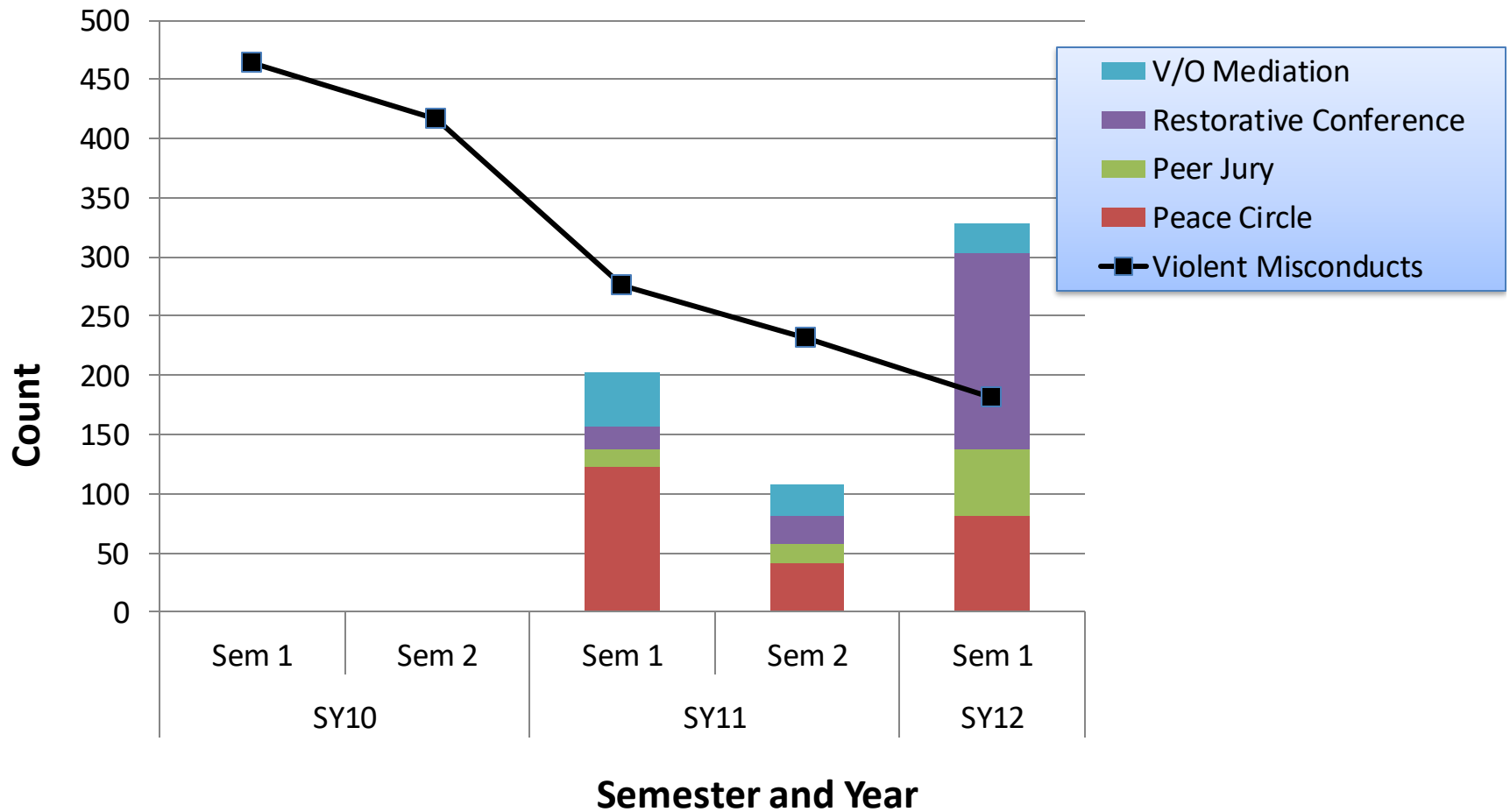


**Number of Violent Misconducts^**



The Average daily attendance has increased over 10% and our serious and violent misconducts have decreased over the four years as a turn-around school.

# Restorative Practices at Christian Fenger High School and it affects



# Restorative Justice Practice

Fenger HS, 2011-2013

## Restorative Actions by Type

■ Peace Circle      ■ Peer Jury  
■ Restorative Conf.   ■ Other RJ

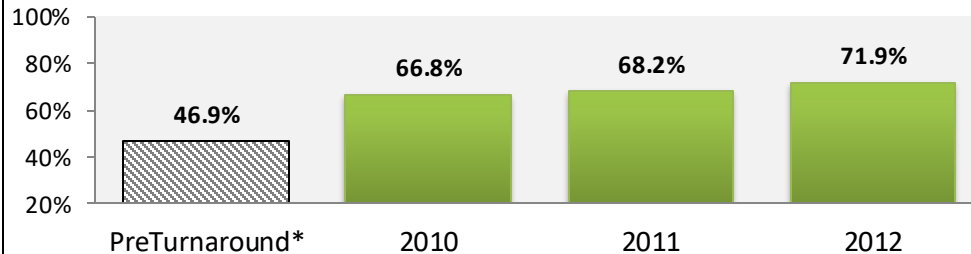


- Restorative Justice practices are Peace Circles, Restorative Conferences, Peer Jury, Family Group Conferences, and Victim/Offender Mediations. These practices have worked to build community and repair harms

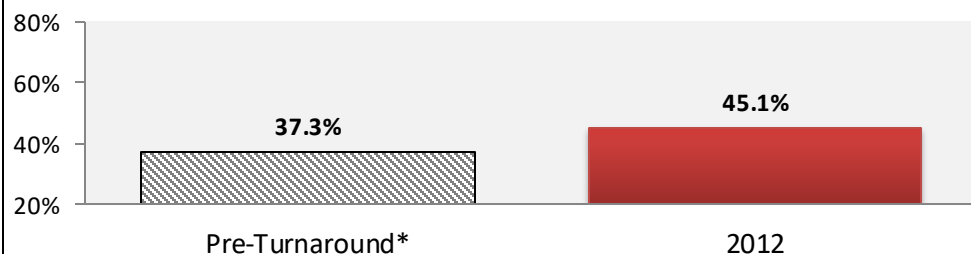
# Student Achievement Overview

Fenger HS 2007-2013

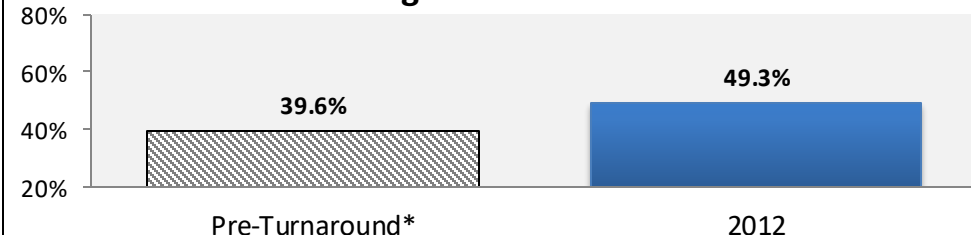
## Freshman On-Track Rate



## Five-Year Graduation Rate



## College Enrollment Rate



- Fenger's Freshmen On-Track numbers have increased giving our students the opportunity to graduate in four years ready to compete in the global market. And both our five year graduation rate and our College enrollment Rate have increased!!

# Creating a Culture with students leading the way toward Peace

- <https://youtu.be/Y1nKs0WXOyk>



# Peace Rallies



# Peace Week/Peace Month





# Peace March!!!



# Lessons Learned

- Restorative Justice Practices (RJP) is not just an intervention. It is who your school community aspires to become. As a school leader, you are the drum major for peace.
- In implementing RJP, you must practice the three B's: Build your team, Build your Brand, Build Buy-in.

# Lessons Learned

Young People and their Families cannot be an after thought of implementation.

# Lessons Learned

- As we embark on change, we must message to adults and the wider community:
- THIS IS WHAT WE DO HERE
- But we must add:
- Including with YOU!



# Lessons Learned

- RJP success stories, no matter how small should be shared loudly!
- Qualitative data is as important as quantitative data! Data must tell the story.

# Lessons Learned

We can build a restorative culture by creating easy to follow systems and structures that support restorative responses to harm.

# Master Yoda's Wisdom



*“If no mistake you have  
made, losing you are. A  
different game you  
should play.”*

# Remember . . .



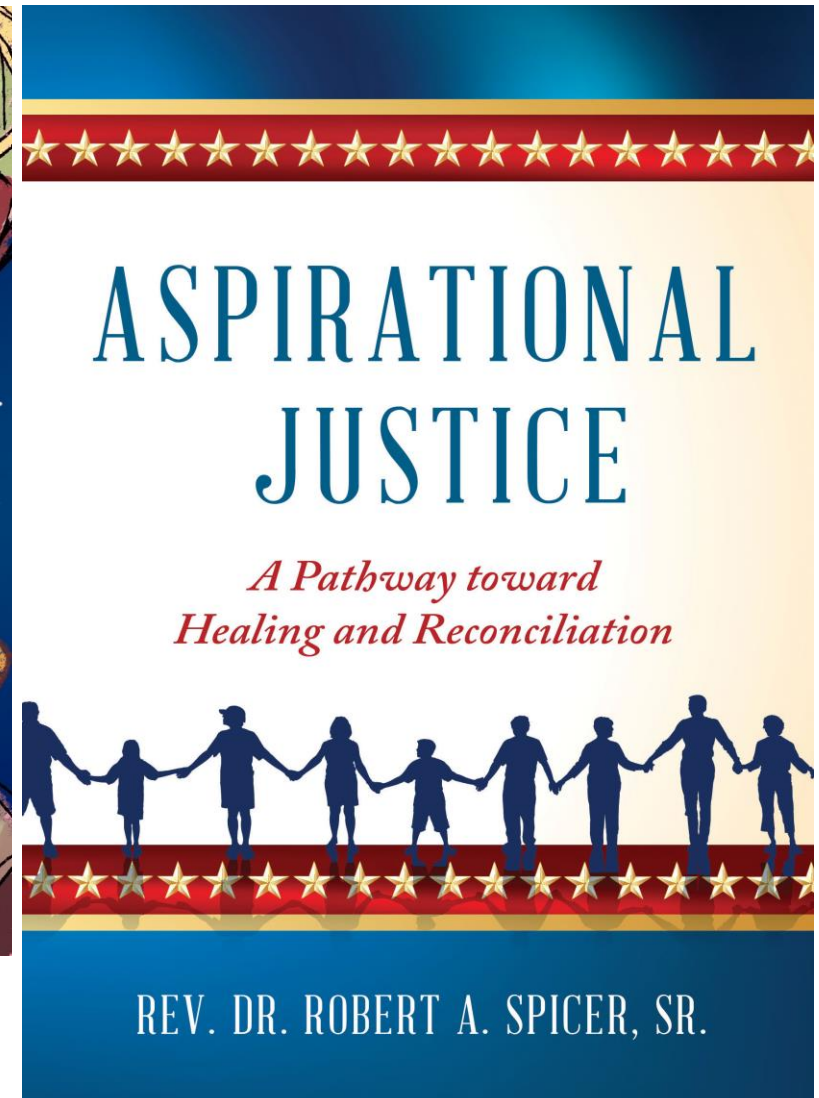
**Rev. Dr. R. Spicer**

@Rev\_DrSpicer



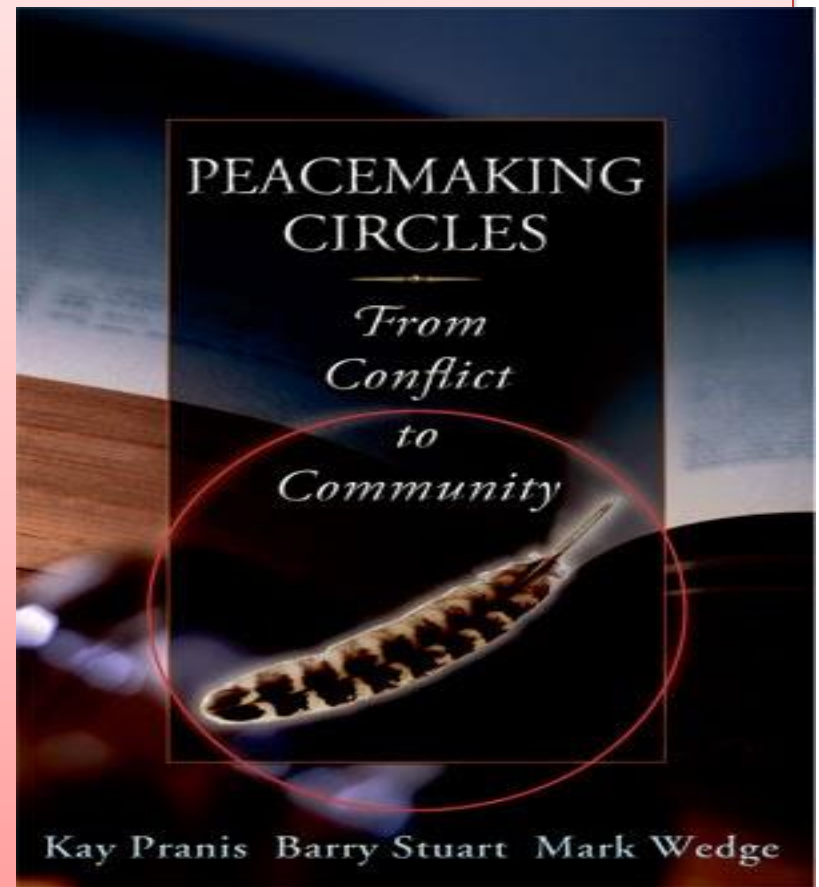
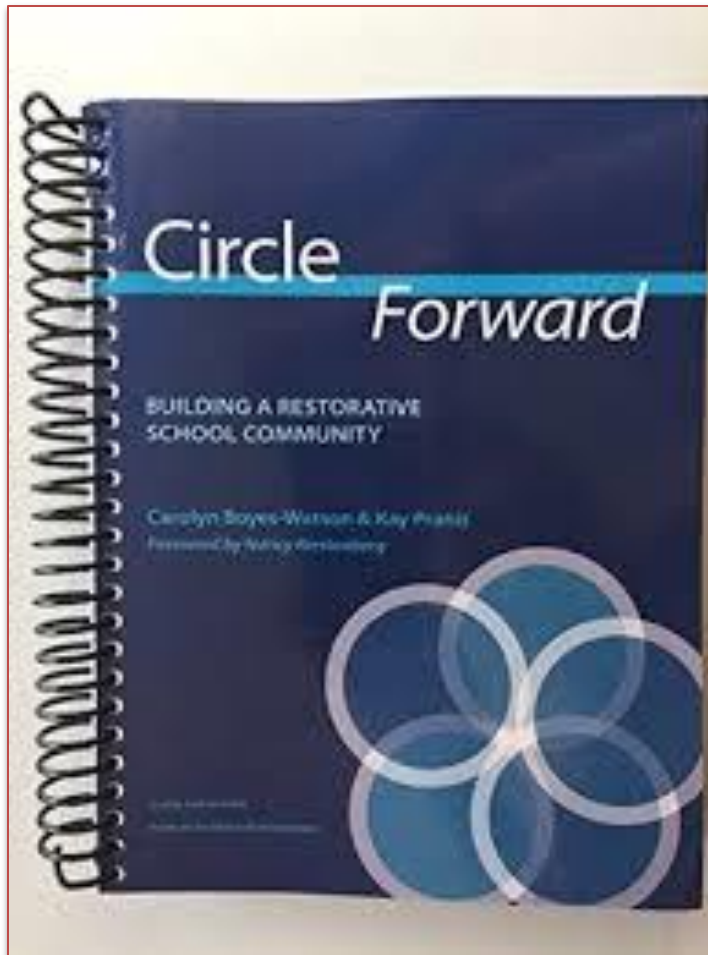
In the next few weeks, the next great orator, Doctor, singer, artist, mother, father, pianist, architect, scholar, comedian, entrepreneur, journalist, pastor, author, politician, President . . will be in your classroom! Feed them, nourish them, love them. [#freedomtolove](#)

# Resources





# Books



Thank you!!!!



**RESTORATIVE  
STRATEGIES. LLC**



# Thank you from Restorative Strategies, LLC

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Both books are on the Amazon and Barnes and Noble

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