

## Restorative Justice Practices Continuum of Services and Training

### Orientation to Restorative Justice Practices in FCPS

This is an orientation to the principles and practices of restorative justice and its overall implementation in Fairfax County Public Schools (FCPS). This orientation is for administrators & any staff member who wants to learn more about the restorative justice program in FCPS.

### Restorative Practices Facilitator Training for Classrooms & Groups

This progressive training pathway is intended for FCPS staff members who are interested in learning the basic skills necessary to utilize restorative practices in classrooms or groups to build strong relationships and community. Trainings require prerequisite coursework and are role-specific. If you are interested in learning more about restorative practices in the classroom or for groups, please contact a RJ Specialist.

### Restorative Justice Conference

This intervention service is available to each FCPS student, K-12 for discipline, harm and/or wrongdoing. School Administrators, pursuant to the Students Rights & Responsibilities Guidelines, may make a RJ referral to their assigned Region Lead Practitioner for a RJ intervention conference.



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## What is Restorative Justice?

Restorative justice practice is a philosophy based on a set of principles for responding to harm and wrongdoing that is victim-centered and focuses on offender accountability to those who were harmed, as well as to the laws or rules that were broken.

Historically, restorative justice practices were used to address crimes within the justice system. The principles have now been used in schools with positive results. Within this philosophy, wrongdoing is viewed as a violation of a person or community, as well as a violation of a discipline code or public law.

### Restorative Practices and Restorative Justice

Restorative practices are skills often utilized in a formal restorative justice process that may also be used in classrooms to build relationships, create connections and prevent harm and violence before they occur.

Restorative justice is a formal victim-centered process for responding to harm and wrongdoing.



### Principles of Restorative Justice

1. Focus on the harms of wrongdoing more than on the rule or law that has been broken.
2. Empower victims and show equal concern for their needs in the justice process.
3. Support students who have harmed others, while encouraging them to take personal responsibility for their actions and understand, accept, and carry out their obligations.
4. Provide opportunities for dialogue between students who have harmed others and those most affected by the wrongdoing. Participation is voluntary.
5. Involve and empower the affected community through the process of justice.
6. Encourage collaboration and reintegration rather than punishment and isolation.
7. Show respect to all parties involved in the wrongdoing and involve all equally.

### A restorative justice process asks these questions:

- What happened?
- Who was harmed?
- Who is responsible for repairing the harm?

### A traditional discipline process asks:

- What rules were broken?
- Who broke them?
- How should we punish the offending student?

Restorative justice focuses on needs and obligations, and empathy and accountability. A traditional discipline process can seem adversarial and impersonal while a restorative process is participatory and educational, and oriented toward the future rather than to the past. Restorative justice is about making things right rather than punishment.

