

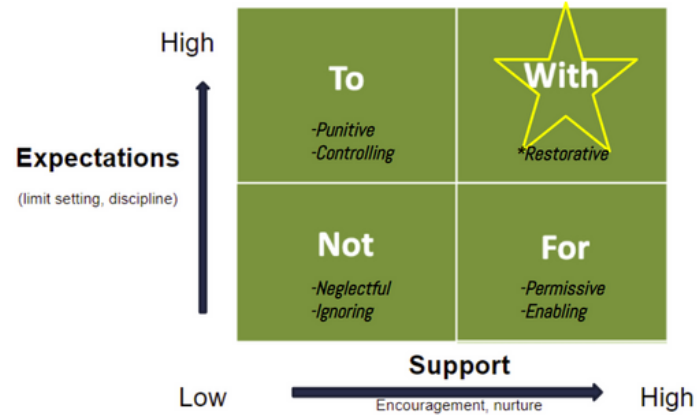
## The Philosophy

The fundamental unifying hypothesis of restorative practices is that human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things with them, rather than to them or for them. The aim is to develop community and to manage conflict and tensions by repairing harm and restoring relationships. (IIRP).

“Because crime hurts, justice should heal.”  
-John Braithwaite

- 
- 
- 
- 
- 
- 
- 
- 

The RP Social Discipline Window



The Restorative Practices Handbook by Bob Costello, Joshua Wachtel and Ted Wachtel

## The Practices

**80% Proactive**  
**20% Responsive**

### Tier I

#### **Affective Language**

Using our words to build empathy, express impact, acknowledge strengths & minimize shame:

- Move from “You shouldn’t do that” to “When I saw you shove past people in the hall, I was worried that someone was going to get hurt.”

#### **Proactive Circles**

Facilitating community building and connection through consistent and structured circles:

- Establish agreements and protocols in order to embed circles as part of culture, such as starting a class with a check in or ending a meeting with celebrations.

### Tier II

#### **Restorative Questions & Responsive Circles**

Implementing standard RP questions in the moment and holding circles to explore issues, diffuse escalation and identify harm and ways to repair in a non-threatening, collaborative way:

- What happened? What were you thinking at the time? Who was impacted & how? What have you thought about since? What’s the hardest part? What would help? What needs to happen to make things right?

### Tier III

#### **Formal Conferences**

Facilitating a scripted circle where all those affected by an incident willingly come together with a trained facilitator to explore what happened, who was affected and cocreate a plan for what needs to be done to make things right. All participants are interviewed beforehand:

- Can be utilized to welcome a student back from a suspension, address staff conflict, offer an alternative to punitive discipline, repair unhealthy relationships, etc.

## The Resources

- [What is Restorative Practice? Video](#)
- [RP Middle School Highlight Video](#)
- [Community Circles Video](#)
- [RP Continuum of Practices](#)
- [Restorative Questions](#)
- [RP Educator Toolkit](#)

