**Consider a Restorative Approach to**

**Gaining Buy-In/Support and Meaningful Engagement**

**What are Restorative Practices?**

* Proactively build healthy school climates by *intentionally* creating space for people to understand one another and develop relationships
* Meaningful opportunities for social engagement that foster empathy and mutual responsibility for the well-being of individuals and community
* When things go wrong, engaging those affected and creating space so that individuals and communities can identify, understand, and address harms and needs in order for all to heal
* Something we *are*, not something we *do*

**Big Idea:** Those who feel ***connected*** to their community are less likely to harm, more likely to want to repair harm when it happens, and more likely to accept consequences. All members of the community should feel that their “presence is ***vital*** to their learning community’s success.”

**Core Principles of RP:**

* **Voluntary** participation
* Exploring **relationships**
* Meaningful **engagement**
* **Participatory decision-making** (do “with” rather than “to” or “for”)
* Identification of and addressing **harms and needs** (rather than focus on blame, rule violation, or punishment/exclusion)
* **Active** responsibility (rather than passive and/or punitive accountability)
* **Restoration** and **repairing** the harm

**Goals of PBIS + RP:**

* To build a **safe, respectful,** and **productive** learning environment
* To establish a **positive school climate** where students and adults have **strong, positive relationships** and students understand what is **expected** of them as learners at school

**Shifting Practices/Policies/Procedures:**



**Core Features of Universal PBIS: What do these look like with RP lens?**

* + Leadership team
  + Common purpose statement
  + 3-5 positively-stated behavioral expectations
  + Systems for teaching behavioral expectations
  + Systems for acknowledging and rewarding behavioral expectations
  + Systems for discouraging problem behaviors
  + Data management systems

**Activity:**

* Review the core features of PBIS at the Universal Level
* Where is your school’s implementation of these features along the continuum?
* What can you do to move toward more meaningful engagement of staff, students, and others in implementation?

Resources:

[*Whole School Restorative Approaches Resource Guide*](http://education.vermont.gov/documents/whole-school-restorative-approach-resource-guide)*:* *https://education.vermont.gov/documents/whole-school-restorative-approach-resource-guide*

[*Highgate's PBIS/RP Document*](https://docs.google.com/document/d/1KHaWUzpipofy5D7iqfGdOGb6zxehwlfHlAvQ5p9xg0w/edit)*:*

[*https://docs.google.com/document/d/1KHaWUzpipofy5D7iqfGdOGb6zxehwlfHlAvQ5p9xg0w/edit*](https://docs.google.com/document/d/1KHaWUzpipofy5D7iqfGdOGb6zxehwlfHlAvQ5p9xg0w/edit)

[*https://www.pbis.org/common/cms/files/pbisresources/TECBD\_RJP%20in%20SWPBIS%20Eber,%20Swain-Bradway.pptx*](https://www.pbis.org/common/cms/files/pbisresources/TECBD_RJP%20in%20SWPBIS%20Eber,%20Swain-Bradway.pptx)