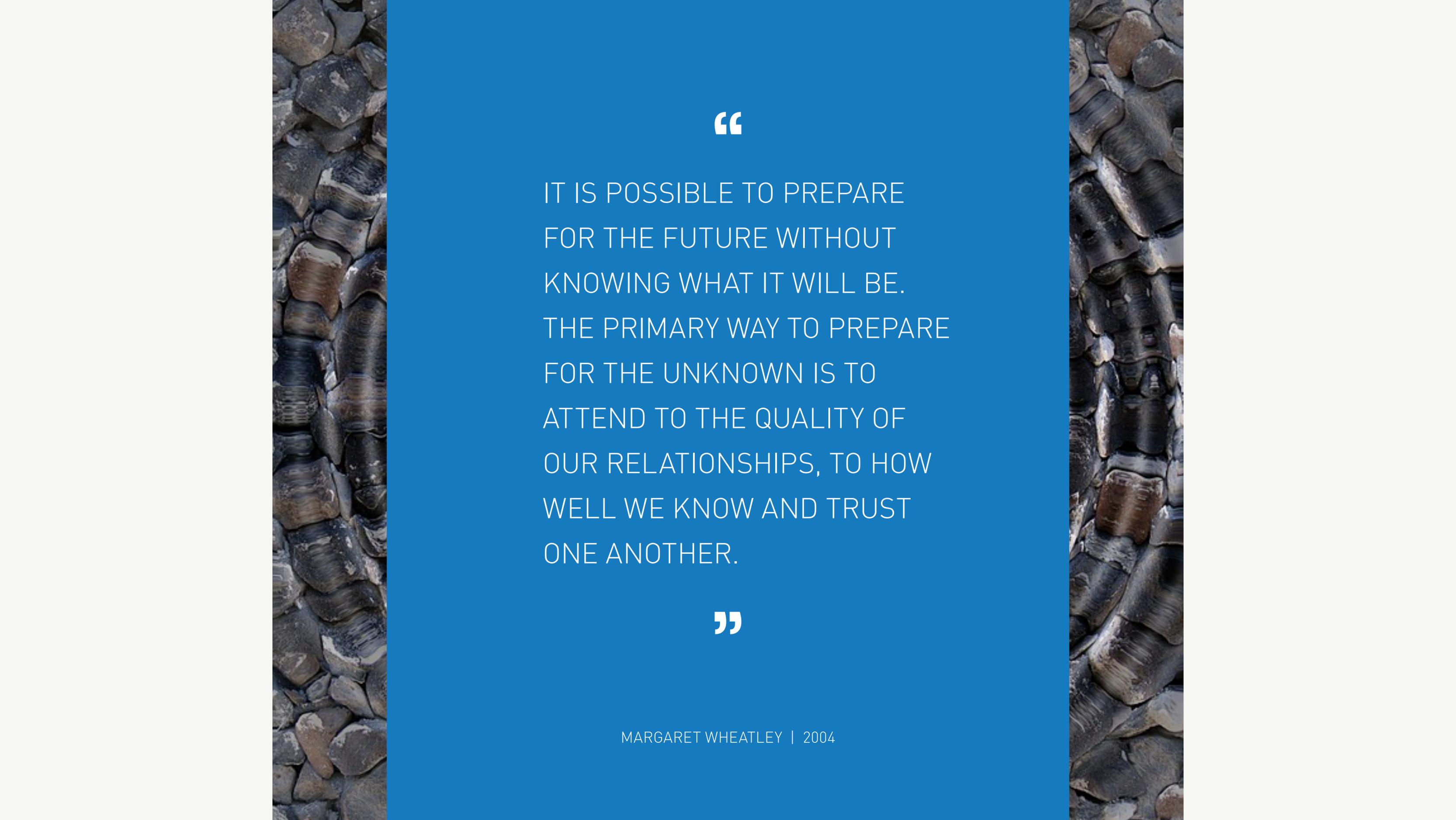


Circles of Support: A Restorative Approach to Staff Wellness

Jon Kidde 10/7/2020



“

IT IS POSSIBLE TO PREPARE
FOR THE FUTURE WITHOUT
KNOWING WHAT IT WILL BE.
THE PRIMARY WAY TO PREPARE
FOR THE UNKNOWN IS TO
ATTEND TO THE QUALITY OF
OUR RELATIONSHIPS, TO HOW
WELL WE KNOW AND TRUST
ONE ANOTHER.

”

MARGARET WHEATLEY | 2004

Check-in and Connections

Opening on-line

- We are going to breakup into groups of 4 people to get aquatinted with people on Zoom.
- In those groups, introduce yourself and respond to the questions posted in the chat.
- You'll have 10 minutes for the three questions.



Check-in and Connections

Breakout Groups of 4 / 10 minutes

Take turns responding to the round 1 question. Be mindful of equity of voice.

- Round 1: Introduce yourself and finish the sentence starter: The most interesting pet I had was... Then, decide who wins (who had the most interesting pet)
- Round 2: Who has had the weirdest job? Then, decide who wins.
- Round 3: Who has gotten in the most trouble at school? Decide who wins.

If you finish early, debrief the activity within your group using these questions:

- What is one new or interesting thing you learned about someone else?
- What did you learn through this activity that relates to restorative practices?

Connection Activity Debrief

Pick one or more of the questions below and respond in the chat.

- What is one new or interesting thing you learned about someone else?
- What did you learn through this activity that relates to restorative practices?

Circles of Support: A Restorative Approach to Staff Wellness

Participate in a circle of support for educators

Identify key features/principles of restorative approaches

Develop action steps to bring a circle of support back to their school staff.

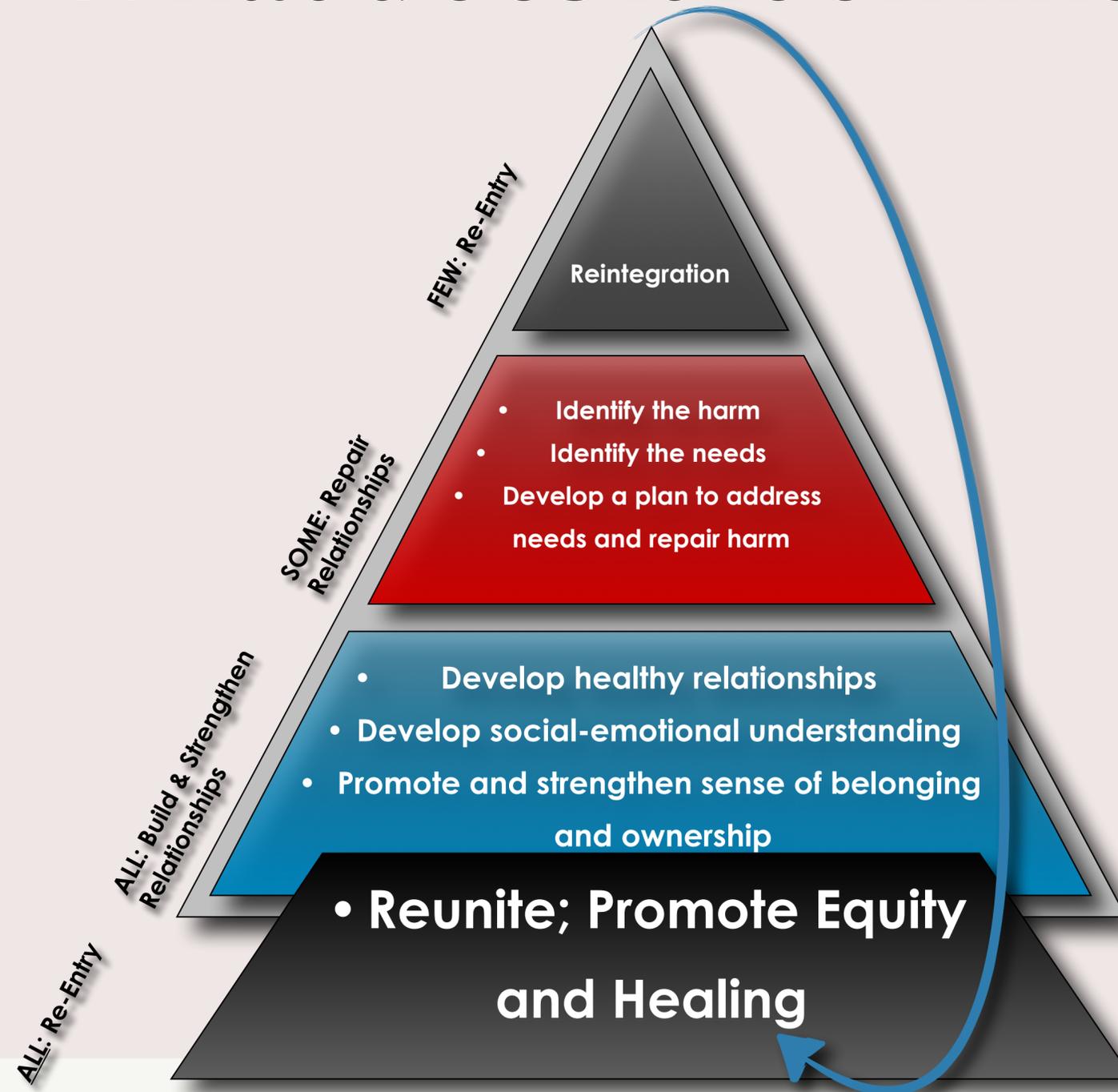
Restorative Approaches

Core take aways

- Restorative Approaches are based on values and principles—ever-present in humanity.
- If the values and principles are not applied, the practices will not work.
- When we express these values and principles from the start in relationship and community building, we establish partnership rather than dominance.
- We can then apply them when there are unmet needs and people have been harmed.



What does it look like?



Balance in the Process

- Underlying all restorative approaches is the importance of relationship. This graphic shows the balance that exists in the restorative approach. The belief is that when we spend adequate time in each quadrant we are more effective in our learning, problem solving, and collaboration. This applies to meetings, circles, conversations and pedagogy.





Circle

A practice that can be used and adapted for all tiers

Key Elements of Circles

- Ceremony Opening/Closing
 - ➔ Used to indicate that this is different space.
- Centerpiece
 - ➔ A focal point to promote speaking and listening.
- Identify Values / Guidelines
 - ➔ Defined by the group. Serve as a reminder of expectations.
- Talking piece / Talking order
 - ➔ Regulates dialogue, allows for focus, and limits interruption.
- Facilitation or Keeping
 - ➔ Assists the group in creating and maintaining the space.



Common Agreements or Guidelines

In circle, the group generates the guideline or agreement for the process.

Common Agreements:

- Respect the talking piece
- Speak from the heart
- Listen from the heart
- Personal information shared in the circle is confidential except where safety is at risk
- Remain in circle
- You may pass

Online norms

- Be fully present.
Please do not multitask (check email, text, Snapchat, web surf, etc.)
- Maintain confidentiality (i.e., screenshots, pictures, online posts about what was said)
- Find a private space
- Make sure you're ok with the background people will see
- It's ok to turn off your video function if you don't wish to be seen

COVID-19 HIERARCHY OF NEEDS FOR SCHOOLS

Based off of Mazlow's Hierarchy of Needs

**SCHOOL IS
IMPORTANT DURING
THIS CRISIS**

BUT....

**NOT AS IMPORTANT
AS THE NEEDS OF
OUR FAMILIES WHO
ARE EXPERIENCING
ANXIETY AND FEAR
AS WE DEVELOP OUR
NEW NORMAL**



What's your reaction when thinking about needs in this way?

Our kids and families need us more than ever to model social and emotional learning before content.

@jaydostal

CONNECTION

acceptance
affection
appreciation
belonging
cooperation
communication
closeness
community
companionship
compassion
consideration
consistency
empathy
inclusion
intimacy
love
mutuality
nurturing
respect/self-respect

CONNECTION continued

safety
security
stability
support
to know and be known
to see and be seen
to understand and
be understood
trust
warmth
PHYSIOLOGICAL
BEING
air
food
movement/exercise
rest/sleep
sexual expression
safety
shelter
touch
water

HONESTY

authenticity
integrity
presence

PLAY

joy
humor

PEACE

beauty
community
equality
harmony
inspiration
order

AUTONOMY

choice
freedom
independence
space

MEANING

awareness
celebration of
life
challenge
clarity
competence
consciousness
contribution
creativity
discovery
efficacy
effectiveness
growth
hope
learning
mourning
participation
purpose
self-
expression
stimulation
to matter

What do you need from yourself
and your colleagues?

Circle Activity

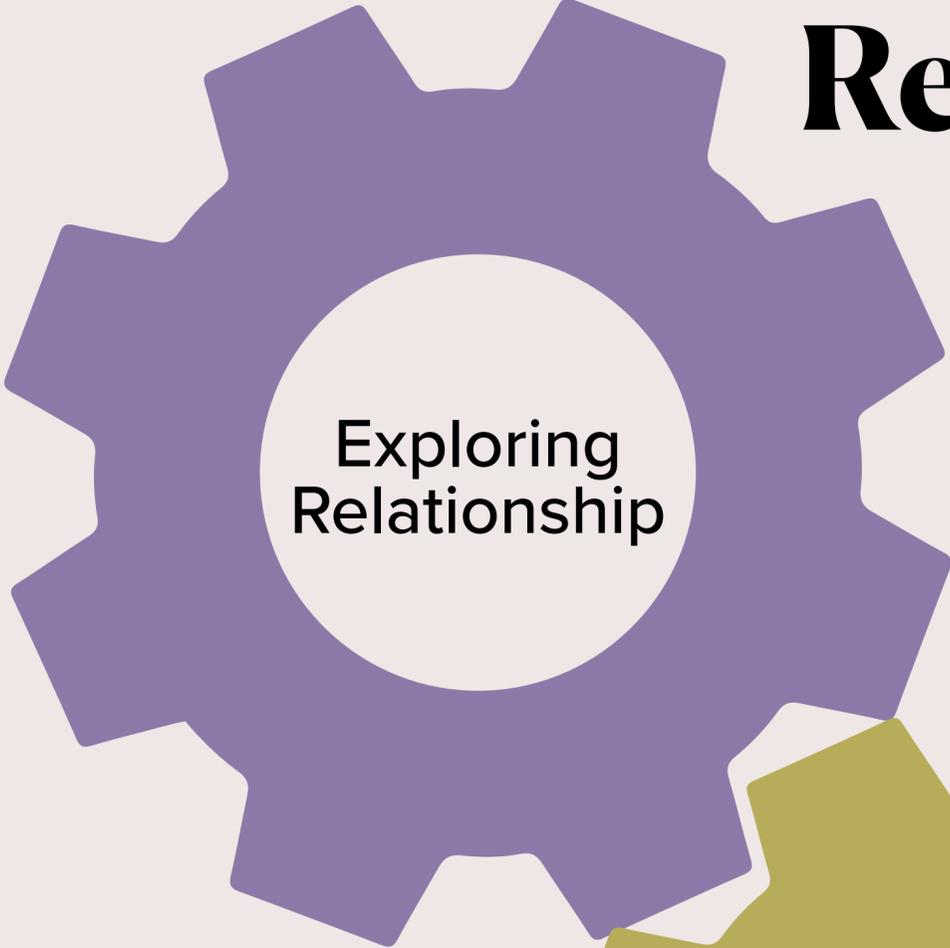
Breakout Groups of 6 - 8 / 35 minutes

- This activity is designed to give you an opportunity to experience an online circle.
- In breakout groups of about 6 to 8, one person will guide the process using the circle 'script' (link in the chat)
- You'll have 30 - 40 minutes

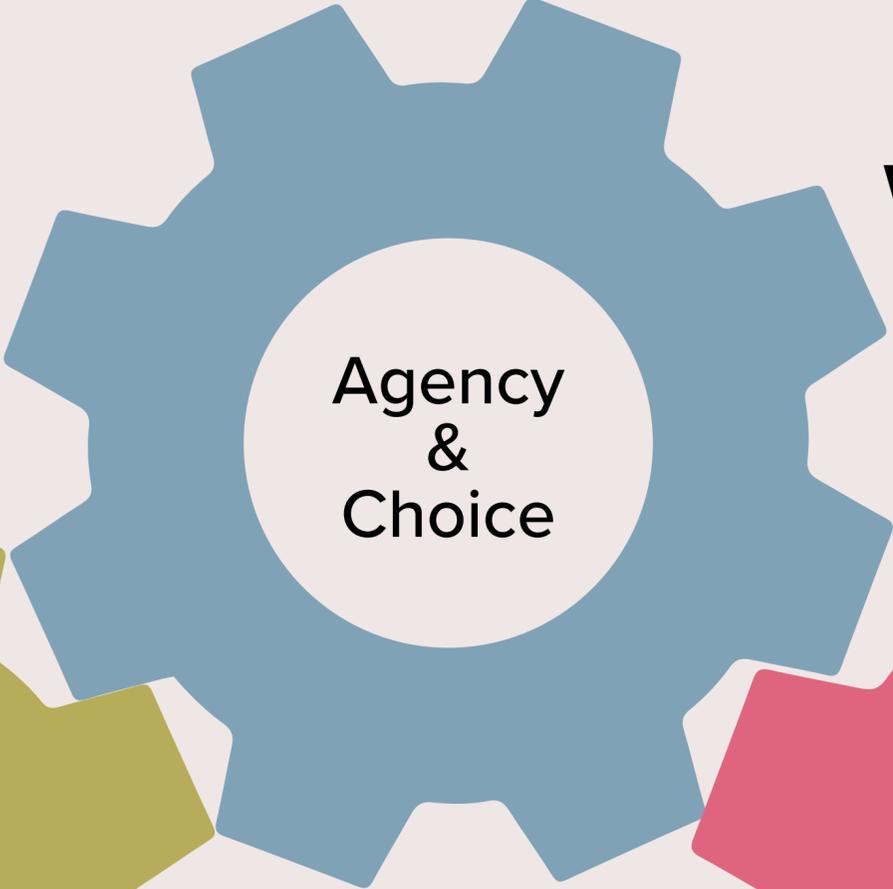
Circle Debrief

- How was that? What's one word that describes how you feel after the circle?
- What surprised you about the experience?

Restorative Principles



Exploring
Relationship



Agency
&
Choice



Meaningful
Engagement

Pick at least one of the principles to reflect on.

What was your experience related to that principle in circle?



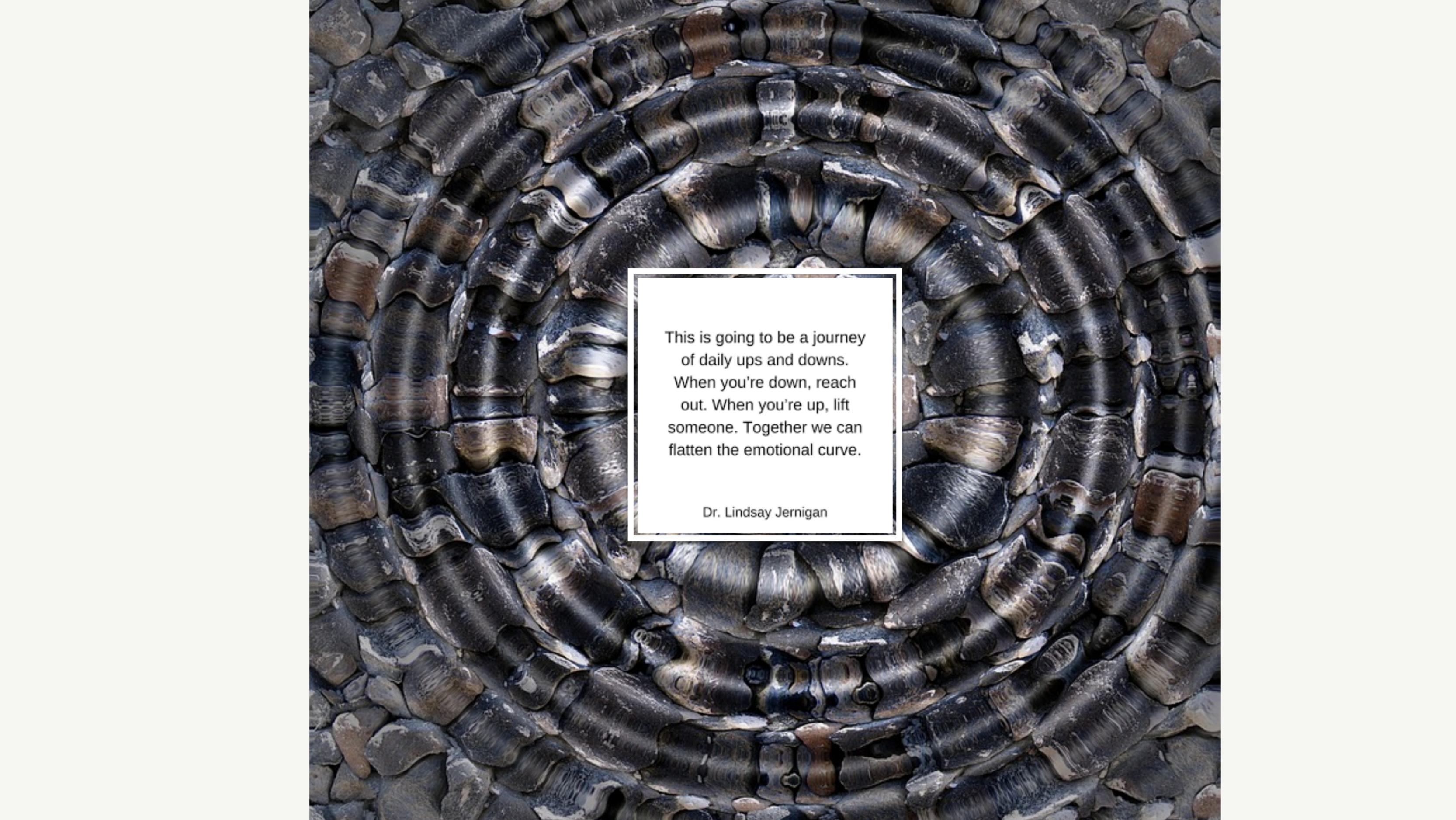
Responsibility/
Accountability

Take it Away & Bring it Back

Recommendations

- Obtain support from administrators
- Create time and space for this to happen during contractual hours.
- It should be voluntary
- It should be done in relatively small groups 6 - 10; no more than 12

What is one action step you can take to bring a circle of support back to your school?



This is going to be a journey
of daily ups and downs.
When you're down, reach
out. When you're up, lift
someone. Together we can
flatten the emotional curve.

Dr. Lindsay Jernigan

Resources

- [Reunite, Renew and Thrive: SEL Roadmap for Reopening School](#) from CASEL.org
- [A STRONG AND HEALTHY START, Social, Emotional and Mental Health Supports During COVID-19](#) from the Vermont AOE and DMH
- [Online Support Circles in Response to Social Distancing](#) from Living Justice Press
- [MAEC Equity Audit tools](#) from Mid-Atlantic Equity Consortium
- [Whole-School Restorative Approach Resource Guide](#) from VT AOE
- [The Little Book of Race and Restorative Justice](#) by Fania E. Davis