

Black in Lawrence Coalition Recommendations in Restorative Practices/ Restorative Justice

Presented on Nov. 2, 2020. Currently 20 Staff/Admin have been trained by IRRP. The goal would be to have all teachers and staff trained in RP/RJ over time for it to be fully utilized and prove most effective.

Our recommendations are as follows:

1. Investment into training to incorporate Restorative Practices into the culture and fabric of the school
 - a. Administrators who are trained by IRRP can provide training for groups teachers who can then act as sounding boards for those who are not yet trained.
 - b. Goal of 25% of teachers in each school per quarter to be trained.
 - c. Are Equity Warriors trained in Restorative Practices/RJ
2. Detention, while not considered a restorative practice, if it is to be used should be made more restorative.
 - a. Mediation
 - b. Fairness Councils (community circles to address harm)
 - c. Craft creative RJ contracts, including community service projects
3. Hiring staff identified as RP/RJ experts who will provide support and accountability
 - a. Restorative Practice Coordinator- (1 for district)
 - b. School Culture Liaison (1 for Elementary, 1 LIS/Middle, 2 for HS)
4. Accountability; To truly hold accountability, RJ/RP will be incorporated into teachers' annual reviews once they are trained. This will incentivize teachers to make it part of how they run their classrooms.
 - a. How are you effectively using RP/RJ with your students
5. Teacher Mentors- These are teachers who are chosen and trained in RP/RJ to work with specific children who may be struggling.
6. Men's Groups/Sisterhood groups to deal with school issues proactively in an attempt to minimize the need for intervention later. These groups serve to build positive culture.
7. Lunch Meeting with students- Teachers would utilize lunch meetings with students as a way to review/answer the RP/RJ questions and come to a resolution for the concerns that have been identified. This would be utilized as a precursor or substitute for detention.