

## Restorative Justice Practice Continuum of Services and Training

### Orientation to Restorative Justice 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 intended for any staff member who wants to learn more about the restorative justice program in FCPS.

### Restorative Justice Facilitator Training Cohort

This 4-part training is intended for FCPS counselors, clinical staff and other staff members who are interested in facilitating restorative justice processes for relationship and community building, classroom circles, attendance circles, and restorative justice circles for discipline response. Attendance at ALL four sessions and mentoring at your school is required for certification. Please contact Vickie Shoap at vrshoap@fcps.edu.

### Restorative Practices in the Classroom

This training is provided in schools, upon request, and includes mentoring. It is intended for classroom teachers who want to learn the basic skills necessary to utilize restorative practices to help build strong relationships in the classroom. If you are interested in learning more about restorative practices in the classroom, please contact your region lead directly.



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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.

