

## The 3 Stages of Restorative Discipline

<p><b>Prevention</b></p> <p><b>Goals:</b></p> <ul style="list-style-type: none"> <li>• Class agrees on norms (respect, belonging, work)</li> <li>• Class has processes in place for dealing with conflict, harm, violations of norms</li> <li>• Class has skills needed to support norms and to use processes</li> </ul>	<p><b>Intervention</b></p> <p><b>Goals:</b></p> <ul style="list-style-type: none"> <li>• Safety restored</li> <li>• Harm identified</li> <li>• Harm repaired</li> <li>• Accountability taken/Support offered</li> <li>• Learning strengthened</li> </ul>	<p><b>Follow-up</b></p> <p><b>Goals:</b></p> <ul style="list-style-type: none"> <li>• Monitor accountability &amp; support</li> <li>• Re-integrate</li> <li>• Evaluate prevention strategies</li> </ul>
<p><b>Theory / Values:</b></p> <ul style="list-style-type: none"> <li>• Democratic classroom (shared responsibility and shared opportunity for input)</li> <li>• Accountability (part of shared responsibility is mutual accountability to one another)</li> <li>• Choice theory</li> </ul>	<p><b>Theory / Values:</b></p> <ul style="list-style-type: none"> <li>• Involvement of those who are impacted</li> <li>• Accountability by wrongdoer</li> <li>• Focus on relationships, not rules</li> <li>• Restorative processes and outcomes (not retributive)</li> <li>• Appropriate social control</li> </ul>	<p><b>Theory / Values:</b></p> <ul style="list-style-type: none"> <li>• We need everyone; there are no throw-away children</li> <li>• Exclusion may be justified where necessary for safety, but re-integration is the ultimate goal</li> <li>• Prevention, intervention, and follow-up should be linked</li> </ul>
<p><b>Skills / Processes:</b></p> <ul style="list-style-type: none"> <li>• Conflict res/ social emot. learning (such as communication, identifying needs, empathy)</li> <li>• Norm based skills (skills that support respect, belonging, and work)</li> <li>• Class meetings/Council circles (for setting norms, building community)</li> </ul>	<p><b>Skills / Processes:</b></p> <ul style="list-style-type: none"> <li>• Brief intervention / conversation</li> <li>• Class meetings/Council circles</li> <li>• Mediations</li> <li>• Mini-conferences</li> <li>• Peacemaking circles</li> <li>• Community group conferences</li> <li>• Restorative office referral forms</li> </ul>	<p><b>Skills / Processes:</b></p> <ul style="list-style-type: none"> <li>• Communicate success and not-yet-success</li> <li>• Celebration</li> <li>• Planning</li> </ul>