

OPRF & Umoja Partnership

February 20th, 2019

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Agenda



- 1) About Umoja Student Development Corporation
- 2) What is Restorative Justice?
- 3) Components of the 18-19 OPRF & Umoja Partnership

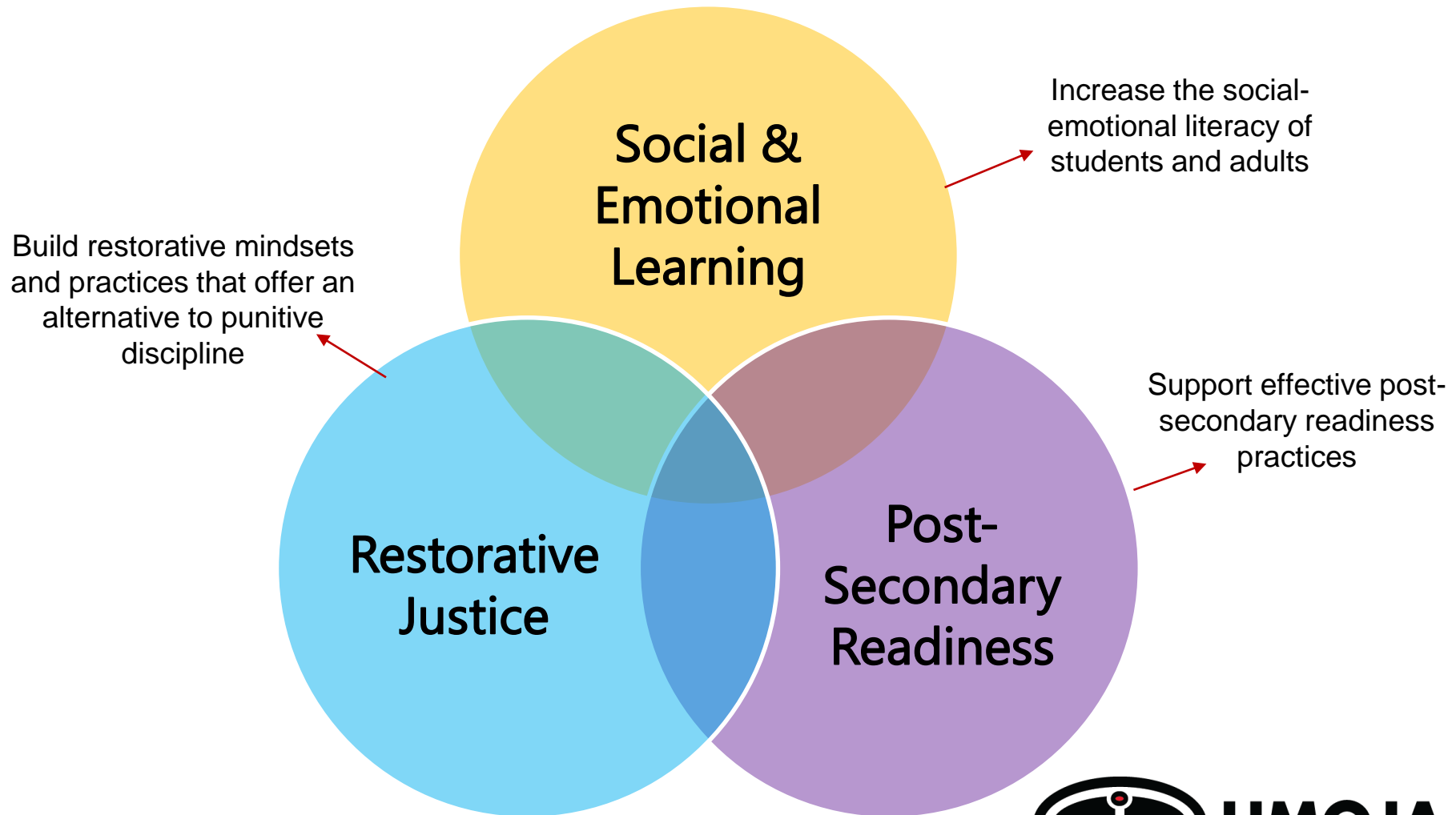
Our Mission

Umoja Student Development Corporation (Umoja) equips young people to succeed and confidently claim their future.



strong relationships
social & emotional needs
reduce conflict

Core Areas of Support



Professional Learning Team

Umoja's Professional Learning Team offers professional offers support to schools, districts, and community-based organizations:



Professional Learning

Engaging, high quality, and relevant PD in our core areas: Restorative Justice, Social/Emotional Learning, & Post-Secondary Readiness

Curriculum

Classroom-tested, high engagement curriculum that supports Social and Emotional learning, Restorative Practices, and Post-Secondary Readiness

Customized Support

Tailored supports to align with partner goals and structures including coaching and facilitation of Communities of Practice for staff



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Relationships

Relationships are the Cornerstone of Social-Emotional Learning:

Positive adult-student relationships enable students to feel safe and secure in their learning environments and provide scaffolding for important social and academic skills.

(Baker et al. 2008; O'Connor, Dearing, & Collins, 2011; Silver Measelle, Armstrong, & Essex, 2005)

What is Restorative Justice?

Restorative Justice *is a mindset that values relationships at the center of community life.*

When we are focused on relationships, we are invested in creating and maintaining a strong community by **building** relationships proactively and **repairing** relationships when harm occurs.

Restorative Practices are what we DO to practice this mindset.

Experiences of *Being* Harmed

Think about a time you were hurt by someone.

- *What happened?*
- *How did you feel at the time?*
- *What did you need?*

Turn to a partner to share for 2 minutes each:

- *What feelings do you remember experiencing at the time?*
- *What do you remember you needed at that time?*



Experiences of *Causing* Harm

Now think about a time you hurt someone else.

- *What happened?*
- *How did you feel at the time?*
- *What did you need?*

Turn to a partner to share for 2 minutes each:

- *What feelings do you remember experiencing at the time?*
- *What do you remember you needed at that time?*



Punitive vs. Restorative Mindset

Traditional Approach: Retribution

- Rules are broken
- Justice focuses on establishing guilt of an “offender”
- Accountability = punishment of an “offender”
- “Offender” is separated and stigmatized

Restorative Approach: Relationships

- People are harmed
- Justice identifies needs of everyone involved
- Accountability = understanding impact and repairing harm
- Harm-doers and people harmed are involved in a process of communication, repairing harm, and creating positive outcomes

Punitive vs. Restorative Process

Punitive	Restorative
What rule was broken?	Who was harmed?
Who is to blame?	What are their needs?
What punishment is deserved?	Whose obligations are these needs?

Reflection

- Take a moment to consider the situations of harm you just reflected on. What connections can you make between these approaches and the response to harm in your situations?

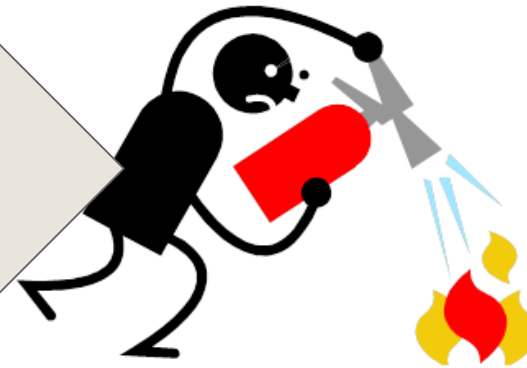


Proactive & Responsive Practices



PROACTIVE
Reduces Harm

RESPONSIVE
Repairs Harm



**We build a house before
it needs repair.**

**We put out fires to
protect what we built.**

OPRF & Umoja Partnership: Foundational Learning*

Restorative Justice Foundations Course
for 25 cohort members engaging in 4
workshops including:



- Foundations of Restorative Justice
- Community Building Circles
- Check Yourself: Cultivating Self-Awareness
- Restorative Conversations

***To date, all workshops have take place**

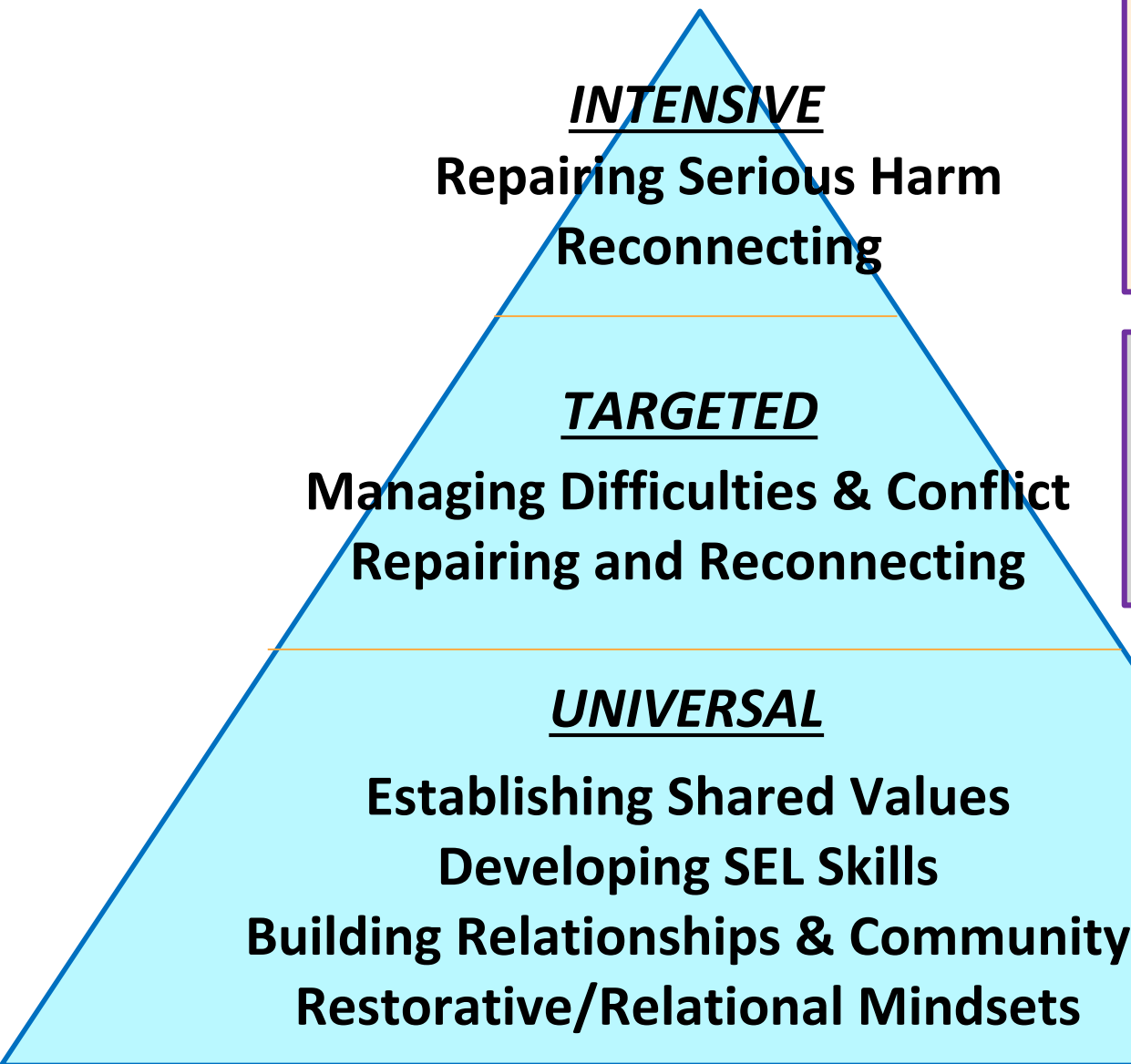
OPRF & Umoja Partnership: Ongoing Professional Development*



6 'Community of Practice' Gatherings over the school year in which 25 cohort members:

- Develop an **adult learning community** that trusts, cares about, and supports one other
- **Practice, troubleshoot, and further develop** RJ skills while providing support to colleagues
- **Incubate** new concepts and practices and **personalize** them for our schools

***To date, 4 of 6 gatherings have taken place**



- Peace Circles
- Healing Circles
- **Restorative** Mediation / **Conversations**
- Counseling & Other Services

- Talking Circles
- Restorative “Chats”
- Restorative Conversations
- Targeted SEL Groups/Circles

- Restorative Mindsets & Language
- Community Building Circles
- Norm-Setting
- Check-Ins & Community Builders
- Self-Awareness
- Empathetic Listening
- Restorative Questioning/NRQ
- Universal SEL skill-building

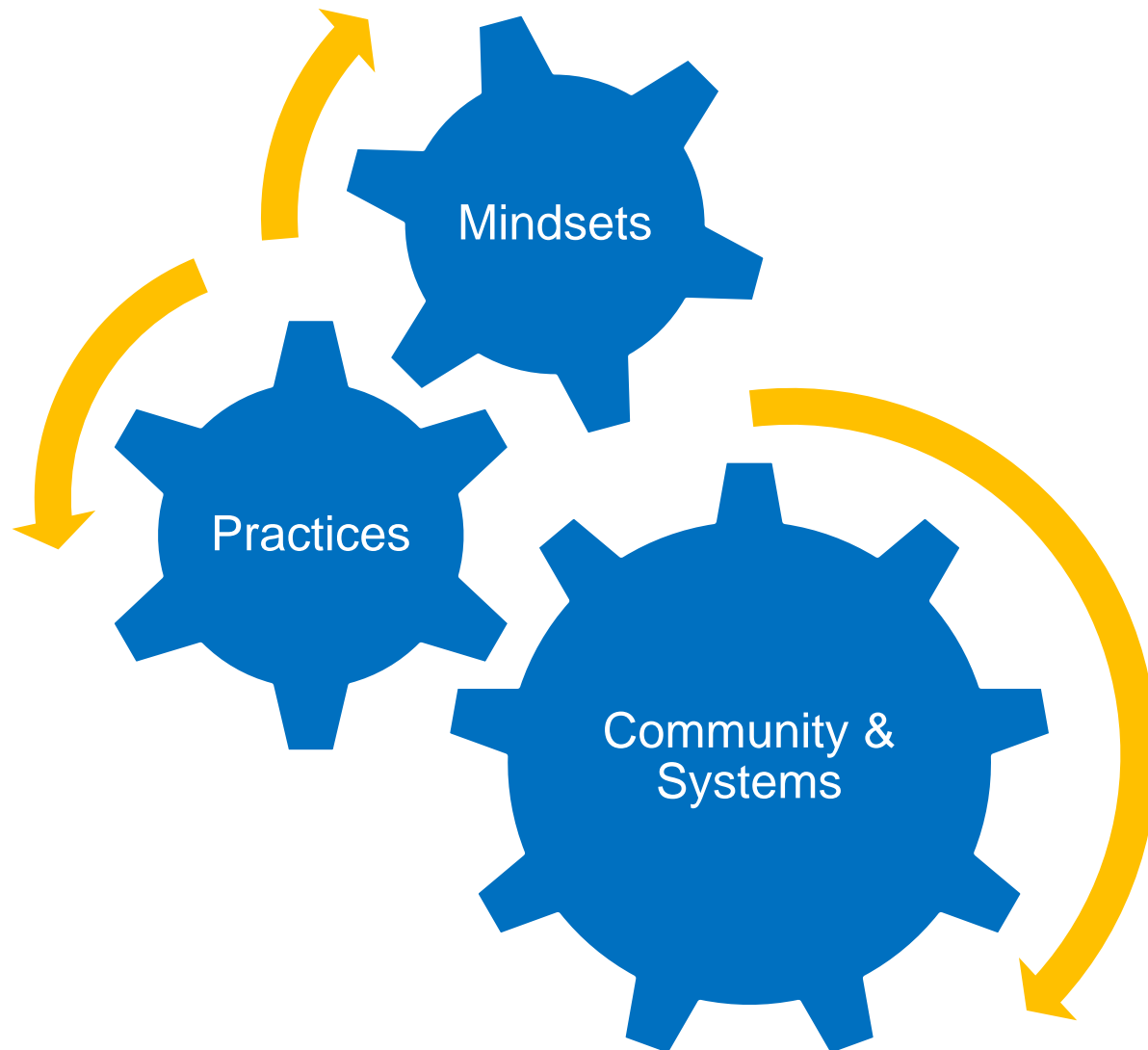
OPRF & Umoja Partnership: Customized Coaching for School-wide Team*

Customized Coaching for an internal Culture & Climate Team, composed of key stakeholders who:

- **Collect and evaluate school-wide data** to identify important patterns and trends
- **Perform a root cause analysis** to uncover why specific 'pain points' exist
- **Design interventions** to address the root cause and improve school culture
- **Implement/supervise the implementation** of these interventions
- **Collect and evaluate school-wide data** to determine if intervention was successful

***To date, this team has not yet been formed**

Theory of Change



Reflection

- Why is it important to you and your work that we build and maintain strong relationships within our school communities?



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THANK YOU!

