

# (Re)Building Relationships Through Conflict

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# Goals for Today

- Develop an understanding of restorative practices
- Decide if restorative practices are right for your school and how you would adapt them to your school culture
- Work on an implementation plan for your school (What are next steps? Strike while the iron is hot!)





# About Us

1. Who's in the room? (role, participant info sheet)
2. What do you know about restorative practices? (K of KWL)
3. What do you want to know? (W of KWL) Why are you in this session?





# Restorative Practices

## 1. Address SAIS Summer Conference Focus Areas for Deans of Students:

- Conflict mediation
- Active listening
- Discipline and restorative practices
- How to work effectively with parents/guardians
- Understanding child and adolescent development

## 2. Links

- <https://www.edutopia.org/topic/restorative-practices/>
- <https://www.edweek.org/leadership/opinion-what-do-restorative-practices-look-like-in-schools/2024/02#:~:text=Restorative%20practices%2C%20when%20used%20in,thei,r%20K%2D12%20educational%20career.>



# What it looks like

## With students

- Proactive: Community Council, bystander intervention, leadership opportunities, Qualities of a Saint
- Mix of traditional (consequences) with restorative (student voice and choice, autonomy, dialogue, relationships, time/energy “cost”, education/growth not punishment)





# What it looks like

## 1. Reflection questions (writing, then discussing)

- What happened?
- What were you thinking at the time?
- What have you thought about since?
- Who has been affected by what you have done? In what way?
- What do you think you need to do to make things right?

## 2. Facilitated conversations, acts of service, student contract, project/presentation

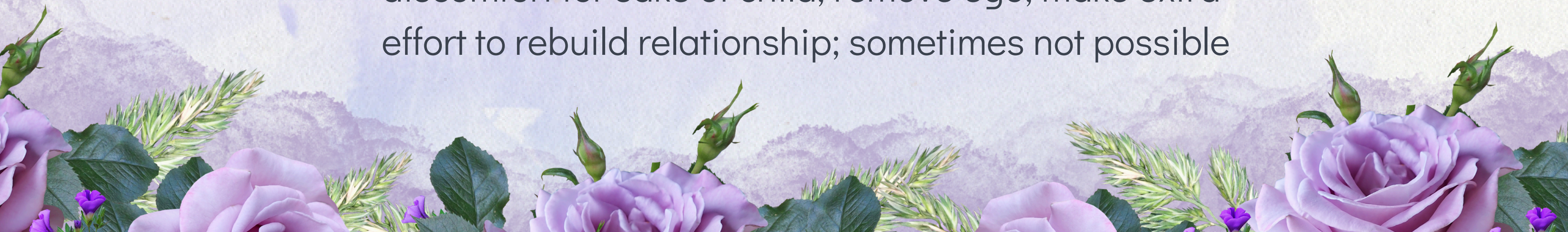




# What it looks like

## With parents

- Proactive: Establish relationships, middle school parent as coach/guide
- Balance student autonomy with parent-school partnership; parents looped in after consequence issued or prior to bigger consequence
- Difficult situations: Don't negotiate discipline; lean into discomfort for sake of child; remove ego; make extra effort to rebuild relationship; sometimes not possible





# How do I know it works?

- Teachers have asked me to absorb Dean role
- Students come to me for support and proactively come to me when making a mistake; honesty and communication
- Parents keep younger siblings at our school in spite of consequence; relationships are maintained and rebuilt; it takes commitment and humility
- Behavioral issues have decreased dramatically (triple digit to double digit)





# Case Studies (or planning time)

- On the last day of school, about 10 8<sup>th</sup> graders flood the science lab by turning on the eye shower. How would you handle the situation?
- You receive several parent phone calls about 6<sup>th</sup> grade girls bullying each other, but very few details are provided out of fear of social retaliation. How would you handle the situation?





# Conclusion

- What have you learned? (L of KWL)
- How will you apply what you learned?
- How can you keep learning? (participant info sheet)

## Resources

- Book 10 to 25: The Science of Motivating Young People by David Yeager
- IIRP for educators
- Cult of Pedagogy article/podcast (Jennifer Gonzalez)  
<https://www.cultofpedagogy.com/discipline-reform/>
- Controlling the Chaos: Classroom Management Secrets (Bowbend Consulting podcast)





# Thank You

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