

The Why

- Blame, shame, punishment, and exclusion do not work
- Pushing scholars away is the opposite of what they need
- Negative behavior presents a re-teachable moment
- Effective at addressing the disproportionality of discipline on students of color
- Restorative practices can replace ineffective methods punishment and suspension

Principles

- Acknowledges that relationships are central to building community.
- Builds systems that address misbehavior and harm in a way that strengthens relationships.
- Focuses on the harm done rather than only on rule-breaking.
- Gives voice to the person harmed.
- Engages in collaborative problem solving.
- Empowers change and growth.

Restorative practices cultivate a culture in which everyone feels like they **belong**.

They build a particular **sense of community**.

In which every member—students, teacher, parent, volunteers, aides—feel that they are **seen, heard and respected**.

-Amos Clifford





Circles

Proactive

**Community
and Team
Building**

**Problem
Solving and
Repairing
Harm**

Responsive

When we use circles:

- Community building
- Introduction of new scholars
- Farewells
- Brainstorming
- Community incidents
- Goal setting
- Class progress
- Academic integration topics
- Establishing and reinforcing expectations

When responding to conflict using a restorative approach, we ask the following questions:

What happened, and what were you thinking at the time?

What have you thought about since?

Who has been affected by what happened and how?

What about this has been the hardest for you?

What do you think needs to be done to make things right?