

How Restorative Am I?

- Am I able to remain open-hearted, even with those who *really* challenge me?
- Do I value building relationships, even with those that make my life difficult?
- Do I *truly* listen? Do the students, parents, caregivers and my fellow colleagues feel listened to?
- Do I take into consideration race, culture and other forms of power differences when engaging people? Do I actively work to shift the balance of power?
- Am I able to take accountability for my stuff in a way that is felt by others?
- Do I really strive to dig under the surface to understand where a disconnect is?
- Am I able to explain my own values around issues with others?
- Am I able to meet people where they are at, *and* support them to be accountable?
- Am I doing things *with* people, rather than *for* or *to*?
- Have I, at any stage, asked for someone I trust to observe my practice and give me honest feedback?
- What is one thing I could intentionally focus on improving around my own restorative practice?

* For each of these questions ask yourself...How do I know?

* Change the 'I' to 'we' for each question and reflect...How are we as an organization/community...?

Restorative Justice

is about changing systems (schools, criminal & juvenile justice) to address harm more meaningfully and undo systemic patterns of institutional racism and oppression.

Restorative Practices are the ways which individuals and communities can more meaningfully build relationships, address harm when it happens and work towards restorative justice.

Restorative Questions:

- What happened?
- Who was impacted/affected?
- What can be done to make things right?
- What will keep this from happening again?
What support is needed?

Restorative Practice Examples

- Community Building Circles
- Welcome Back Circles
- Problem Solving Circles
- Responsibility Circles
- Restorative Dialogue
- Restorative Inquiry

Punitive Approach

- Misbehavior defined as breaking school rules/law.
- Focus on identifying violation and establishing blame.
- Administrator/Judge determines punishment.
- Isolation and Punishment of person responsible.

Restorative Approach

- Misbehavior impacts/harms people and relationships.
- Focus on establishing responsibility to repair harm/ make things right.
- Those responsible and those impacted create agreement to make things right.
- Reintegration into community.