



Peacebuilders and Restorative Practices

Wake County Public School System

Setting the Context

Desired Outcomes

- **Sharing a high-level overview of Restorative Practices**
- **Sharing a high-level overview of Peacebuilders**
- **Understanding of the similarities and differences between Peacebuilders and Restorative Practices**



Restorative Practices

Restorative Practices (RP)

- Tools that strengthen relationships and connections within communities
- RP mindsets shift discipline from punitive to restorative
- RP addresses the needs of the whole school community by humanizing every person
- RP builds a sense of belonging, encouraging positive relationships and behaviors

Benefits of Restorative Practices (RP)

- * Promotion of self-regulatory behavior
- * Positive discipline
- * Relationship and community building
- * Practice in mindfulness
- * Supports social-emotional learning
- * Consistent practice can combat chronic absenteeism and disproportionate rates of suspension



7 Core Assumptions of Restorative Practices

1. The True Self in everyone is good, wise, and powerful.
2. The world is profoundly interconnected.
3. All human beings have a desire to be in good relationship.
4. All humans have gifts, everyone is needed for what they bring.
5. Everything we need to make positive change is already here.
6. Human beings are holistic.
7. We need practices to build habits of living from the core self.



Restorative Practice (RP) Logic Model



Input/Resources

- Trained coaches
- Supplemental materials (handbooks)
- Circle Keeper Newsletters and online coaching
- Refresher course materials
- Circle Keeper toolkits for staff and students
- Road map for administrators
- Restorative practice books

Actions/Strategies

- Increase Tier 1 and 2 training in RP
- Refresher Course for Circle Keepers
- Train and utilize apprentices for awareness training
- Co-facilitating circles with apprentices and trained keepers
- Coaching of trained keepers
- RP book studies
- Circle Orientations and Awareness Opportunities

Intermediate Objectives

- Restorative Practice Coach for each of the 9 regional areas
- Trained Restorative Practice facilitator at each WCPSS school
- Lower suspensions at each school that practices RP
- Full implementation at model RP schools within a 2-3 year window

Program Outcome

- Reduce disproportionality in suspension rates
- Increase empathy and connections
- Equitable school and community climate
- Proactive RP tools vs. punitive approach to discipline and language
- Increased student engagement

Tier 3: Deals with Conflict or Harm

Rebuilding relationships in those out of balance

Partnership with Campbell Law

Tier 2: Problem-Solving and Issue Focused

Repair relationships at the first sign of things going wrong

Building Capacity

Tier 1: Building Relationships & Communities, Everyday Practices

Reaffirming relationships in the school

Current Focus





External Evaluation Process for Restorative Practices

- Initial work with Restorative Practices (2009)
- Kellogg Grant Opportunity (2017-2018)
- External Evaluation of Kellogg Grant Schools (2018-2019)
- Ongoing Restorative Practices External Evaluation (2019-2020)



Impact of Restorative Practices in WCPSS



Outcomes	Data
Lower Suspension Rates	<p>292 suspensions in 2017-18 compared to 83 during the same time frame in 2018-19. A 72% reduction.</p>
Develop more compassion and empathy and connection	<p>Teachers and staff reported</p> <ul style="list-style-type: none"> * 51% - 65% increase in connection amongst themselves * Over 40 % 79 Circle Keepers noted a stronger connection to peers and students. * Increased level of compassion and empathy amongst students as reported by self assessment (2018-2020)
Strengthened relationships with staff, students, parents, and community	<p>Teachers and staff reported 51% to 65 % increase in feeling connected to students</p>
Proactive vs. punitive approach to discipline	<p>Staff survey responses from external evaluator perception survey noted increase in their empathy toward others and a larger tool box for helping other self regulate.</p>
Increased student engagement	<p>Staff survey responses from external evaluator perception survey noted increase in student engagement</p>

Restorative Practices Features

Step 1 :Orientation Session with Administrative Team	Aims to build and deepen relationships with staff, students, families, and community
Step 2: 2-3 hour Circle Awareness for Staff	Restorative Practices Team is comprised of WCPSS employees
Step 3: 16 hours Circle Keeper Training required	Tier 1 Circles for all school members to make connections and build understanding around differences
3 hour Refresher Course for Trained Circle Keepers	Models and practices mindfulness and Community Resiliency Model (CRM) strategies
In-house trainers and coaches	Restorative Response and de-escalation training
Participation is voluntary at all tiers	RP mediations tool used in place of suspension
Training available for Pre K - High School	Intrinsic rewards encouraged

What is Peacebuilders

A science-based, research-validated violence prevention curriculum and professional development program for grades pre-K to 12

- **Underlying theory is that youth violence can be reduced by initiating preventative tools and reinforcing positive behaviors, in early childhood and increasing children's resilience.**
- **Built on 6 principles/common language that are taught, modeled and practiced: praise people; give-up put-downs; seek wise people; notice hurts; right wrongs; help others.**
- **Implemented on a school site by school site basis**





6 Principles of Peacebuilders Program

1. Praise people
2. Avoid put downs
3. Seek wise people as advisers and friends
4. Notice and correct hurts that you cause
5. Right wrongs
6. Help others



Peacebuilders Features

Multiple Trainings ranges from 2 - 4 hours sessions delivered by company representatives Trainings	Desire to build positive relationships with parents and students
Outside trainers and coaches	Helps support positive school culture with facilitated transformative justice circles
Pre K - high school	De-escalation skills used to assist in conflict
Site Licence Fee + \$200.00 per staff member + additional coaching fees as needed \$250/hr per school site	School wide implementation and use
Emphasizes tangible rewards	Trained Peacebuilder by Peacebuilders
Goal is to improve school's overall social climate from a PreK-12 lens, engaging parents, praising good behavior, discouraging insults/acts of aggression, through the regular curriculum, classroom management practices, and school activities	Emphasizes tangible rewards



Questions

