

**Rethinking Discipline:
“Strategies at Work in Schools and
School Districts Today”—Restorative
Practices**

**Robert Spicer Ph.D
Restorative Strategies, LLC**

What is Restorative Justice?

- It is a **Philosophy** not a Program
- **Restorative Practices** are the **specific programs** that align with the philosophy i.e.. Peace circles, Restorative conferences, peer councils
- Restorative Justice is “Justice that Heals”.

J. Braithwaite

Restorative Practices are not therapy but it can be therapeutic!

Restorative Practices allows you to go under the surface.



Your School Culture and Climate

- What Should your school do (more/less/differently to **improve Culture, Climate** and Behavior?
- As a member of this community, what would **you** do to improve the culture, climate and behavior of students and staff at your school?

What is the CULTURE of a School Community?

- The Culture of a School is what we **Practice, Promote, and Permit.**
- What can you practice, promote and permit to promote a Restorative environment for students, staff and the community?

What is the Climate of a School?

- The Climate of a school is how our school makes us **FEEL**.
- “A School’s Culture determines its Climate”.
Nicolle Hayes, SCSD Director of School Culture and Climate

Christian Fenger High School

- CASE STUDY

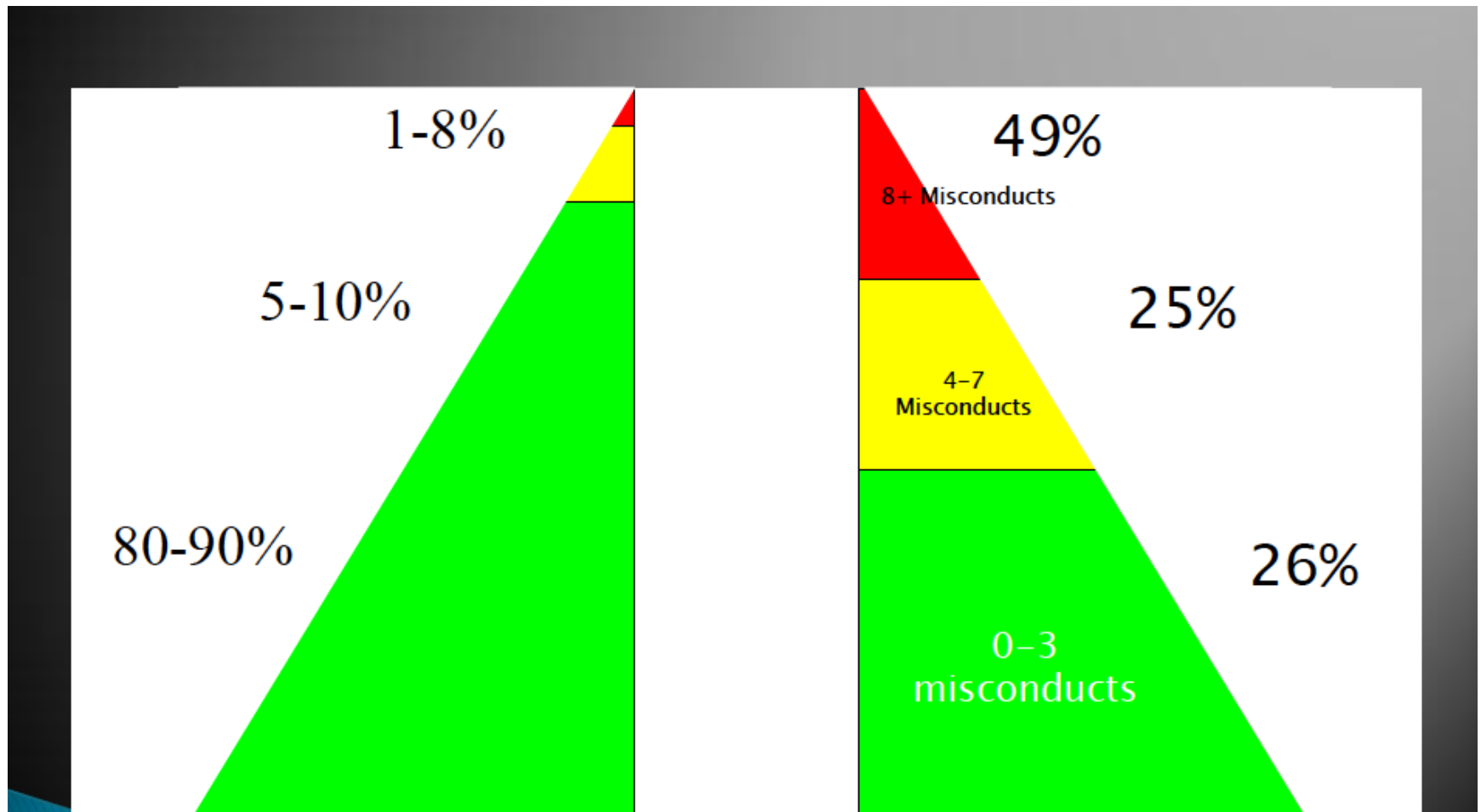
Restorative Practices at Christian Fenger High School and it affects

- Creation of the position of Culture and Climate Coordinator
- Peace Room
- Restorative Conferences
- Family Group conference
- Circles
- Peer Ambassadors
- Boys town Education
- Model(Coaching and Support of Teachers) S.E.L. Curriculum

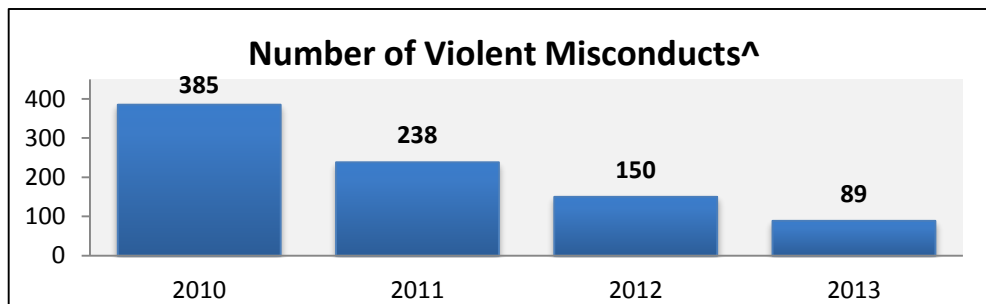
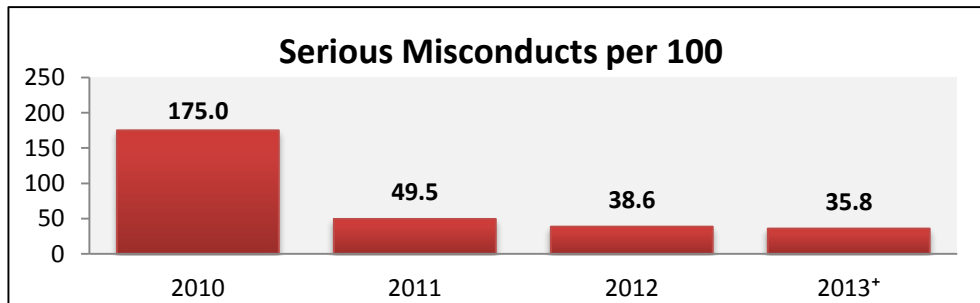
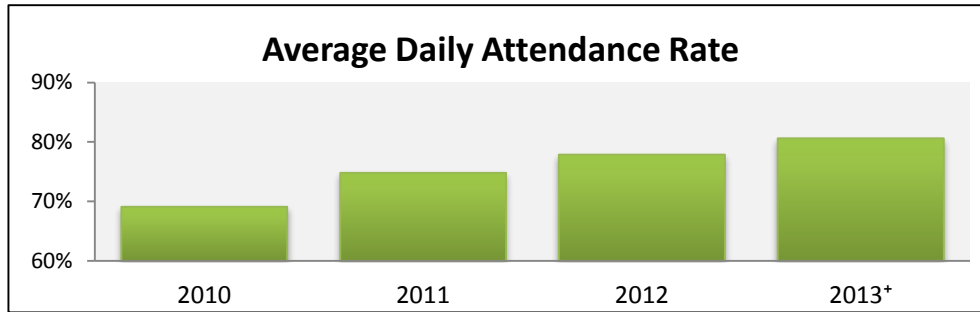
The Ripple Affect



Response to Intervention(RTI) Fenger's response

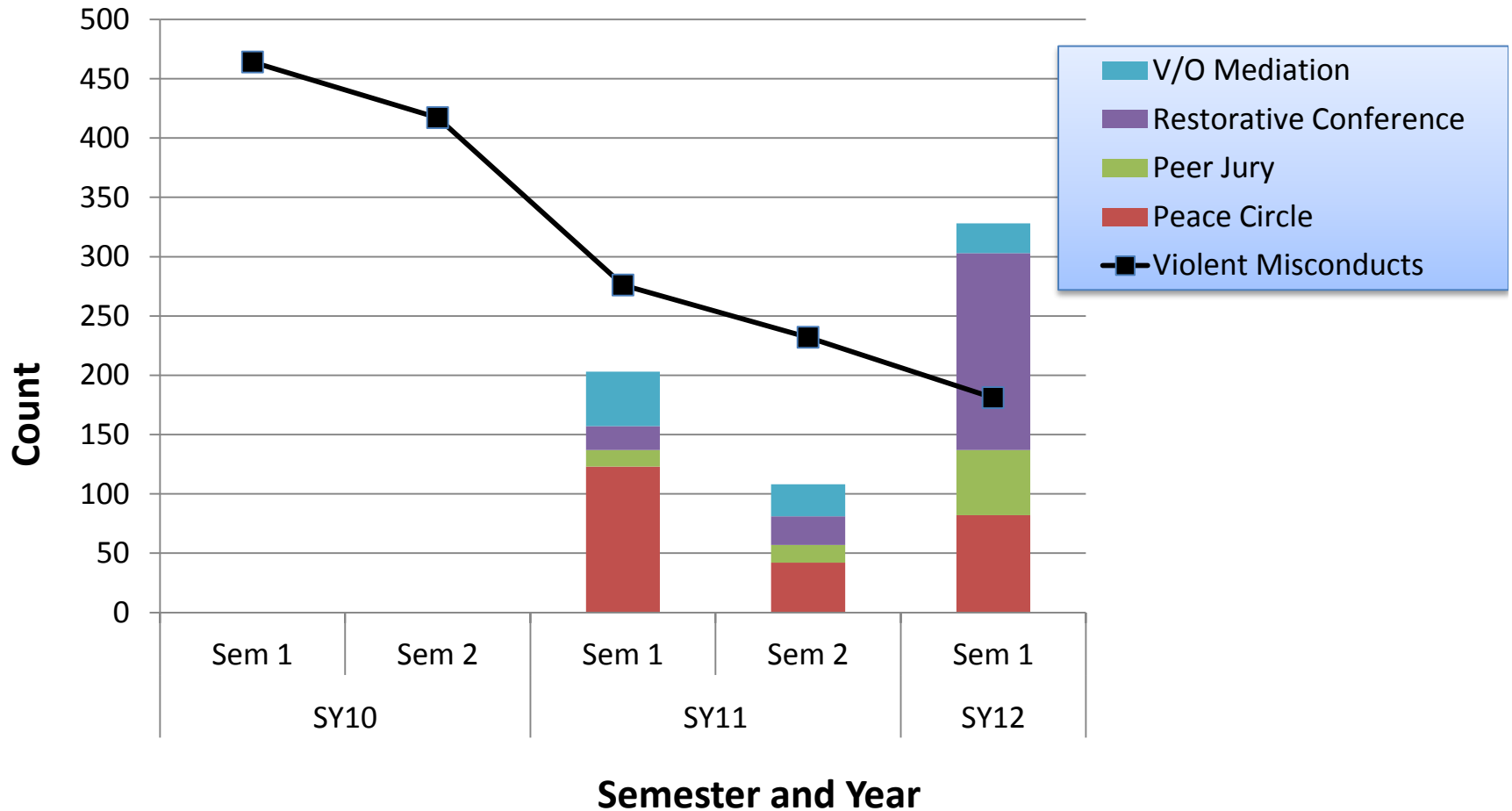


School Climate Overview Fenger HS, 2010-2013



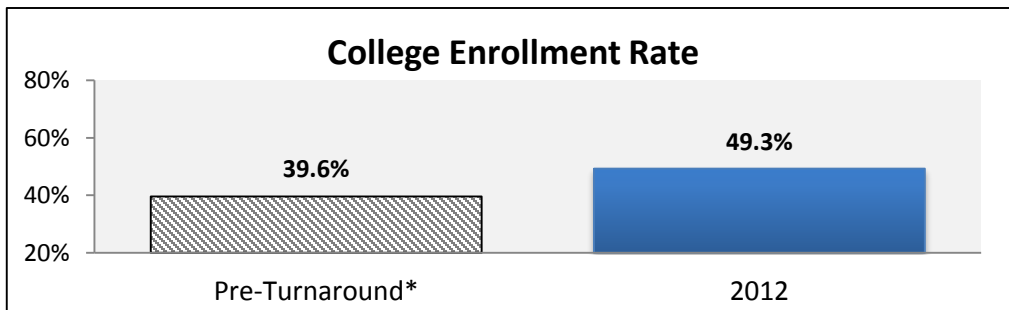
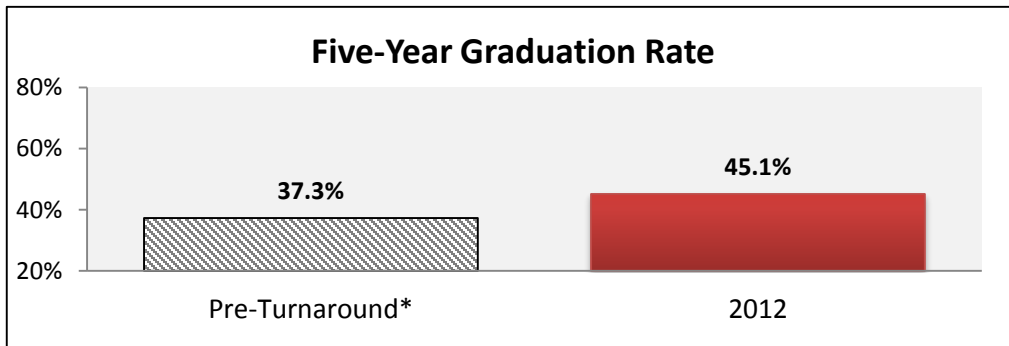
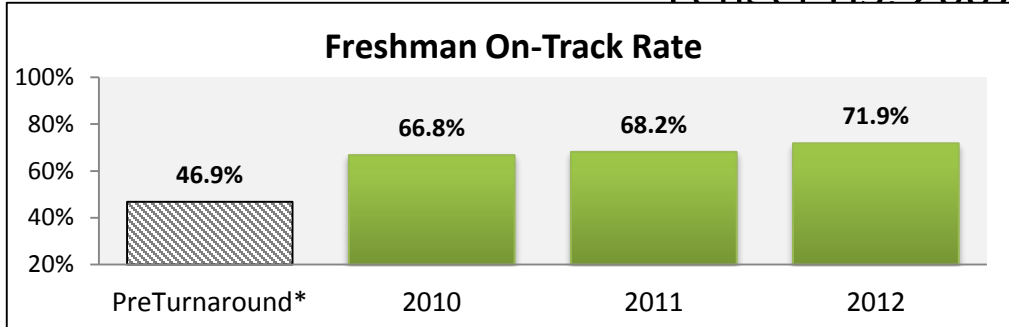
The Average daily attendance has increased over 10% and our serious and violent misconducts have decreased over the four years as a turn-around school.

Restorative Practices at Christian Fenger High School and its effects



Student Achievement Overview

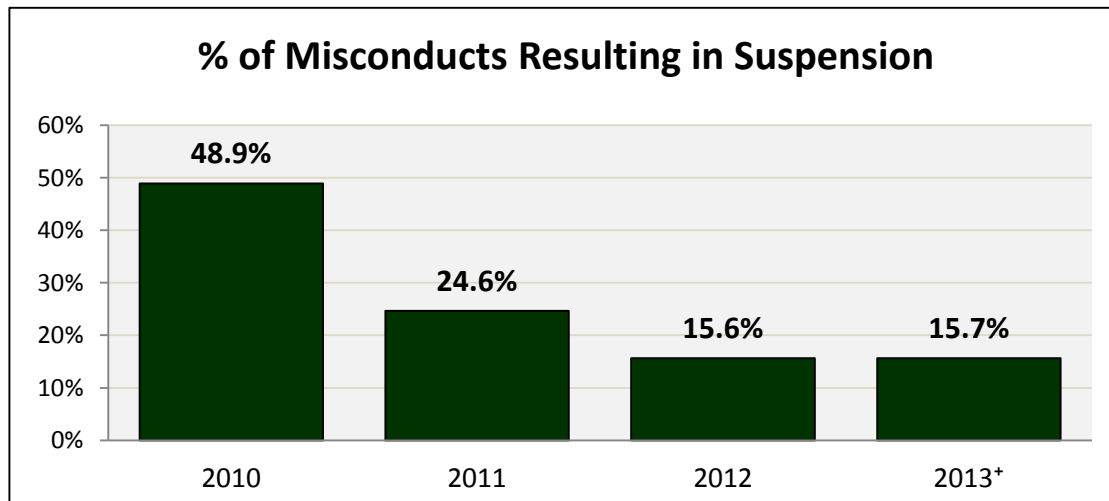
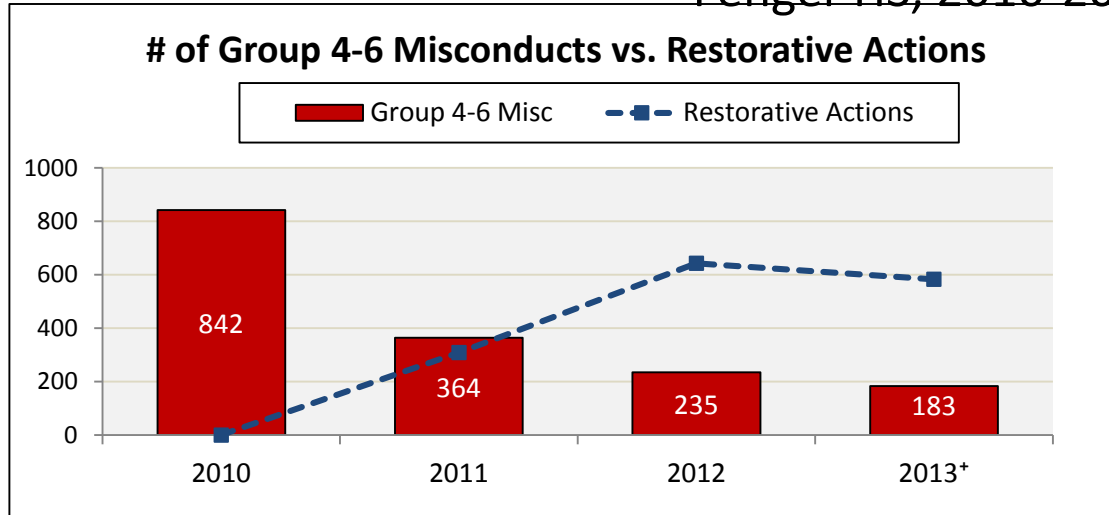
Fenger HS 2007-2013



- Fenger's Freshmen On-Track numbers have increased giving our students the opportunity to graduate in four years ready to compete in the global market. And both our five year graduation rate and our College enrollment Rate have increased!!

Restorative Justice Practice

Fenger HS, 2010-2013



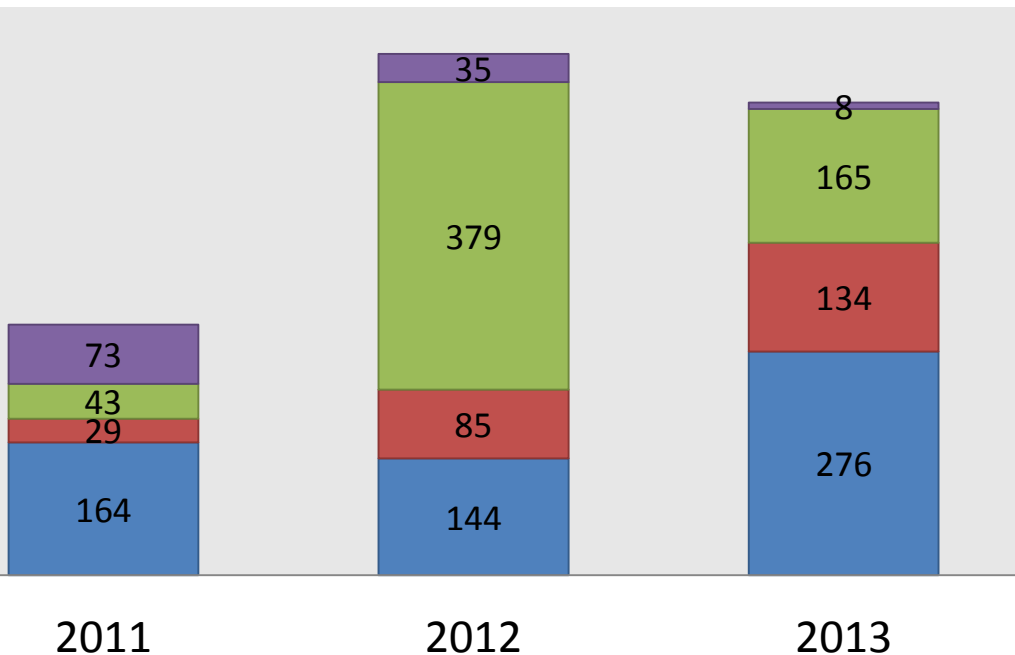
- Since Restorative Justice Practices have been implemented at Fenger, there has been a significant drop in Misconducts in Group #4-6. Suspensions have dropped as well as moving Fenger away from zero-tolerance and toward Restorative Practices.

Restorative Justice Practice

Fenger HS, 2011-2013

Restorative Actions by Type

■ Peace Circle ■ Peer Jury
■ Restorative Conf. ■ Other RJ



- Restorative Justice practices are Peace Circles, Restorative Conferences, Peer Jury, Family Group Conferences, and Victim/Offender Mediations. These practices have worked to build community and repair harms

What was the result of our School
Community thinking outside of the
box!!??



Restorative Practices at Christian Fenger High School and it affects

- Attendance: Increase of 10% since 2009
- Drop out rate down by 14% since 2009
- Freshmen on track rate increased by 48.5% in 2009.
- Misconducts have dropped 80% since 2009
- Students involved After school program rose 33.5% since 2009.

Peace Rallies



Peace Week/Peace Month



Peace March!!!



Obama Administration's head of DOJ Attorney General Eric Holder



Boys Town Education Model

Following Instructions

Look at the person.

Say 'Okay.'

Do what you have
been asked right away.

Check back.

Listening

Look at the person
who is talking and
remain quiet.

Wait until the person
is through talking
before you speak.

Show that you heard the
person by nodding your
head, saying 'Okay,'
'That's interesting,' etc.

How do I get started creating a Culture and Climate Department

- Identify a member of your school team to Lead the Culture and Climate Division
- Get Training on Restorative Practices
- Locate a Peace room in your school
- Recruit students for Peer Jury

How do I get started creating a Culture and Climate Department

- Start collecting both qualitative and quantitative data and meet weekly with your administrator.
- Bring your staff along for the journey!!!

Leadership and Restorative Justice

- <https://youtu.be/fW8amMCVAJQ>

Resources

Restorative Strategies, LLC

Dr. Robert Spicer, CEO

mrraspicer@gmail.com

www.restorativestrategies.expert

Twitter: @Rev_DrSpicer Facebook: Restorative Strategies

Boys Town Education Model

1-800-545-5771

www.boystown.org/educators

***Thank you from the team at
Restorative Strategies, LLC!!!!!!***