RESTORATIVE JUSTICE EDUCATION

RJ Ed

INTRO TO CULTURE OF CARE

PROFESSIONAL DEVELOPMENT TRAINING

WHAT IS A CULTURE OF CARE?

A Culture of Care in Schools is characterized by ***non-dominating relationships***, where adults and children feel a ***sense of belonging and connectedness***, have a ***culturally safe place*** for their voices to be heard, and are able ***to be self-determining***.

HOW ARE RESTORATIVE PRACTICES IMPLEMENTED IN THE SCHOOL?

Creating a Culture of Care, based on Restorative Justice Principles and Practices and Culturally Appropriate Relationships, is not a "check the box" initiative. It involves a set of ***culture shifting practices*** (implemented through 3 Tiers) with the mindset of ***"how we do school"***. The focus is on building authentic relationships, collaborating (not competing) and blending with other school initiatives in the best interest of our students. Participants of this training will learn how to facilitate all the practices in the Restorative Practices Continuum found below.

RESTORATIVE PRACTICES CONTINUUM

INFORMAL ⟷ FORMAL

TIER 1 *Prioritizing & Emphasizing Relational Practices*

Community Building Circles

Authentic relationship building in the learning community.

Norm Setting Circles

An intentional space where we work together as a community & agree on how we want to treat each other.

TIER 2 *Interventions for Minor Behaviors & Conflicts*

Restorative Conversations

To help the person reflect on their behavior and work towards repairing harm.

Restorative Circles

Whole class/group problem-solving circle.

Restorative Assessment

Referral-based problem solving tool for school staff.

TIER 3 *Interventions for Major Behaviors & Conflicts*

Reentry Circles

Circle to offer support & welcome a student back from a suspension or long absence.

Pre-Conferences & Restorative Conferences

Most formal restorative practice facilitated to resolve conflict, to heal, & to repair harm through honest & generative conversations.

RESTORATIVE PRACTICES HELP PEOPLE TO TAKE RESPONSIBILITY FOR THEIR ACTIONS AND CONSIDERS THE NEEDS OF THE COMMUNITY

WHAT ARE THE DIFFERENCES BETWEEN THE TRADITIONAL APPROACH TO RESPONDING TO BEHAVIOR AND THE APPROACH USED IN A CULTURE OF CARE?

TRADITIONAL APPROACH

- Students as passive receptors
- Rules & regulations
- Teacher is in control
- Teacher is solely responsible
- Misbehaviors are disruptions to the learning
- Consequences are determined by someone other than teacher
- Punishment and retribution are viewed as deterrents

VS

CULTURE OF CARE

- Students are co-creators
- Relationships & interactions
- Power is shared
- Responsibility is shared
- Wrongdoing and conflict are viewed as learning opportunities
- Capacity of students & teachers are built to solve problems
- Healing the harm to relationships is the focus

IN THE FIELD OF A CULTURE OF CARE, RESEARCH SHOWS THAT THERE NEEDS TO BE A SENSE OF CONNECTEDNESS, CARING, AND NURTURING RELATIONSHIPS BETWEEN TEACHERS AND STUDENTS SO THAT THERE CAN BE AN INCREASE IN THE STUDENTS' POSITIVE EXPERIENCES OF SCHOOLING AND A MOVEMENT AWAY FROM RETRIBUTIVE PUNISHMENT STRATEGIES.

OUR RESEARCH SHOWS THAT WHEN COMMUNITY BUILDING CIRCLES (TIER 1) ARE IMPLEMENTED CONSISTENTLY & WITH FIDELITY...

- Students report an increased sense of belonging.
- Student motivation is increased.
- Attendance is improved.
- Positive behaviors improve.
- Engagement in learning is increased.
- School safely is increased.

Scan here to find out more about this training on our website

Scan here to view our *Creating a Culture of Care in Schools* book

Scan here to watch a video showing how a Culture of Care has been implemented in our Pilot school

This research and evidenced based Intro to Culture of Care Training is facilitated as a train-the-trainer curriculum that includes 16 modules (24 total contact hours). This training is based on the idea that Restorative Justice Principles and Practices and Culturally Appropriate Relationships and Interactions can be used in schools, particularly in classrooms, to help Create a Culture of Care. *Participants who complete our 16 module training become Certified Specialists and are eligible to receive 2 Masters Level credits at Colorado State University.*

Intro to Culture of Care training formats include: In-person - Live-Virtual - Online (Self-Paced & Blended)

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