Restorative Practices Leadership

Building a Restorative Leadership Vision through Challenging Times
Robert Spicer, Ph.D
Restorative Strategies, LLC
Getting Acquainted, Building Trust activity
Relationship Building Wheel

Developing a plan of action

Getting acquainted

Addressing issues and visions

Building understanding and trust
Wisdom from Mr. Rogers

“I'm convinced that when we help our children find healthy ways of dealing with their feelings, ways that don't hurt them or anyone else, we're helping to make our world a safer, better place.”

-Fred 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
REVIEW OF BEST PRACTICES for a Restorative Culture and Climate

• *Adapted from Project Achieve’s Behavioral Matrix*

- **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.
This is Zero Tolerance!!
Education not Incarceration
Restorative Practices can build strong and resilient school communities!!!!
RJP Systems in Schools
Creating a Good to Great Culture and Climate

- CASE STUDY
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

Easy to see

Language
Folklore
Fine arts
Dress
Literature
Food
Holidays and festivals

Difficult to see

Family roles
Beliefs and assumptions
Self-concept
Relation to authority
Core values
Manners
Biases
Body language
Rhetorical style
Concept of cleanliness

Core values
Manners
Biases
Body language
Rhetorical style
Concept of cleanliness

Beauty ideals
Attitude toward school
Family values
Gender roles
Approaches to health and medicine
Humor
Rules of conduct
Response to Intervention (RTI) vs. Trickle-down Intervention (TDI)

- 80-90%
- 5-10%
- 1-8%

- 26%
- 25%
- 49%

- 0-3 misconducts
- 4-7 misconducts
- 8+ misconducts
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.

**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.
Questions, Comments, Concerns
How to use data to tell your audience the story.
What you do not measure, you can not fix!!
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 its affects

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Legend:
- V/O Mediation
- Restorative Conference
- Peer Jury
- Peace Circle
- Violent Misconducts
Restorative Justice Practice
Fenger HS, 2011-2013

Restorative Actions by Type

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<tr>
<th>Year</th>
<th>Peace Circle</th>
<th>Peer Jury</th>
<th>Restorative Conf.</th>
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- 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

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

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

WHAT ARE CIRCLES FOR?

Written By
Robert Spicer, Ph.D.
Illustrated By
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ASPIRATIONAL JUSTICE

A Pathway toward Healing and Reconciliation

REV. DR. ROBERT A. SPICER, SR.
Books

Circle Forward
Building a Restorative School Community
Carolyn Boyes-Watson & Kay Pranis
Foreword by Nancy Renick-Oliver

Peacemaking Circles
From Conflict to Community
Kay Pranis, Barry Stuart, Mark Wedge
Thank you!!!!!
Thank you from Restorative Strategies, LLC

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Author of Aspirational Justice and What are Circles for?
Both books are on the Amazon and Barnes and Noble

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