

Course Title: Restorative Practices for Educators: Building Positive School Culture and Climate	
Number of Content Modules: 6	Grade Levels: 3-12
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Course Description

Are traditional disciplinary methods falling short in your school? Are you seeking a more effective approach to managing student behavior and fostering a supportive learning environment? This course offers a comprehensive solution for educators and administrators eager to create lasting, positive change.

In this course, you'll delve into the fundamentals of restorative practices and discover how they can revolutionize your approach to discipline and school culture. You'll gain a thorough understanding of what restorative practices entail and explore the numerous benefits they offer, including improved student engagement, reduced conflict, and enhanced school climate.

Key highlights of the course include:

- **Introduction to Restorative Practices:** Learn the core principles and philosophy behind restorative practices.
- **Benefits and Impact:** Understand how implementing restorative practices can positively influence student behavior and the overall school environment.
- **Strategic Implementation:** Acquire practical strategies for integrating restorative practices into your classroom and school-wide systems.
- **Creating a Supportive Culture:** Discover techniques for fostering a more inclusive and empathetic school culture that supports students and staff.

Whether you're a teacher looking to enhance classroom dynamics or an administrator aiming to transform school-wide practices, this course provides the tools and insights needed to effectively implement restorative practices and build a more harmonious educational environment. Join us to make a meaningful impact and create positive, restorative change in your school community.

Course Objectives

- CO.1** Understand and articulate the core principles of restorative practices in education and compare them with traditional punitive disciplinary methods. (Danielson Component 1a, 1c, 1d, 3a, 3b, 3c, 4e)
- CO.2** Evaluate the positive impact of restorative practices on student behavior, engagement, and the overall school climate and culture, focusing on their role in reducing conflict and fostering a supportive, inclusive learning environment. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.3** Understand how restorative practices strengthen student-teacher relationships and cultivate a culture of respect, accountability, and collaboration within the school community. (Danielson Component 1a, 1b 1c, 1d, 2a, 2b, 3a, 3b, 3c, 4a, 4d, 4e)
- CO.4** Examine case studies that demonstrate the positive impact of restorative justice reforms in reducing suspensions, expulsions, and improving attendance and graduation rates. (Danielson Component 1a, 1c, 1d, 1e, 2b, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.5** Explore restorative approaches that address discipline inequities, support all students, and provide opportunities for accountability, thereby helping to disrupt the school-to-prison pipeline. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.6** Analyze the impact of excessive punitive discipline, particularly on minority students who are disproportionately affected by traditional disciplinary practices. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.7** Identify the inequities in disciplinary actions that disproportionately affect minority students and learn how restorative practices can serve as a more equitable alternative to zero-tolerance policies (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.8** Develop and implement practical strategies for integrating restorative practices, including community-building circles, restorative conversations, and conferences, into daily classroom management and school-wide systems to address misbehavior and foster stronger relationships. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.9** Create a personalized plan to adapt and facilitate restorative tools that meet diverse student needs, using progressively deeper conversations and connections, and critically analyze successful elements in video examples of restorative practices. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.10** Explore and implement strategies to build an empathetic, inclusive school community that fosters positive relationships and a culture of accountability and mutual respect among students, teachers, and staff. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.11** Understand and apply restorative practices that strengthen student-teacher relationships, support re-engagement of at-risk students, and promote ongoing participation in learning by addressing issues like suspension, absenteeism, and disciplinary actions. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.12** Reflect on personal and school-wide progress in creating a positive, harmonious school culture and explore ways to apply these practices in real-life settings to foster a supportive and productive learning environment. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.13** Learn how to assess the effectiveness of restorative practices in promoting behavioral change and reducing the reliance on punitive discipline. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)
- CO.14** Apply the social discipline window and the restorative practices continuum to create equitable disciplinary approaches that address student misbehavior while promoting accountability and learning. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)

CO.15 Design meaningful consequences that encourage students to reflect on their actions, learn from their mistakes, and reenter the classroom as positive, productive members of the school community. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)

CO.16 Reflect in brave learning spaces to a) center experiences and perspectives of non-dominant groups, b) surface and interrogate beliefs, norms, assumptions, and practices that contribute to inequity, and c) reflect on the influence of socialization, identity, and culture on teaching and learning. (Danielson Component 1a, 1c, 1d, 1e, 2a, 2b, 2c, 3a, 3b, 3c, 3d, 4a, 4d, 4e)

Course Outline

Course Introduction Module	
Course available completely online (24/7 and Self-Paced)	Assignments due by the end of the term.
Module Topics	
<p>In this module, participants will learn about the course set-up and expectations for learning and collaborating in a brave learning context, meet their colleagues, reflect on social identities, and activate prior knowledge about restorative practices.</p> <p>This module includes:</p> <ul style="list-style-type: none">• Course Navigation and Methodology• Course Description• A Transformative Approach to Education• Expectations and Community Agreements for Engaging in Brave Dialogue• Community Building Circle: Course Story• Course Objectives	

Module 1: Introduction to Restorative Practices

Module Topics

In this module, educators will learn about the vocabulary terms related to restorative practices and how restorative practices should be included in all aspects of school culture. They will learn the difference between school culture and school climate, as well as how the two can be blended together for the benefit of students and staff. Finally, educators will learn the purpose behind restorative practices and the differences that exist between schools that use punitive discipline versus schools that use restorative practices.

Section 1: Introduction to Restorative Practices

- Learn About It! Restorative Practices Vocabulary [30 min]
- Learn About It! School Culture vs School Climate [30 min]
- Practice It! Knowledge Check [60 min]

Section 2: The Effectiveness of Restorative Practices

- Reflect On It! What Restorative Practices Look Like in Action [90 min]
- Reflect On It! Can Restorative Practices Disrupt the School-to-Prison Pipeline? [120 min]
- Practice It! Final Reflections on Module 1 [60 min]

Module 2: Punitive Practices versus Restorative Practices Within Schools

Module Topics

In this module, educators will learn about the short-term and long-term negative impacts of punitive discipline. This includes understanding how punitive discipline fails to improve student behavior, contributes to further student disengagement, disproportionately affects minority students, and reduces graduation rates. Educators will also learn how restorative practices are implemented in schools and how they positively impact both students and staff. Additionally, this module will cover the social discipline continuum, social discipline widow, and how they connect to restorative practices.

Section 1: Traditional Punitive Discipline versus Restorative Practices within Schools

- Reflect on It! Punitive Discipline: Your Experiences [60 min]
- Reflect on It! Punitive Discipline: The Effects Within Schools [60 min]
- Reflect on It! How Punitive Discipline Disproportionately Affects Minority Students [60 min]

Section 2: Restorative Practices in Action Within Schools

- Reflect on It! Restorative Practices Within Education [60 min]
- Reflect on It! The Social Discipline Continuum [60 min]
- Practice It! The Social Discipline Window, Part 1 [60 min]
- Learn About It! The Social Discipline Window, Part 2 [60 min]
- Master It! Scenario Analysis [90 min]

Module 3: Restorative Practices in the Classroom: Being Proactive in our Practices

Module Topics

In this module, educators will explore how to effectively use restorative practices, focusing on the principle that 80% should be proactive and 20% reactive. They will also learn the basics of community-building circles and practice leading various types in your classroom. These activities will help strengthen their classroom community and empower students to advocate for their needs. This will include how to integrate fair process, the process creating norms with community-building circles, and leading community-building circles with students.

Section 1: Understanding and Creating Your Norms to Effectively Use Restorative Practices

- Reflect on It! [Step 3.1.1 Proactive over Reactive Practices] [60 min]
- Reflect on It! Fair Process [60 min]
- Reflect on It! Foundations of Community-Building Circles and Creating Your Classroom Norms [60 min]

Section 2: Leading Community-Building Circles

- Practice It! Observing Introductory Community-Building Circles [60 min]
- Learn About It! Community-Building Circle: Check-In Circle [60 min]
- Master It! Conducting Your First Community-Building Circle: Check-In Circle [180 min]
- Practice It! Community-Building Circles: Getting to Know You Circles [90 min]
- Practice It! Community Building Circles: Connecting to Academic Content [90 min]

Module 4: Restorative Practices in the Classroom: Being Reactive Through a Restorative Lens

Module Topics

In this module, educators will explore reactive restorative practices to address classroom misbehaviors effectively. They will learn how to conduct restorative conversations with one or more students, focusing on understanding and resolving issues collaboratively. This approach represents the 20% reactive component of the restorative practices continuum. The module will guide educators in using affective statements, restorative questions, and restorative conversations, which encourage students to reflect on their actions, explain what occurred, and engage in problem-solving through a restorative perspective.

Section 1: Changing Our Language and How We Address Students

- Practice It! Affective Statements [90 min]
- Learn About It! Responding to Challenging Behavior & Helping Those Harmed by Others [90 min]

Section 2: Restorative Conversations and Concluding Thoughts

- Practice It! One-on-One Conversations with a Student [60 min]
- Master It! Restorative Conversation Activity [120 min]
- Reflect on It! Leading a Conversation Between Two Individuals [120 min]
- Reflect on It! Going Beyond Circles and Restorative Conversations [120 min]

Course Wrap-Up Module

Module Topics

In this module, educators will reflect on their learning from the course and their mastery of the course objectives.

Section 1: Summative Reflection

- Reflect on It! Summative Reflection [30 min.]
- Reflect on It! Course Evaluation and Reference List [30 min.]