



Restorative Discipline Training for Teachers

“Changing Adult Behavior is Probably the Hardest Part About Implementing Restorative Justice in Schools. At Oakland Unified We Have a Saying...’We Do Discipline One Adult at a Time”

Teachers have been on the forefront of schools for decades, impacting every student that crosses the threshold of their classroom. Today, teachers are discovering the power of Restorative Discipline/ Restorative Practices in their classrooms. They are learning that deeper relationships build students’ overall belonging and community in the classroom, resulting in more engaged learning and an avenue to restoration when relationships are damaged. This movement is sweeping our nation’s educational institutions because it provides hope based on core values that build character and responses to student behavior, and it provides a way back from traditional, exclusionary discipline. Restorative Discipline/ Restorative Practices in the classroom is a framework for building healthy communities that support every individual and responding positively to challenging behavior through authentic dialogue to make things right. Current research shows that relationships are at the heart of the educational experience and that Restorative Discipline/Restorative Practices at the classroom level significantly impacts student behavior and learning.

The Teacher Training involves heavy skill-based practice and experiential learning of restorative classroom management techniques and circle facilitation processes. Through hands-on practice, every participant develops an understanding of the teacher role to creatively construct different types of relational and academic circles to enhance holistic growth within the school community. Building a sense of ownership and confidence to creatively implement the process with fidelity and sustainability has proven effective in reducing teachers’ anxieties and peer resistance to implementing this new approach.

This training will focus on three core areas:

The Teachers’ Role in Implementing Restorative Discipline in Schools: What Will It Cost Me and How Will I Benefit?

- Why use restorative discipline/ restorative practices?
- What is the evidence for its effectiveness?
- What does it look like in the classroom?
- What is the impact of restorative discipline on teachers’ jobs?
- What are the benefits and challenges of implementation?

Building the Quality of Teacher-Student Relationships

- Challenging core beliefs about authority, student behavior, and student motivation
- Understanding the role of trauma and shame
- Learning to use Teachers’ affective reactions to further student attachment
- Learning to use systematic questioning to induce self-reflection and accountability
- Working with the power of increased humanization for teacher and student
- Intensive practicing of restorative classroom management tools

Skill Based Multi-Tiered Implementation

- Creating a restorative classroom culture through community building circles

- Learning the underpinnings of the circle process through understanding indigenous teachings
- Practicing circle development for different purposes (community building, problem solving, teaching academics, peer-led leadership)
- Facilitating circles for proficiency in building positive classroom climates and management techniques
- Practicing respect agreement circles in different contexts to build relational and operational guidelines (teacher-student and administrator-teacher)
- Understanding the role of circle keeper in facilitating and maintaining fidelity to the circle process

This training includes a handbook of materials to assist learning.