

Models of Implementing Restorative Practices

Restorative Inquiry:

A way of talking with a student or students about a situation using nonjudgmental active listening.

Victim Offender Mediation:

Used when someone acknowledges they have caused harm to another person and both sides agree to see how the matter can be put right.

Circle Processes:

Open, facilitated discussion used for team building, through the development of mutual respect, trust, concern, and problem solving.

Restorative Conferences:

Pulling together the one who caused and admitted wrongdoing and the victim and any stakeholders, to help them begin to understand each others' perspectives and come to a mutual agreement that will repair the harm and restore the relationship.

FAIRFAX COUNTY
PUBLIC SCHOOLS
STUDENT SAFETY
AND WELLNESS
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REPAIRING HARM
RESTORING
RELATIONSHIPS

Restorative Practices



Promoting
Responsibility and
Accountability

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What are Restorative Practices?

Harm Focused: Identify the harm instead of the rules that were broken.

Engagement: Involve everyone affected in addressing the needs and healing the hurts.

Responsibility: Change discipline into an opportunity for the offender to take ownership and be accountable for his or her actions.

Repair: Provides the opportunity to heal and repair harm done and restore the community.

Four Key Questions

- ◆ What has happened?
- ◆ Who has been affected?
- ◆ How can we involve everyone who has been affected in finding a way forward?
- ◆ How can everyone do things differently in the future?

Paradigm Shift

Traditional

- ◆ School and rules violated
- ◆ Justice focuses on establishing guilt
- ◆ Accountability equals punishment
- ◆ Action is directed at the offender; the victim is ignored
- ◆ Rules and intent outweigh outcomes
- ◆ Less opportunities for remorse or amends

Restorative

- ◆ Focus on relationships
- ◆ Justice identifies needs and obligations
- ◆ Accountability: Understanding impact, repairing harm
- ◆ Offender, victim, and school all have direct roles
- ◆ Offender accepts responsibility for behavior and repairs harm
- ◆ Possibilities for amends and expressions of remorse

Types of Issues for Restorative Practices

Escalated Interpersonal Conflicts
Bullying/Harassment
Tardiness/Truancy
Drug/Alcohol Abuse
Fighting/Assault
Vandalism
Arson
Theft

Why Use RP for Schools and Communities?

◆ School and Community Safety

All individuals need the skills to make positive choices to create a safe, respectful environment.

◆ Offender Accountability

They must acknowledge their actions and decisions and accept the obligations to those they have harmed.

◆ Victim Opportunities

The victim has an opportunity to have feelings acknowledged, to have effects of harm recognized and explored, and to become an active participant in the process of reparation.

◆ Integration of the Offender

All students are valued members of the school community; they need the opportunity to re-enter the community without further shame and isolation. This helps the offender to become a responsible member of the community, upholding its laws and values.

◆ Focus on Present and Future

We cannot change the past. The process focuses on the repair of the current harm and the prevention of repeat offenses in the future.

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