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Albany, NY

Implementing Restorative Practices: A Case Study

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Implementing Restorative Practices: A Moral Imperative



What is Restorative Justice?

A sociological model that focuses on **relationships**.

Proactively: Builds relationships, a positive climate and culture of care.

Responsively: When wrongdoing occurs, it brings those who caused the harm together with those affected, to learn about the impact and ***decide together*** what can be done to repair the harm.

What do Restorative Practices Look Like?



What do Restorative Practices Look Like?



A **TALKING PIECE** is passed to control dialogue & ensure equal voice for all.



A **CENTERPIECE** is a focal point & tangible representation of community.

Comparison

TRADITIONAL

- ▶ What **RULE OR LAW** has been broken?
- ▶ Who did it?
- ▶ What **CONSEQUENCE** do they deserve?

RESTORATIVE

- ▶ Who has been **HURT**?
- ▶ What are their **NEEDS**?
- ▶ Whose **OBLIGATION** is it?
- ▶ What was the **CAUSE** of the situation?
- ▶ What can be done to **MAKE THINGS RIGHT**?

-Howard Zehr

Comparison

BEHAVIORIST

- ▶ Point systems
- ▶ Token economies
- ▶ Level
- ▶ Tangible Rewards
- ▶ Privileges/restrictions

RESTORATIVE

- ▶ Build relationships
- ▶ Teach SEL
- ▶ Gives voice to all
- ▶ Face those you have harmed & hear from them
- ▶ Accept the obligation to repair harm

Top 5 Reasons Youth Need Restorative Schools

- | | |
|-----------|---|
| #1 | Creates a Positive Climate |
| #2 | Opportunities to Learn from Mistakes |
| #3 | Develops Social Emotional Skills |
| #4 | Teaches Empathy |
| #5 | Research Based |

Randolph Academy's Culture & Climate Story:

2001

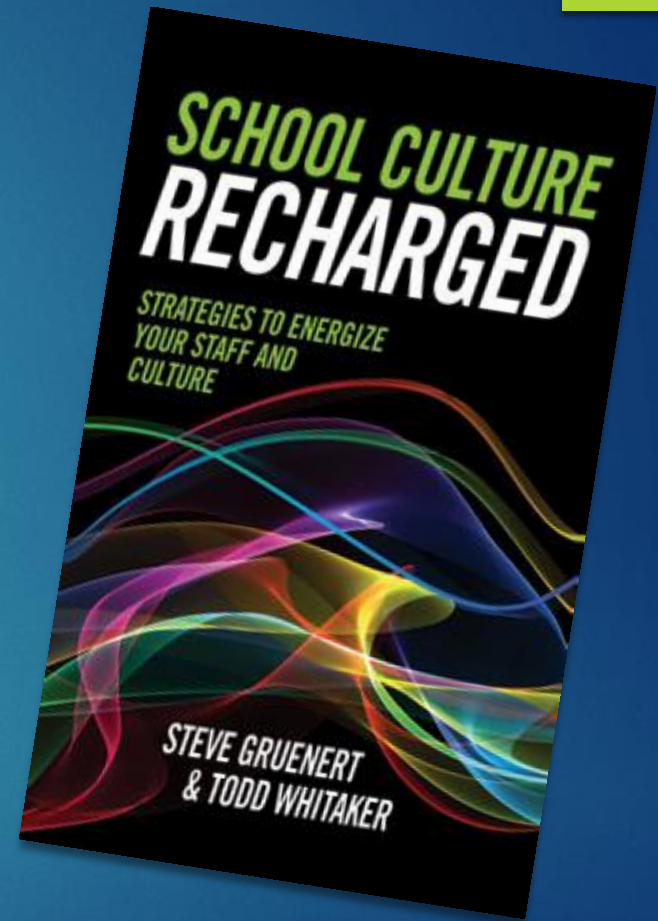
- ▶ Abandoned a traditional behaviorist student discipline model based upon rules & consequences
- ▶ Adopted a sociological model based upon norms and social feedback

Randolph Academy's Culture & Climate Story:

Began in 2015
Implementing
Restorative
Practices



"...even good ideas will not be embraced if they sound like indictments of current practices rather than gentle suggestions for improvement."



GRUENERT, S. & WHITAKER, T. (2017) *SCHOOL CULTURE RECHARGED: STRATEGIES TO ENERGIZE YOUR STAFF AND CULTURE*. ALEXANDRIA, VA: ASCD.

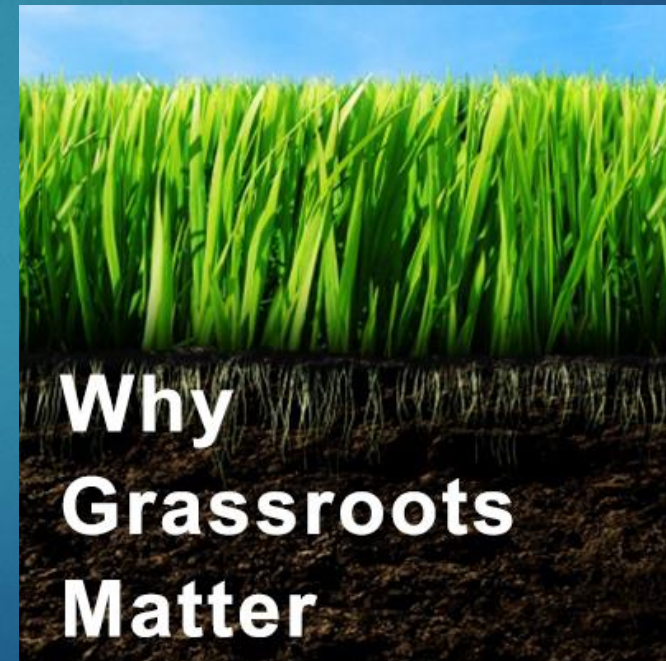
Phase 1

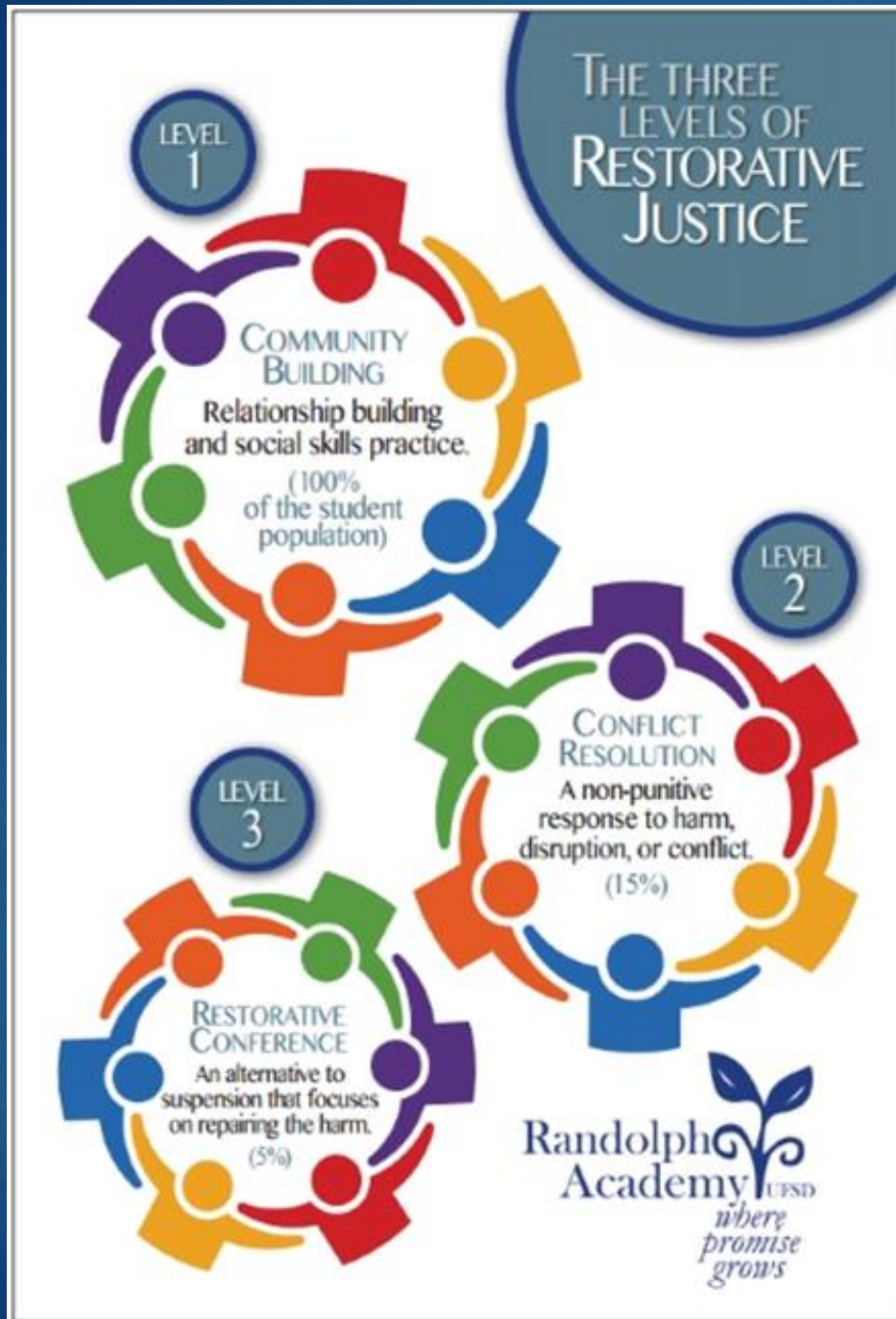
Leadership Embraces Philosophy

Top Leadership: Board of Education & Administration



Volunteers from the Faculty & Staff form an RJ Team





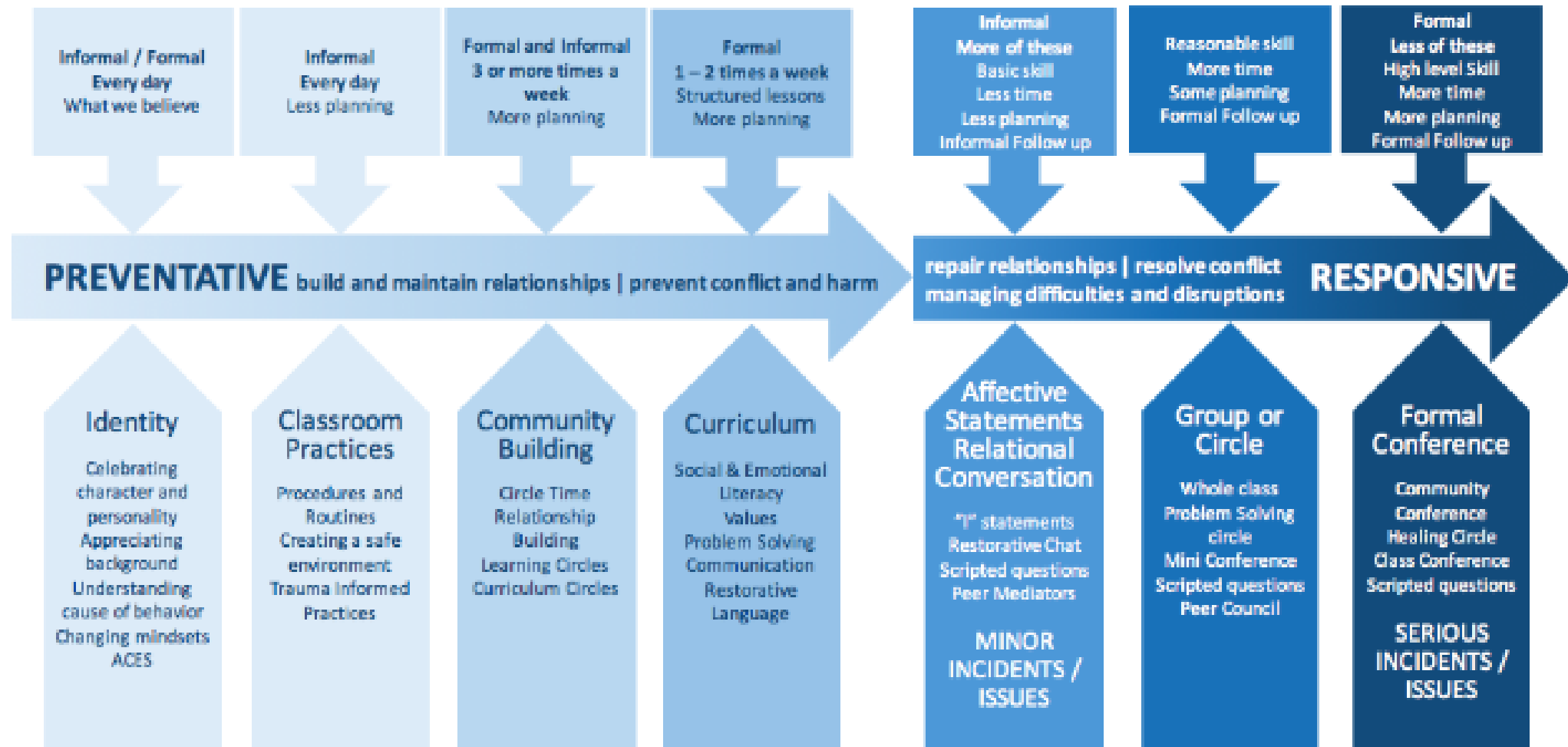
Phase 1

Choose a framework.

Train volunteer members of RJ Team

Begin implementing Tier 1 Community Circles

CONTINUUM OF RESTORATIVE PRACTICES



Adapted from Wachtel and McCold 2001

Phase 2

Engage Grassroots Support & Build Capacity

Top Leadership: Board of Education & Administration

Begin policy revision to embed restorative practices in policy.

RJ Team comprises of Volunteers from the Faculty & Staff

- ▶ Continue training
- ▶ Plan school wide implementation
- ▶ Begin data collection

Phase 3

Systemic Implementation

Top Leadership: Board of Education & Administration

Establish **Accountability systems**

Allocate funds for continued training

RJ Team comprised of Volunteers from the Faculty & Staff

- Tier 2 & 3 Circles are consistently implemented
- RJ Team members train other staff
- Formal data collection

Best Practice:

Provide eclectic training, aligned to different roles & needs.

Experiential	Learner is immersed in circle process to experience the power of the process first hand; also utilizes role play and mini-lessons.	Skeptics All staff- basic Leaders Trainers-intensive
Scholarly	Focuses on research & the philosophical tenets; utilizes appreciative inquiry approach.	Rational, analytic thinkers Leaders Trainers
Technical	Focuses on protocols, scripts & specific techniques. The "direct instruction" approach to learning how to facilitate.	Believers Leaders Trainers "Staff RJ Champions"

RESOURCES: Dr. Tom Cavanagh



**Four Day
Face to Face training**

Online Course

www.restorativejustice.com

**Free online elementary curriculum:
www.educatingforpeace.chhs.colostate.edu**

RESOURCES: Elizabeth Clemants



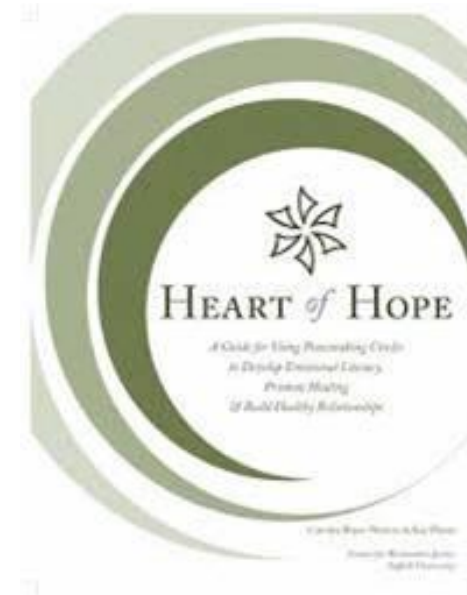
Restorative Justice Certification

- Foundational**
- Advanced**
- Mastery**

Offered in NYC

www.elizabethclemants.com

RESOURCES: Kay Pranis



RESOURCES: IIRP



Offer
Regional
Conferences

www.iirp.edu

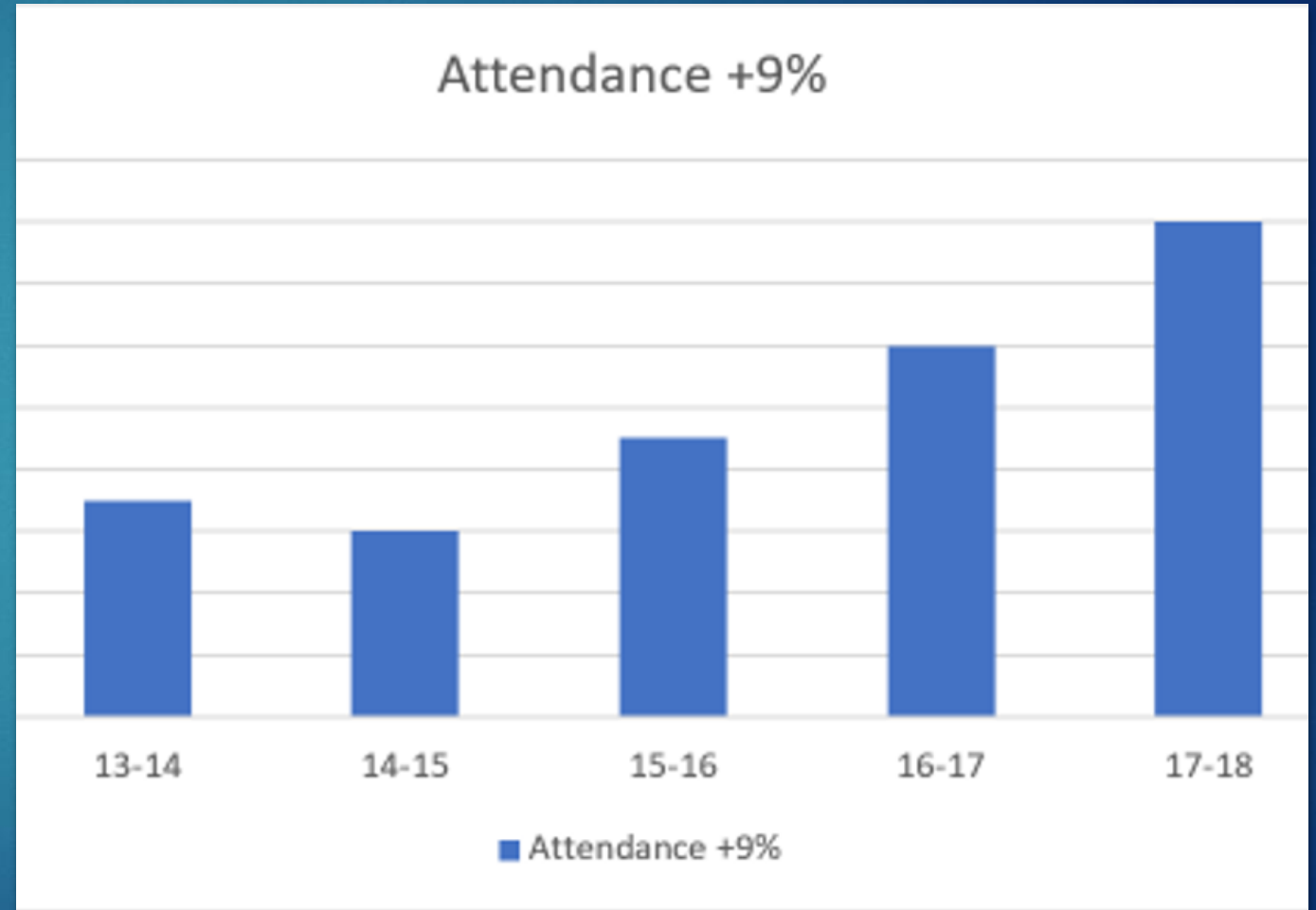
Measuring Outcomes:

- ▶ School Climate Survey
- ▶ Attendance
- ▶ Discipline Referrals
- ▶ Fights
- ▶ Suspensions
- ▶ Academic Achievement

Randolph Academy Hamburg Campus Middle School & High School

Began
implementing
restorative practices
in 2015

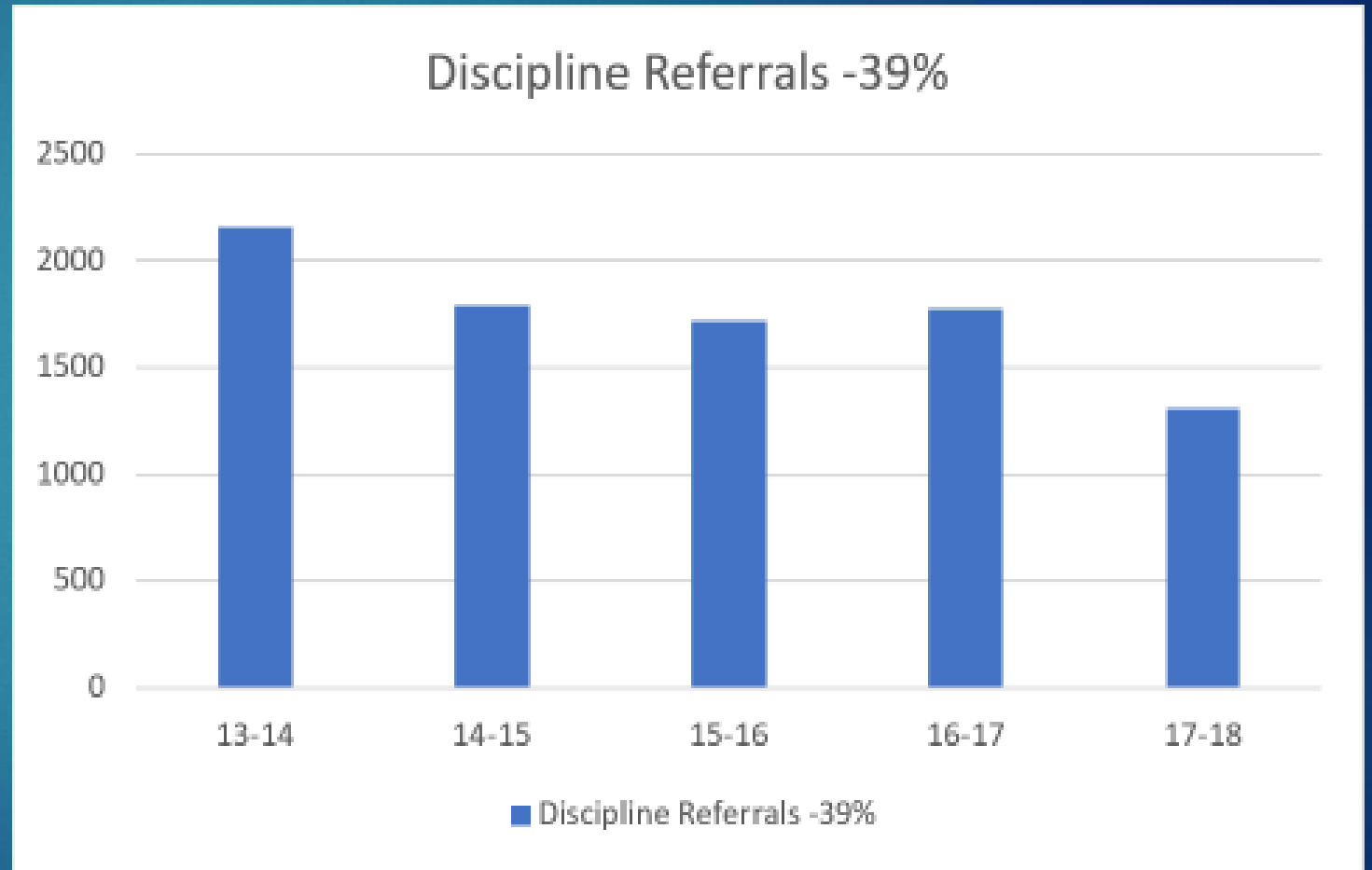
**Attendance
Increased by
9%**



Randolph Academy Hamburg Campus Middle School & High School

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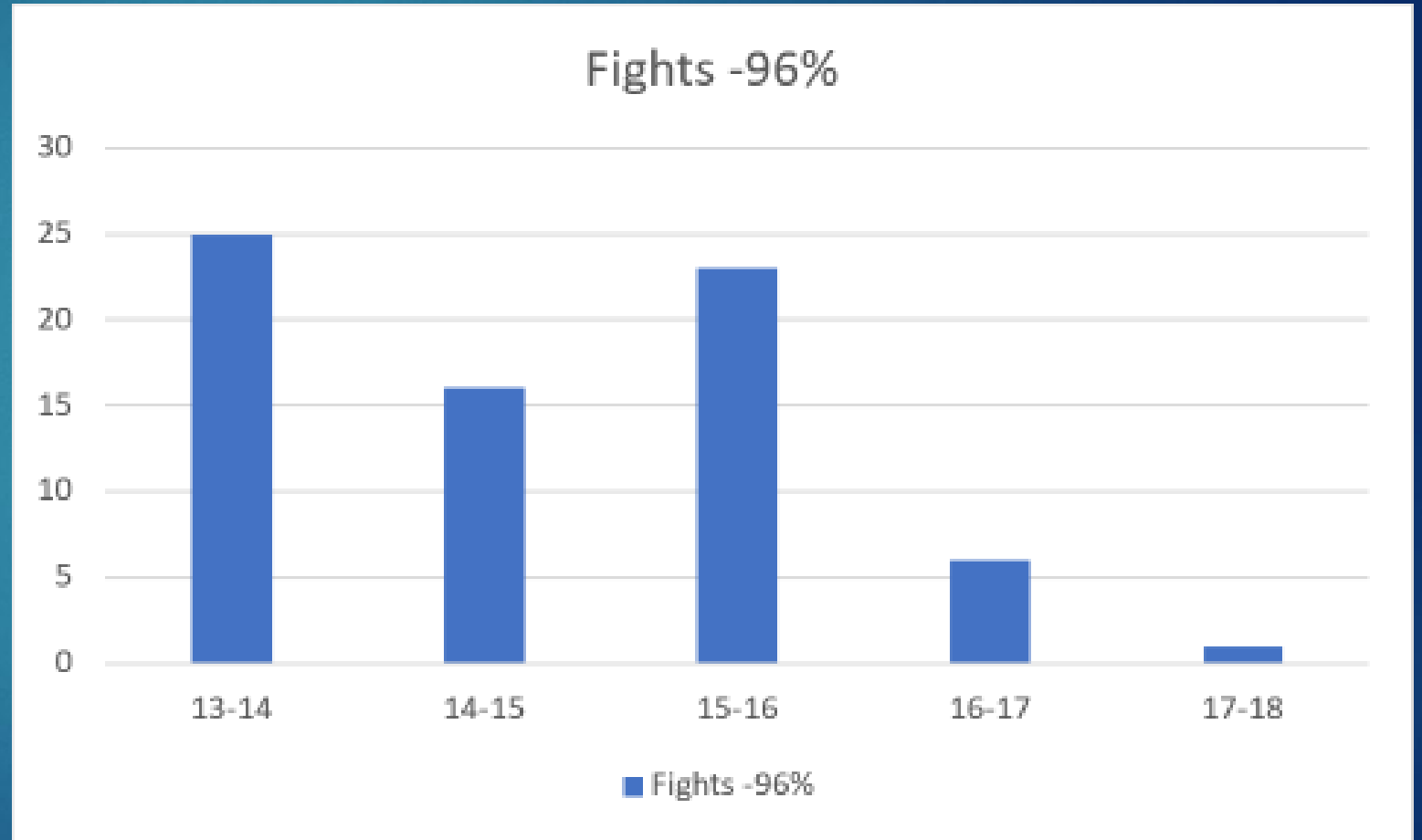
**Discipline
Referrals
Decreased by
39%**



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restorative practices in
2015

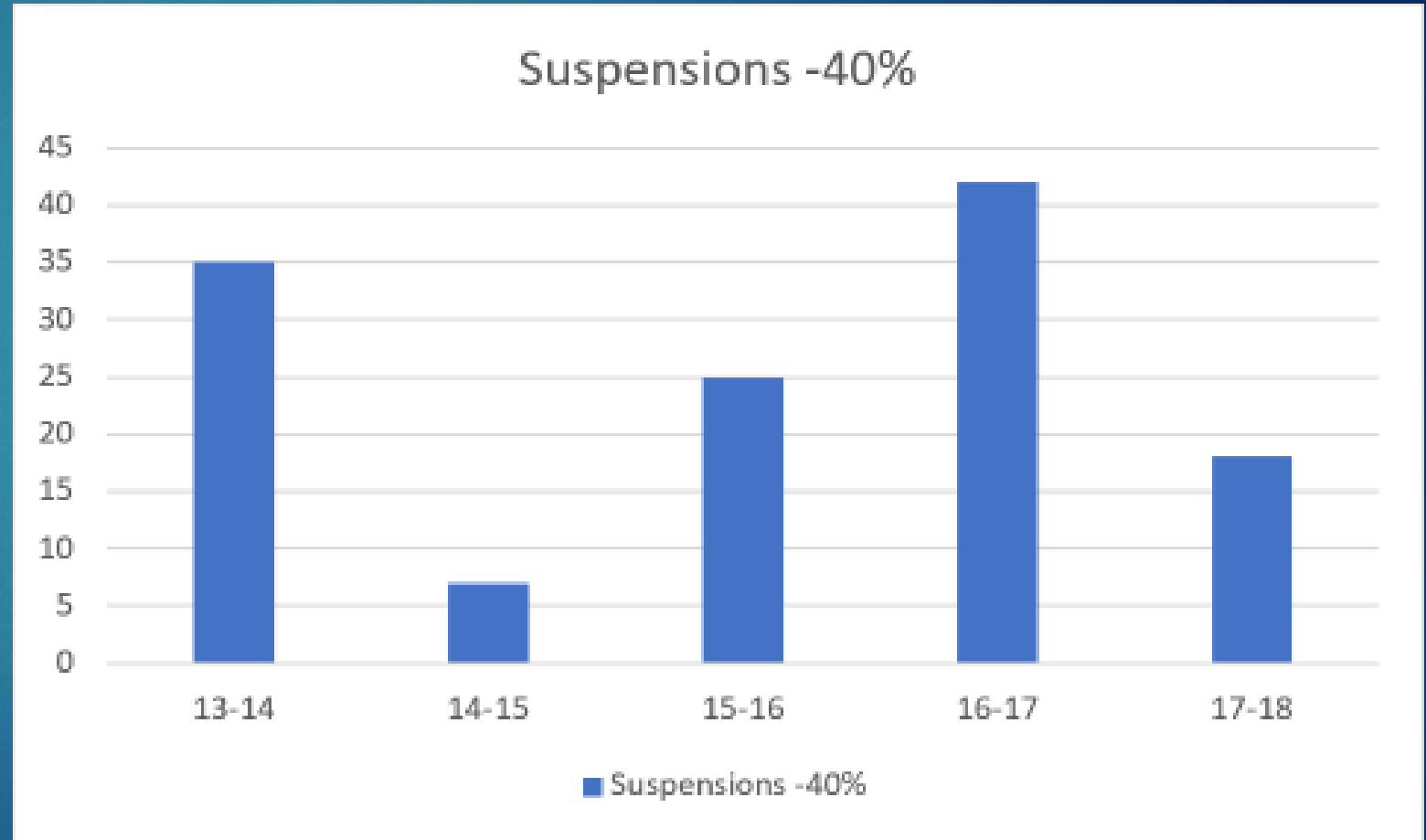
**Fights
Decreased by
96%**



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restorative practices in
2015

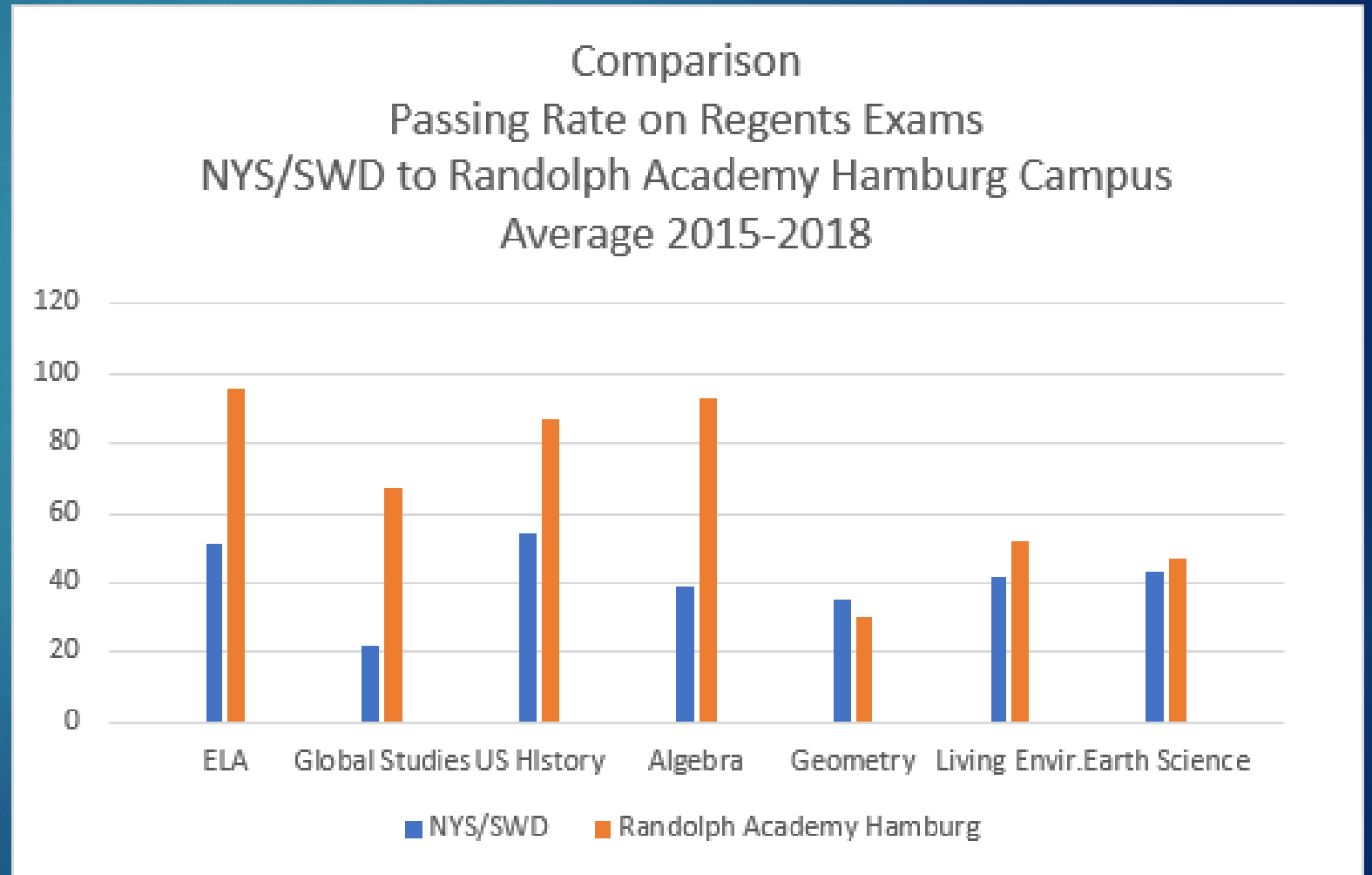
**Suspensions
Decreased by
40%**



Randolph Academy Hamburg Campus Middle School & High School

Began implementing
restorative practices in
2015

**Academic
Outcomes
Exceed
NYS/SWD
Average in
most subjects**



Randolph Academy Hamburg Campus Middle School & High School

Began
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Employee Engagement Trends Upward



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