



Restorative Practices Implementation Timeline
 Raytown School District
 Center for Conflict Resolution

<p>Phase I Six month planning (Example: January 2022-June 2022)</p>	<ol style="list-style-type: none"> 1. DTR for superintendent and cabinet 2. Staff introduction to RP – Staff input and needs survey 3. Community introduction to RP - Community Stakeholder conversations – Parent/Family 4. Compilation of staff and community concerns – Gauge level of interest 5. Message the implementation including concerns to staff and community 6. Establish a baseline for evaluation
<p>Phase II – Part 1 July through June, encompassing a full school year including summer months. (Example: July 2022-June 2023)</p> <p>Identify sites for implementation and begin engagement</p>	<ol style="list-style-type: none"> 1. Identify School RP sites with school admin and 5+ champions per school including a community member and a student 2. Message RP to all staff and community members 3. Discipline That Restores (DTR) for all site staff – 2 day – Focus on Tier 1 – everyone in the school 4. Applied Restorative Practices (ARP) for all site staff – 1 day 5. Admin and Site Champions – 3 day circle facilitation, mediation and reentry processes training 6. CRWs for all students in the site schools 7. Peer Mediation training for student champions with adult participation 8. CCR work alongside school based RJs in the building one or two days a week 9. Continue staff PD 10. Continue Parent/Family engagement

<p>Phase II – Part 2 July through June, encompassing a full school year including summer months. (Example: July 2023-June 2024)</p> <p>Identify additional sites and continue support for existing sites</p>	<ol style="list-style-type: none"> 1. Identify School RP sites with school admin and 5+ champions per school including a community member and a student 2. Message RP to all staff and community members 3. Discipline That Restores (DTR) for all site staff – 2 day – Focus on Tier 1 – everyone in the school 4. Applied Restorative Practices (ARP) for all site staff – 1 day 5. Admin and Site Champions – 3 day circle facilitation, mediation and reentry processes training 6. CRWs for all students in the site schools 7. Peer Mediation training for student champions with adult participation 8. CCR work alongside school based RJs in the building one or two days a week 9. Continue staff PD 10. Continue Parent/Family engagement
<p>Phase II – Part 3 July through June, encompassing a full school year including summer months. (Example: July 2024-June 2025)</p> <p>Identify additional sites and continue support for all existing sites</p>	<ol style="list-style-type: none"> 1. Identify School RP sites with school admin and 5+ champions per school including a community member and a student 2. Message RP to all staff and community members 3. Discipline That Restores (DTR) for all site staff – 2 day – Focus on Tier 1 – everyone in the school 4. Applied Restorative Practices (ARP) for all site staff – 1 day 5. Admin and Site Champions – 3 day circle facilitation, mediation and reentry processes training 6. CRWs for all students in the site schools 7. Peer Mediation training for student champions with adult participation 8. CCR work alongside school based RJs in the building one or two days a week 9. Continue staff PD 10. Continue Parent/Family engagement
<p>Phase III – Continue support for all existing sites and compile evaluation data (Example: July 2025-June 2026)</p>	<ol style="list-style-type: none"> 1. DTR for all incoming new staff 2. Continue CCR support for in-house RJ Coordinators



Discipline That Restores Outline

DIGNITY WITH SELF

1. Dignity Model of Conflict – Dr. Donna Hicks
2. Human Needs Theory of Conflict
3. Conflict Style Exploration

DIGNITY WITH OTHERS

4. RJ and CJ compared
 - a. Restorative Practices
 - b. 3 Shifts
 - c. Tale of Two Schools
5. Trauma – STAR Model
 - a. Definition, Types and Causes
 - b. Cycle of Violence
 - c. Window of Tolerance
 - d. Implicit Bias
 - e. Micro-aggressions
 - f. SAMSHA and RJ

DIGNITY IN ACTION

6. Skills for Conflict Transformation and RP
 - a. When the Adults Change, Everything Changes
 - b. T.A.L.K © Process
7. Building Relationships with Circles

Applied Restorative Practices Outline

1. Group Facilitation key points
2. SEVEN CORE ASSUMPTION of RP
3. Small group discussion and report out
4. RESTORATIVE TEACHING TOOLS
5. Small group discussion and report out
6. WHOLE GROUP FACILITATED CONVERSATION - 1-3 things everyone agrees to implement at their school
7. Who will champion the effort?
8. Closing Circle