

Restorative Practice

Enhancing Relational School Culture!



Intention

1. Facilitate a relational experience

2. Explore and discuss Restorative Practice through the lens of

- Relational Thinking
- Relational Language
- Relational Practices

that impact the culture and climate within a school community.

3. Tap into the collective wisdom



Relational Check-in!

On this sheep-scale,
how do you feel today?



What is Restorative Practice all about?



What is RP?

Ways of thinking...
&
Ways of doing things...
&
Ways of speaking...
&
Ways of being...

To Build Relationships

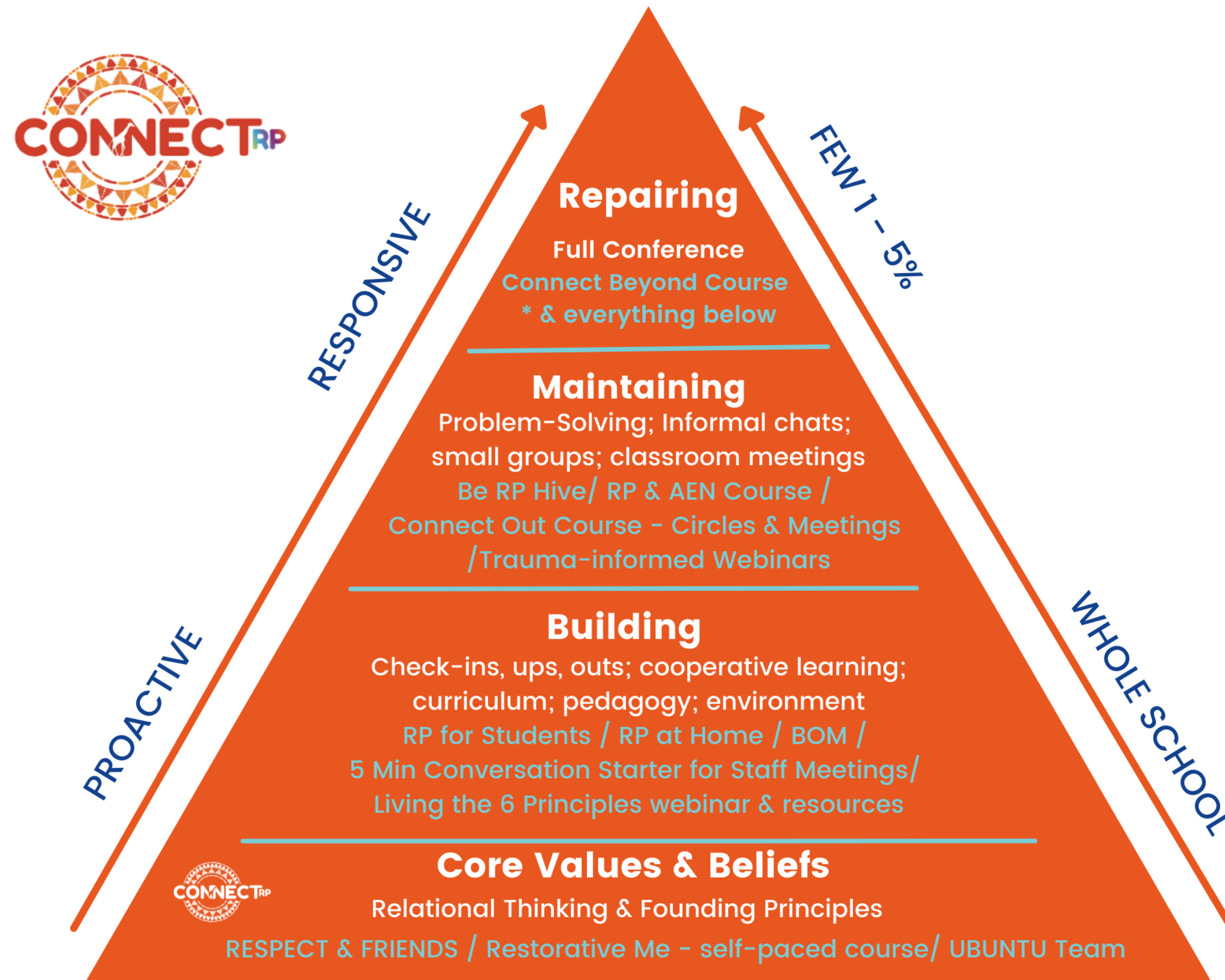
Making friends,
connecting, circle
chats, positive
communication,
listening skills,
laughing together

To Respond to Conflict

Solving problems,
sorting out arguments
& fights, calming
things down & making
things better with
'giraffe-talk'



RP as the vehicle to transform and enhance school culture & climate...



*Adapted from Vandeering/Hopkins/Morrison



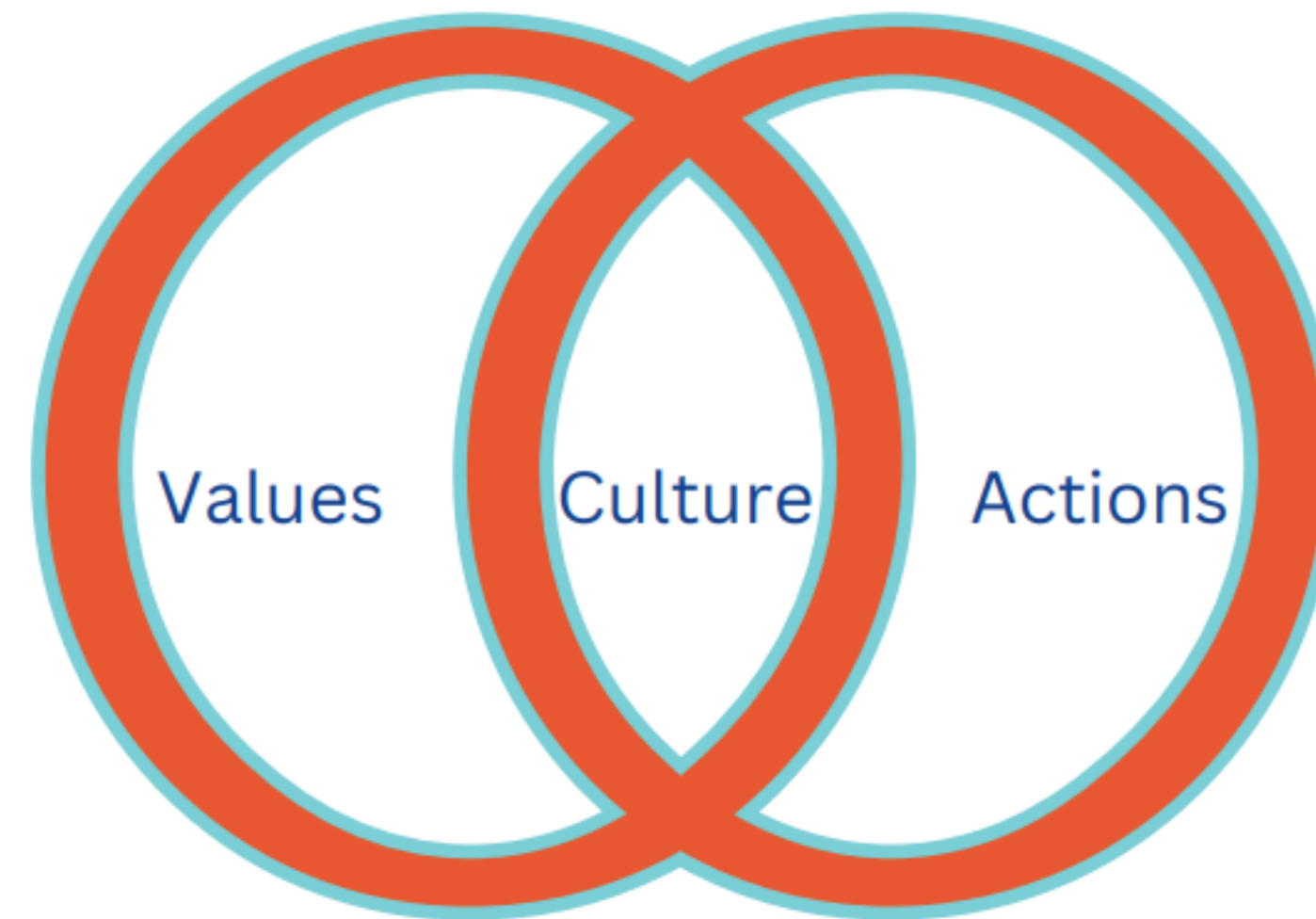
One-word-whizz

What word spring to mind when you think about School Culture?



What is School Culture?

What is school culture?



Culture is when our values & actions match!

Think of your school's mission statement.. the ethos we espouse.. the values or charter of your patron body...

How can RP be a vehicle to operationalise and breathe life into these?

FOUNDATION PRINCIPLES OF CONNECT RP

RESTORATIVE PRACTICE



Positive Relationships

We are profoundly relational.
We flourish in environments when we feel seen and heard, where we know we matter.

We cultivate intentional spaces to connect, laugh and enjoy one another's company!



Caring Culture

Our values and actions align to create an operational relational culture. We seek the best in ourselves and others.



Connected Communities

We are interconnected.

This is the essence of UBUNTU and the restorative work we commit to.



Values Light the Way!



Fair

Respect

Inclusive

Empathy

Nurture

Did you Giraffe?

Safe

Co-Creating
Relational
School
Communities

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Values Light the Way!

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Build Goodwill in Good Times



Dear Parent(s)/Guardian(s),

Our theme for Restorative Practice this month is Fairness. You may like to take the opportunity to play some board games with your child and discuss how we make sure the game is played fairly.

Should you wish to learn more about R.P visit our school website at <http://www.naascns.ie/restorative-practice/>



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On a Bright Note

I am writing to tell you how proud our school is of who showed one of our **FRIENDS** values today (Date _____). Invite them to share this with you using one of our restorative questions - 'What happened?'

Signed: _____

Values Light the Way!

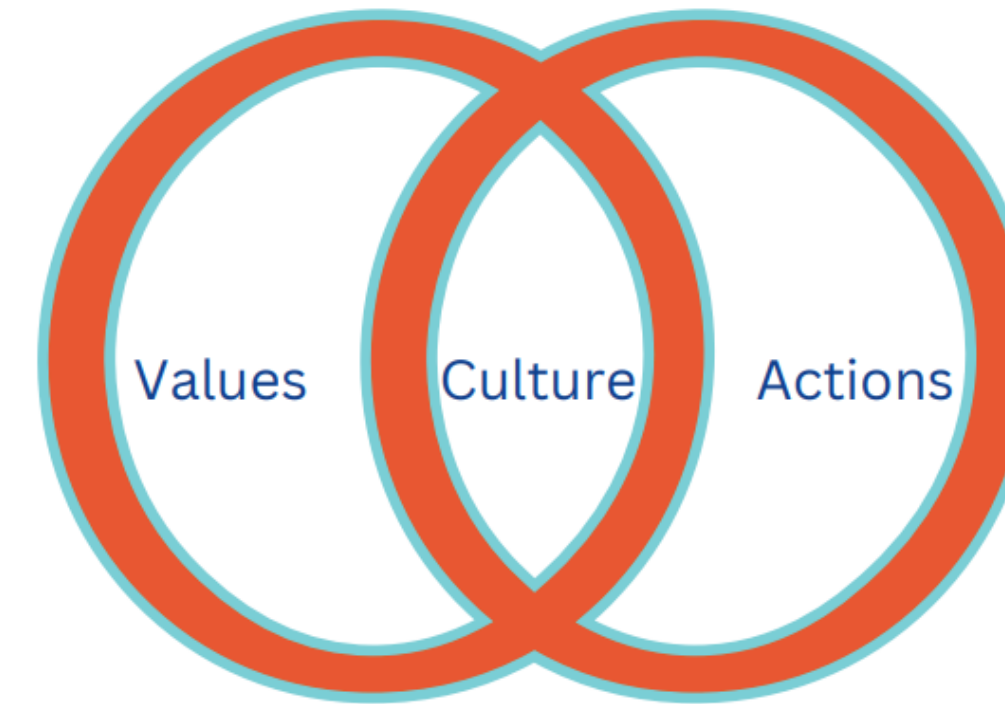
Fair
Respect
Inclusive
Empathy
Nurture
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Safe




Relational Culture

- Relational Thinking
- Relational Language
- Relational Practices/Process

What is school culture?



Culture is when our values & actions match!

Community
Gatherings



Bite Size RP CPD
5 – 10 Min of RP for
Staff Meetings

Start of staff or team meetings

Bite Size RP CPD

Relational Thinking



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Our Restorative Switches; the Heart of Relational Thinking!

Behaviour Management

Why?

Attention seeking

What's wrong with him/her/them?

We succeed if we want to

Tell/Demand/Command/React

Disruptive/Bad/Misbehaving

They're giving me a hard time

Correction/Compliance

Punishment

Outcome

Who is to blame?

How will they pay for this?

Croc Talk

Fear

Relationship Keeping

What Happened?

Connection seeking

What happened to him/her/them?

We succeed if we can

Ask/Request/Connect/Respond

Stressed Out/Coping/Dysregulated

They're having hard time

Redirection/Competency building

Accountability

Process

How are people harmed?

What are the needs to make amends?

Giraffe Talk

Love

Relational Language

Language is a vehicle of our operational culture (what we do) & climate (how we feel)

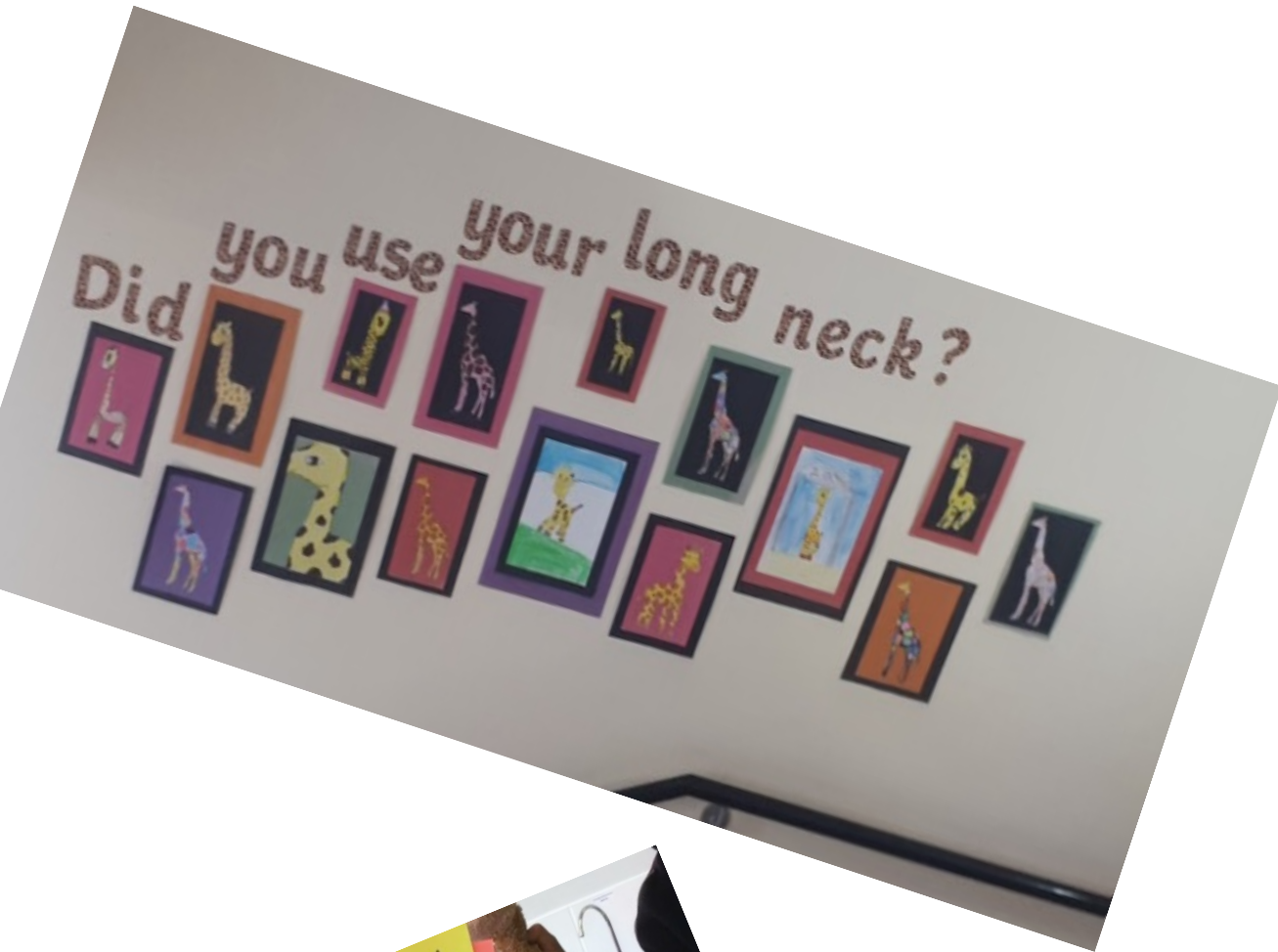


- Whole school preferred practices
- Modelling
- Connection before correction
- Gratitude



Relational Language

Visual Environment



Restorative Practice – Questions

Thinking • Modelling • Asking

Making Amends & Filling Buckets

Restorative Questions



1. What happened?



2. What were you thinking/feeling at the time?



3. What are you thinking/feeling now?



4. Who is sad/hurt now and in what way?



5. What could have been done differently?



6. How can we fix this/make amends?



Co-Creating
Relational
School
Communities



Relational Processes/Practices

How do we make room for practices of connection?



Nurturing Relationships
Through Positive
Communication

5:1
Relationship
SCALE

- Smile
- Connect
- Ask
- Listen
- Engage

Co-Creating Relational
School Communities

Stowe, 2017

Community Gatherings

Bite Size RP CPD
5 - 10 Min of RP for
Staff Meetings
Start of staff or team meetings



Bite Size RP CPD

Relational Practices – Circles!



Circle Practice



Facilitation Guidelines

Give me 5!

1. Ask Question
2. Model Answer
3. Pass Sharing Piece
4. Support Shares
5. Thank Circle

1. What **poster** would have been on the wall when you **were a kid** 😊?



2. What does your **school do well** around school culture/climate that you can sometimes **take for granted**?

3. What is the **hardest thing** for you personally as a school leader seeking to nurture a positive school culture/climate?

4. Can **RP support you** to address **pain points within your school** that are barriers to a positive school culture/climate?

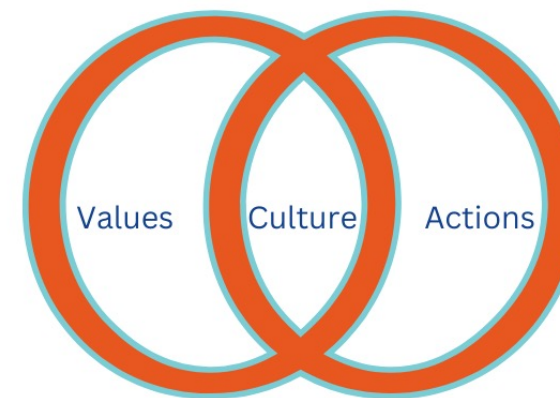


Culture Check-In



Culture Check-in: A Conversation for leadership and/or team meetings

What is school culture?



Culture is when our values & actions match!

Looking at our Relational & Operational Culture

How are our restorative values, school's ethos, mission statement showing up in practice...

amongst students (classrooms / corridors / canteen / yard etc.);
staff (communications/ team meetings /collaboration);
parents & community (communications / gatherings)?

- What's going well?
- Even better if ...?



Suggested Action Steps: Commitment to Act





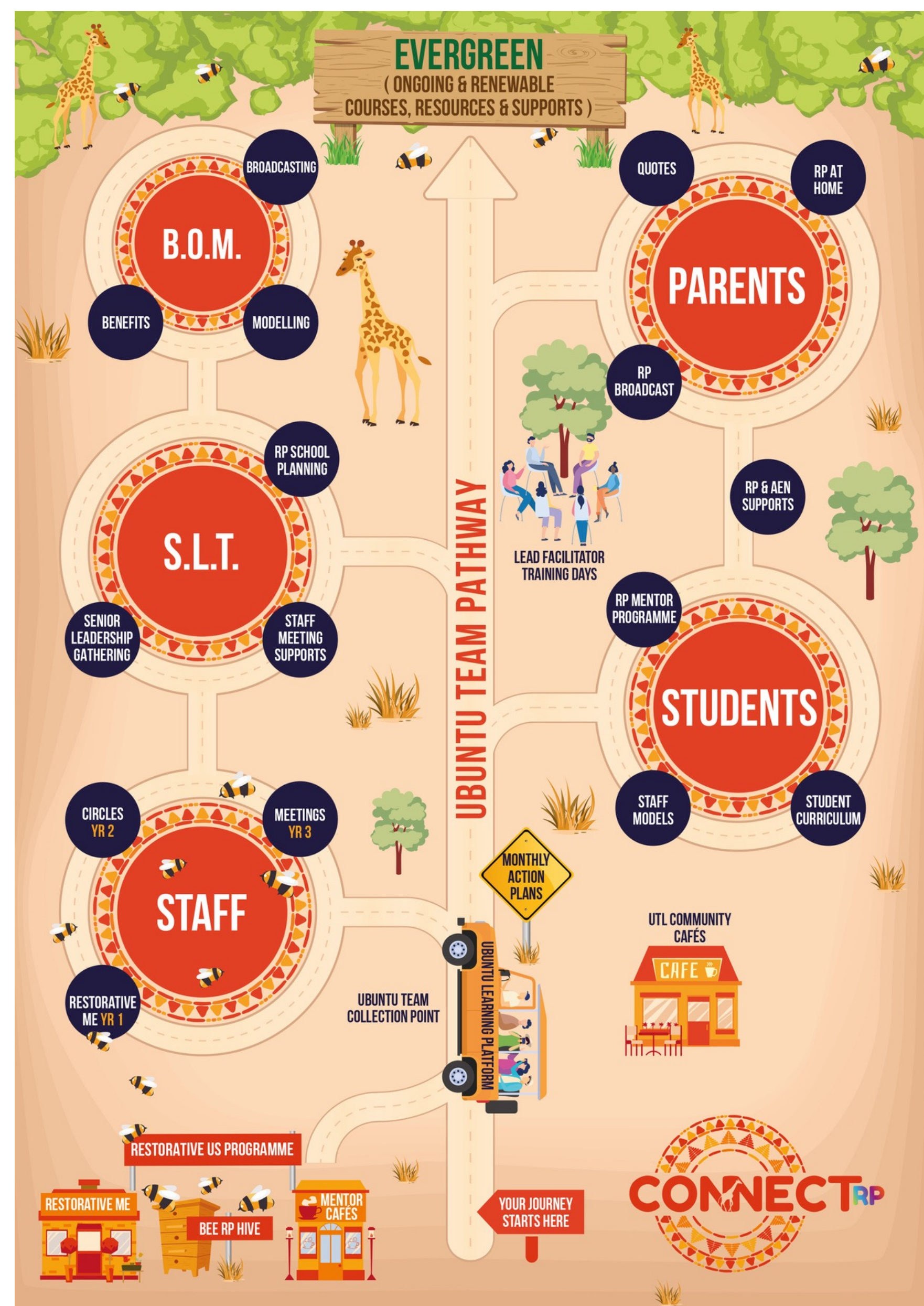
School Culture Partnerships through our Connect RP Site Licence

Working together to transform and
enhance your school's culture through a
focus on relational practices!



RP is the vehicle we use to transform and enhance your school culture...

your journey awaits...



Connect RP's Role in Transforming Your School

1. Mentor the Journey

- RP SIP & regular action plans
- Leadership Mentoring
- Lead Facilitator Training
- Teacher & SNAs coaching
- Partnerships with Connect RP schools

2. Resource the Implementation

- School Digital Portfolio
- Suite of courses & resources for all stakeholders
- Enable distributed leadership of implementation

3. Measure Impact

- RP Team Outcomes Survey
- Whole School Needs Assessment Survey

Potential Next RP Steps

RP – beyond a 'Train and Hope' model...
towards relational school culture, planning and implementation

20% discount code: IPPN

Training Day for Principals & DPs

The Art of Relational School Culture Leadership

Register for Upcoming Workshops

11th April Workshop Sold Out!

2nd Date - 30th April Athlone



Book in a check in with me about your school's RP Journey!





Growing Restorative Cultures

'It's Impossible,' said pride,
'It's risky,' said experience,
'It's pointless,' said reason,

'Give it a try,'
whispered the heart!



Thank You & Stay in Touch!



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connect_rp_



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