

CULTURE OF CARE CONTINUUM

Impacting educational culture and outcomes with Trauma-Responsive, Restorative, Equity-Centered practices that systematically promote wellness, safety & community support for all.

1

FOUNDATIONAL

- *Trauma-Responsive Equity-Centered Practice: Relationship-Centered, Predictable, Flexible & Empowering*
- *Restorative Practices: Affective Language, Social Discipline Window & Proactive Circles*
- *Personal, Collective & Systemic Care*
- *Regulation Skills & Spaces*

2

RESPONSIVE

- *Trauma-Responsive De-escalation Protocols & Skill Building*
- *Restorative Practices: Fair Process, Restorative Questions, Responsive Circles*
- *Culture Building & Team Strengthening Work*

3

TARGETED

- *Crisis Response Team*
- *Restorative Practices: Formal Conferences & Healing Circles*

FOUNDATIONAL

- **Trauma-Responsive Equity-Centered Practice:** *to recognize the impact of trauma and respond in an asset-based way that intentionally addresses inequities.*
 - [Understanding Child Development & Trauma](#)
 - [Classroom 180 Rubric](#) (Heather Forbes' work)
 - [Top 10 Elementary Trauma Responsive Practices & Top 10 Secondary Trauma Responsive Practices](#) (BLPS Coaches)
 - [Predictable, Flexible, Fosters Empowerment & Fosters Connection](#) (Alex Shevrin Venet's work)
 - [ENVoY Implementation Guide: Influence First, Non-Verbal Communication](#)
 - [Equity in the Classroom Resource](#)
 - [Trauma-Sensitive Classroom Guide](#)
- **Restorative Practices:** [Introduction to RP Slide Deck](#)
- **Affective Language:** *to express impact, build empathy, minimize shame and separate person from action*
 - [Affective Statements Practice | Restorative Resources](#)
- **Social Discipline Window:** *to seek to do things WITH others, rather than to them or for them.*
 - [How the "Social Discipline Window" Helps Create an Empowered Classroom](#)
- **Proactive Circles:** *to create community, elevate all voices, build trust, facilitate SEL, have fun and establish a framework for addressing harm later (80% of our circles).*
 - [Elementary Slides](#) [Secondary Slides](#) [Staff Slides](#)
 - Middle School [Restorative Practices Circles Video](#) [Morning Meetings: Creating a Safe Space for Learning Video](#)
 - [60-Second Strategy: Community Circles](#) [60-Second Strategy: Appreciation, Apology, Aha!](#)
- **Personal, Collective & Systemic Care:** *to foster reflection, healthy boundaries and advocacy for the wellness of staff.*
 - [Wellness Culture for Education](#) [Tiered Systems of Staff Support \(icare\)](#).
 - [Culture of Care Educator Wellness Plan](#) [Wellness Implementation Guide](#)
- **Regulation Skills & Spaces:** *to learn how to regulate and have access to an immediate space before escalation.*
 - [Social Emotional Learning \(CASEL\)](#)
 - [Suggested supply list](#) [Think & Reflect Sheet Example](#)
 - [Hand-Brain Model](#) [Video demonstration](#) (Dan Siegel)
 - [Brain Breaks for proactive regulation](#) (Joshua McNeill's Work)
 - [School-Wide Communication Tool for Regulation](#) ([Zones of Regulation](#), [5 point scale](#), [Stress Target](#)).

RESPONSIVE

- **Trauma-Responsive De-escalation Protocols & Skill Building:** early intervention approaches to reduce impact of student escalations to the learning environment
 - [Dialectical Behavioral Therapy \(DBT\) Skills](#)
 - [Crisis Prevention Institute de-escalation modules & Brain-based de-escalation practices](#)
 - [School-wide Regulation Centers/Rooms](#)
 - [Calming Room Guide](#)
- **Restorative Questions:** *to respond intentionally and consistently restoratively to incidents of harm/conflict in a way that fosters collaborative problem solving, dignity and accountability.*
 - [Restorative Questions Lists](#)
- **Fair Process:** *to lead decision making with our core values, emphasizing clarity, communication and equity.*
 - [Three Principles of Fair Process Restorative Practice Checklist](#)
- **Responsive Circles:** *to address community harm, disruption, loss, conflict, transition and celebration (20% of our circles).*
 - [Responsive Circle Guide](#)
 - [Restorative Justice & Equity Group Circle Facilitation Request](#)
 - [Staff Debrief Circle & After a Tragedy Circle](#)
 - [Middle School Student-Teacher Conflict Responsive Circle Video](#)
 - [Elementary School Class Responsive Circle Video](#)
 - [Restorative Circles: Creating a Safe Environment for Students to Reflect](#)
 - [Fishbowl Circle Discussions & Slide Deck Guide](#)
 - [Student Dialogue Circle: N word & microaggressions](#)
- **Culture Building & Team Strengthening Work:** *to address unhealthy dynamics and patterns among staff & leadership, establishing shared agreements, protocols and practices together.*
 - [Exploring our Individual & Collective Why](#)
 - [Building our Team Culture of Care](#)

TARGETED

- **Formal Conferences:** *to address severe harm, establish alternative discipline plans or welcome someone back to the community, led by a trained facilitator.*
 - [Prewrite Guide](#)
 - [General Conflict Script \(Staff\)](#)
 - [IIRP Formal Conference Script](#)
 - [High School Formal Conference Video](#)
- **Healing Circles:** *to hold space for reflection, processing and repair within the community*
 - [Community Healing Circle Guide](#)
- **Crisis Response Team:** *individuals trained to respond to physical crisis situations in the school to de-escalate as well as physically manage the crisis as a last resort*
 - Campus specific team trained in [CPI nonviolent physical crisis intervention safety techniques and holding techniques](#)