



Horse Creek Academy 2019-2020 Restorative Justice Discipline Program

What is Restorative Justice? Restorative justice is an alternative approach to school discipline that emphasizes bringing together those who have caused and experienced harm and providing all parties with equal attention. It is an approach based more on talking and listening than on delivering consequences.

Restorative Justice Promotes:

1. Self-Awareness
2. Self-Management
3. Social Awareness
4. Relationship Skills
5. Responsible Decision Making

General Overall Guiding Questions

- Who has been hurt?
- What are the needs?
- What are the causes?
- Who has a stake in this?
- Who are the appropriate people to involve to make things right again?

Questions Useful in Restorative Conversations:

Phase One Questions -

- ❖ What happened?
- ❖ Are you alright?
- ❖ How are you feeling now?
- ❖ What will make you better? What do you need?
- ❖ How can I help?
- ❖ Thanks for ..., I noticed that..., (notice good thinking and reflective thinking and behavior here)

Phase Two Questions -

- ❖ What led up to this?
- ❖ What were you thinking at the time?
- ❖ Whom did this affect and how?
- ❖ What do you need to do to make it right?
- ❖ Thanks for ..., I noticed that..., (notice good thinking and the student's ability to lean towards positive identify and self-control)

Phase Three Questions -

- ❖ How did you feel when that happened?
- ❖ What do you need to see happen now?
- ❖ What can you do in such situations?
- ❖ Thanks for..., I noticed that..., (affirm the student's special gift and commitment to prevent future harm)

What are Talking Circles? As more schools consider restorative practice in areas of discipline, Talking Circles, a core component of the restorative justice process, enter the conversation. A Talking Circle, sometimes called a Peacemaking Circle, uses a structural framework to build relationships and to address conflict within a classroom or school community.

3 Types of Justice in Education



Retributive Justice

- Rooted in punishment
- Focuses on the offense
- Aligned with the zero tolerance approach to school discipline
- E.g., Detention, suspension, expulsion



Rehabilitative Justice

- Rooted in the rehabilitation of the offender
- Focuses on "fixing" the offender
- Uses therapeutic measures to prevent future criminal acts
- E.g., Counseling, anger management programs, drug and alcohol rehabilitation



Restorative Justice

- Rooted in the reparation of harm
- Focuses on the relationship between perpetrators and victims of crime
- Asks offenders to "make right" their offense
- E.g., Care center, talking circles, peer jury



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| Traditional Approach | Restorative Approach |
|---|--|
| School rules are broken | People and relationships are harmed |
| Justice focuses on establishing guilt | Justice identified needs and responsibility |
| Accountability = punishment | Accountability = understanding impact and repairing harm |
| Rules and intent outweigh whether outcome is positive or negative | Offender is responsible for harmful behavior, repairing harm, and working toward positive outcomes |
| Limited outcome expressing remorse or making amends | Opportunity given to make agenda and express remorse |

Basic Discipline Guidelines:

Minor Infractions: Typical minor disciplinary actions consist of restriction of privileges, work assignments (such as picking up paper, washing desktops, sweeping floors, etc.), detention, in-school suspension, and out-of-school suspension. It is recognized, however, that situations serious enough to warrant immediate suspension may arise. In such cases, a warning conference prior to suspension is not required. All consequences will be decided upon by the administrative team. Examples of minor infractions: disrespect, profanity, dishonesty, etc.)

Serious Infractions: For recommendations of suspension (or expulsion, if applicable), and for any offenses in which a student is to be suspended from a class or a school, the student's parent or guardian will be notified in writing and informed of the right to discuss the principal's action. This written notice will include the reason and time frame (dates) for the suspension (and/or recommendation for expulsion) and will set a time and place when the administrator will be available for a conference with the parent or guardian. Such conference will be set within three (3) school days of the date of the disciplinary action. All consequences will be decided upon by the administrative team. Examples of serious infractions: threatening behavior, harassment, bullying, etc.)

If you have any questions regarding Restorative Justice, please contact Dr. Ann Marie Taylor at HCA.