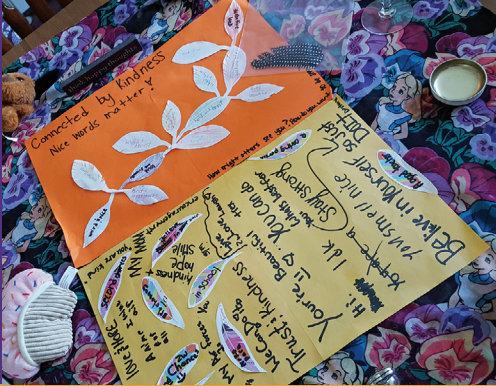


# RETHINK DISCIPLINE: IMPLEMENTING RESTORATIVE PRACTICES



Traditionally, discipline in schools has emphasized negative consequences. Adults assign guilt and issue punitive consequences such as afterschool detention or suspension.

At Randolph Academy, we believe there is a better way.

We believe in building relationships and community. When things go wrong, we believe the members of the school community can find resolution and healing through restorative practices.

[www.randolphacademy.org](http://www.randolphacademy.org)

## For more information:

To find out more about Randolph Academy and our Restorative Justice program, please contact one of the locations below.

### Randolph Academy UFSD (Randolph, NY)

#### Randolph Campus

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## THE THREE LEVELS OF RESTORATIVE JUSTICE





## What is it?

**Restorative justice** is an alternative to punishment based discipline, that is carried out through strategies known as **restorative practices**.

## What do restorative practices look like?

Restorative practices begin with building strong, positive relationships between all members of the school community: youth and adults. These connections are formed through **Level 1 circles**, which help to meet powerful human needs such as belonging and caring for others.

When conflict arises within the school community, resolution is accomplished through **Level 2 circles** where all who are affected find resolution.

When troublesome behavior occurs, rather than exclude a student from the school community through a suspension, such incidents are viewed as opportunities for students to learn important social skills. Together with those who have been affected, a **Level 3 conference** brings together everyone immediately affected to determine what should be done to repair the harm.



## Principles of Restorative Justice

- Respect for everyone involved
- Inclusion and equal voice of all the people impacted
- A focus on the impact, needs, and causes that have arisen
- Consensus-based decision-making focused on how to repair the harm and prevent future harm
- Expanding the capacity of the community to create a just and fair response



## Circle Components

- Sitting in a circle, openly facing one another
- A talking piece that is passed around, giving the person holding it the opportunity to speak while others listen
- A center piece provides a unifying, central focal point, similar to gathering around a campfire
- An opening to begin the circle process
- Questions or prompts that are given by the circle keeper for all to respond to during "rounds"
- A closing to the circle



Restorative Justice Circles are an added component to our program and complement our Normative Culture model.

## The Norms:



*"I feel that our RJ circles help to clear the atmosphere and clear the air to allow us to get rid of our problems. It helps to deal with each other in a safe space, get our feelings out in a respectful way, and help us to be cooperative and engaged."*

– Student at Randolph Academy