

Creating a Culture of Care in Schools using Restorative Practices

Training Sequence

Maine School Safety Center, a Division of the Department of Education

1. Meet with Stacey Barlow, Restorative Practices Coordinator, to discuss your school's unique needs. Stacey.Barlow@Maine.gov
2. Choose an implementation team from your school who will help train staff members, serve as point people with the MSSC, and set the pace for your school's Restorative Practices (RP) training. Depending on the size of your staff, **this team should have between 3 and 7 people** and include at least one administrator, and ideally a school counselor or social worker and other staff members such as teachers and ed techs who are committed to seeing the school adopt RP. You might also include students on this team, if appropriate, so that youth voice is included in the program.
3. Once the implementation team has been established, we will assign a Restorative Coach to your team. This coach will train your implementation team in 16 modules of Creating a Culture of Care in Schools. This training takes 24 hours in total and takes 4 days. However, this can be split up if necessary, so it might be one day weekly for 4 weeks, or twice a month for two months. We will work to find the best schedule for your team.
4. Once the implementation team has been trained, we will work with them to create a plan for training all school staff. This would include teachers and ed techs, but can also include school bus drivers, custodians, office staff, nurses, regular subs, members of the school committee or board and parent representatives if you wish.
5. The staff training consists of 10 asynchronous on-line modules that will be accessed through Eastern Maine Community College's learning platform. Staff will work through these modules individually with a schedule set by the implementation team and RP coach. A reasonable pace would be 2-4 modules per month. After 2-3 modules, the coach and implementation team will meet with staff to check for understanding and practice any skills from the curriculum.

6. The 10 modules which the whole staff will be trained in include information about Restorative theory, how to conduct Community Building and Norm Setting Circles, using affective language, having Restorative Conversations and leading Restorative Classroom Circles.
7. Advanced behavioral response circle training will only be offered to a small group, who will be responsible for leading these circles when necessary. This might be your implementation team and/or other individuals of your choosing. This is a more technical training and behavior circles should only be conducted by those who have had this training.
8. Once the modules are completed, the RP coach will check in with a point person from the implementation team to offer support on a weekly basis. This could include working with individual staff members who need support, being present at behavior circles for process guidance, speaking to community members who want to learn more, or anything else that has to do with programming.
9. Other components of RP implementation that will be on-going as your staff is working their way through training include:
 - ~ Code of Conduct review to make sure it is in alignment with Restorative policies.
 - ~ Family/community event to explain Restorative Practices led by your coach and Stacey Barlow if you wish.
 - ~ Presentation to school board about RP implementation and intentions, led by Stacey Barlow and your coach, if you wish.

The change to a Restorative School Culture from more traditional approaches takes 3-5 years on average. Our intention is to help you set the pace in a way that works best for your community, without adding undue pressure on your staff. We look forward to working with you!