

Creating a Culture of Care in Schools using Restorative Practices

The *Creating a Culture of Care* training has two phases. Initially, each school chooses a team of 3-7 staff members, preferably to include at least one member of the administration team and of the guidance team, as well as other staff members. The implementation team will be trained in all modules listed below by a Restorative Practices (RP) coach from the Maine School Safety Center. This training takes 3 days to complete and can be adapted to fit the schedule of the participants.

Once the implementation team is trained, they will work with their RP coach to set a training schedule for their building staff on modules 1-9 which focus on the basic principles of restorative practices and the importance of building healthy relationships. Participants will reflect on their current practices and what is going well, and will learn how to collaboratively set norms, conduct restorative conversations, community circles, and respond to minor misbehavior problems in the classroom. The basic training is offered in asynchronous online modules with in-person support before, during, and after completion. Upon finishing the training, participants will receive certification for 20 contact hours.

This training is free for schools thanks to a grant from the US Department of Education.

Training for All School Staff will include: (Tiers 1 & 2)

- Introduction
- 1. Basic Principles of RP
- 2. Relationships
- 3. Collegial Relationships
- 4. Student-Teacher Relationships
- 5. Community Building Circles
- 6. Community Norm Setting Circles
- 7. Restorative Conversations
- 8. Classroom Restorative Circles
- 9. Dysregulation, De-escalation, and Restorative assessment

Implementation teams will also be trained in: (Tier 3)

- 10. Restorative Pre-conference
- 11. Restorative Conference
Dialogue & agreements
- 12. Classroom Re-entry circles
- 13. Blending Current practices and
Identifying Community Resources
- 14. Stages of Implementation
- 15. Action Planning