



# School Board Brief: Restorative Practices

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May 6, 2016

## PROGRAM OVERVIEW

In an effort to support the social, emotional and behavioral needs of all students, ACPS schools implement a Multi-Tiered System of Support (MTSS). The MTSS tiers include: common schoolwide practices/procedures, expectations and instruction (Tier 1), small group instruction/ interventions and supports (Tier 2) and individualized support and instruction/interventions (Tier 3). This multi-tiered behavioral system of support is also referred to as Positive Behavioral Interventions and Supports (PBIS) which is a framework that includes consistent schoolwide practices and intervention strategies to encourage positive student behavior and to create and maintain positive learning environments for students and staff. Restorative Practices are a part of this framework and system of support. Restorative Practices are based on the principles of Restorative Justice that emphasize the importance of positive relationships as central to building community and involve processes that restore relationships when harm has occurred.

Restorative Practices utilize community circles as a Tier 1 practice to build strong positive relationships among all students and staff. They also teach and model positive social skills like sharing, listening, empathizing and problem solving which help to create emotionally and physically safe learning environments that promote respect, trust and accountability. This social skills instruction is aligned with the schoolwide expectations promoted by PBIS and the student competencies put forth by the American School Counselor Association's (ASCA) National School Counseling Model.

Restorative circles are a Tier 2 support used to respond to wrongdoing, conflicts or problems by allowing those affected by the behavior to share their perspectives on how they were impacted and thoughts on how the situation can be "made right" so that the relationship(s) can be restored.

Together these practices help to build an inclusive school culture which encourages connectedness among students and staff and shared ownership of the learning environment. When an incident occurs that interrupts this connection, Restorative Practices seek to repair the rift so that the relationship can be restored.

## PROGRAM ACTIVITIES

### 2014-2015 School Year

Staff and a group of students from T.C. Williams High School International Academy and Minnie Howard campus received Community Circle training along with representatives from central office. Teaching staff were encouraged to develop class norms and values for use during community circles and conduct community circles within their Advisory or Titan Time class. Deans and SST staff (School

Counselors, School Social Workers and School Psychologists) from both sites received Restorative Circle training and were encouraged to conduct restorative circles as needed and deemed appropriate.

### **2015-2016 School Year**

Community Circle training was expanded to include 10<sup>th</sup> grade English teachers at the King Street campus and new staff at the International Academy and Minnie Howard campus. Restorative Circle training was also expanded to include administrators, deans and Student Support Team members (School Counselors and School Social Workers) from Learning Communities 9-12 and the International Academy. Teachers from Minnie Howard campus, International Academy and 10<sup>th</sup> grade English have continued to implement Community Circles. Deans, Administrators and SST staff (School Counselors and School Social Workers) have continued to implement Restorative Circles as necessary for appropriate offenses. Staff teams from T.C. Williams King Street campus, Minnie Howard campus, International Academy and the Department of Student Services, Alternative Programs and Equity have received or will receive Step One Training in the Training of Trainers process. Two representatives from the leadership staff at T.C. Williams King Street campus have been identified as Restorative Practices Facilitators and will work with implementation team members who will also serve as coaches to lead and support the implementation of Restorative Practices at all T.C. Williams High School implementation sites.

## **DATA FINDINGS**

### **Professional Learning**

- 98% of teachers at T.C. Williams Minnie Howard campus have received Community Circle training; with 100% expected by June 2016
- 96% of teachers at T.C. Williams International Academy have received Community Circle training; with 100% expected by June 2016
- 100% of 10<sup>th</sup> grade English teachers at T.C. Williams King Street campus have received Community Circle training
- 100% of School Counselors at all T.C. Williams High School have received Community Circle training
- 93% of all Learning Communities' staff (including deans, administrators, School Counselors and School Social Workers) have received Restorative Circle training; with 100% expected by August 2016

## **RECOMMENDATIONS**

### **Professional Learning**

- Proposed expansion of Community Circle training to include the Economics and Personal Finance teachers
- Community Circle training will also be provided to new teaching staff at Minnie Howard campus, International Academy, 10<sup>th</sup> grade English Department as well as any other staff that

is interested in receiving the training such as teachers in Special Education, ELL or Elective classes

- Community Circle training will also be provided to a cohort of students to include representatives from the Superintendent's Student Leadership Council, Minority Student Achievement Network, Tenants and Workers United, Chance for Change Academy and the T.C. Williams Satellite Program
- Two identified Restorative Practice Facilitators will receive advanced training for trainers in Community Circles and will provide onsite training to staff and students
- Identified implementation team members will receive additional training in Community and Restorative Circles and will serve as coaches for staff to support implementation practices

### **Implementation**

- Teachers at Minnie Howard campus, the International Academy and 10<sup>th</sup> grade English will continue to implement Community Circles at a minimum of twice per month. School Counselors will partner with classroom teachers to assist with the implementation of Community Circles at a minimum of once per month.
- Community Circles will be conducted with 11<sup>th</sup> grade students through the Economics and Personal Finance classes. These Community Circles will be held twice a month at a minimum. School Counselors will partner with classroom teachers to assist with the implementation of community circles at a minimum of once per month.
- Deans, Administrators, School Counselors and School Social Workers from Learning Communities 9-12 and International Academy will implement Restorative Circles as a response to offenses such as disrespect, defiance, disruption and on an as-needed basis.
- The two Restorative Practice Facilitators will lead and support the implementation of Restorative Practices across all T.C. Williams campuses. They will provide training and technical assistance to staff in the implementation of Community and Restorative Circles.
- Implementation team members will receive additional training in the implementation of Community and Restorative Circle training and will serve as coaches to assist staff and students in the implementation of these circles.
- Students participating in the Community Circle training will serve as student representatives for the Restorative Practices Implementation Team and will collaborate with teachers and school counselors to lead community circles in classrooms and in student organization meetings.
- Representatives from the Restorative Practices Planning and Implementation teams will identify a method of collecting feedback from students and staff to evaluate the implementation of Restorative Practices at T.C. Williams High School.

### **ATTACHMENT(S):**

160513 Restorative Practices presentation

### **CONTACTS:**

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