



Pursuing Equitable Restorative Communities (PERC) Outcomes

October 2, 2018

Expect great things.



Restorative Practices in PPS

Strategic Theme #1
Create a positive and supportive
school culture.

Strategic Initiative 1a. Establish a system-wide Multi-Tiered System of Support (MTSS) process, that includes Positive Behavior Interventions and Supports (PBIS) and restorative practices, implemented through high-functioning Student Assistance Program (SAP) teams in every school that are equipped to follow the process with fidelity.

RAND – PERC Outcomes



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Restorative Practices at Brashear High School



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Moving Forward

- Continued training offered by in-house trainers
 - Introduction to Restorative Practices
 - Using Circles Effectively
 - Facilitating Formal Restorative Conferences
- Targeted support to schools via Restorative Practices Project Manager & Coach, in coordination with Learning Environment Specialists
- Monitoring progress via Implementation Scales
- Connecting RP with other work
 - incorporating mindfulness moments in to circles
 - developing unique trainings such as “Using Circles Efficaciously”
 - doing PBIS restoratively



Appendix Slides

- IIRP Model – Essential Elements
- Implementation Model Under PERC
- Why Restorative Practices?
- What was PERC?
- PERC Objectives
- IIRP Model
- PERC Schools
- November 2017 Expansion Schools
- March 2018 Expansion Schools

IIRP Model – Essential Elements

Element	Scope of Proficiency
1. Affective Statements	School-wide
2. Restorative Questions	School-wide
3. Small Impromptu Conference	School-wide
4. Proactive Circles	Broad-based
5. Responsive Circles	Broad-based
6. Restorative Conferences	Targeted
7. Fair Process	School-wide
8. Reintegrative Management of Shame	School-wide
9. Restorative Staff Community	School-wide
10. Restorative Approach with Families	Broad-based
11. Fundamental Hypothesis Understandings	School-wide

School-wide: all staff who interact with children

Broad-based: administrators, teachers, counselors, social workers, etc (all but non-instructional staff)

Targeted: those who carry out a specific element, e.g. conferencing



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Implementation Model Under PERC

- **Support from IIRP**

- Monthly Professional Learning Group (PLG) sessions for all staff
- Monthly calls with school Restorative Leadership Team (RLT)
- On-site coaching visits with assigned IIRP instructor (2 per year)

- **PPS Filled in Gaps**

- Full time project manager – support to schools & logistics
- Monthly roundtable sessions for schools
- Book studies/info sessions for central office departments
- Coordination with community partners
- Quarterly Advisory Board meetings



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Why Restorative Practices?

- Alignment to District values
 - Student voice
 - Importance of strong relationships
 - Collaborative problem solving
- Provided resources and means for large-scale training
- Shared common language and specific practices to develop, support, and prioritize strong and healthy school communities
 - Affective statements
 - Social discipline window
 - Circles (community building and responsive)

What was PERC?

- Pursuing Equitable Restorative Communities
- Grant from Department of Justice through *Comprehensive Safe Schools Initiative*
 - Awarded October 2014
 - \$3M over 3 years
 - 22 schools
- Implementation Partner: *International Institute for Restorative Practices (IIRP)*
- Research Partner: *RAND*
- Randomized controlled trial – two year implementation of SaferSanerSchools Whole School Change model at 22 selected schools

PERC Objectives

1. Improve student and staff perceptions of school safety
2. Reduce the incidents of juvenile justice involvement, violence and out-of-school suspensions
3. Reduce racial disparities in suspensions
4. Reduce gender-specific disparities in suspensions
5. Improve peer-to-peer respect and rule adherence
6. Improve student attendance

IIRP Model

- **Training**

- Restorative Leadership Authority with Grace (2 days)
- Whole School Sessions
 - Introduction to Restorative Practices (1 day)
 - Using Circles Effectively (1 day)
- Targeted Sessions
 - Facilitating Restorative Conferences *(2 days)*
 - *Family Engagement & Empowerment (1 day)*
 - Training of Trainers – Intro/Circles (3 days)
 - Training of Trainers – Conferencing (3 days)



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PERC Schools

Grade Band	PERC Schools (22)
K-5	Arsenal; Banksville; Beechwood; Concord; Faison; Linden; Minadeo; Phillips; Spring Hill; West Liberty; Westwood
K-8	Greenfield; Langley; Mifflin; Morrow
6-8	Allegheny; South Brook; South Hills; Sterrett
6-12	CAPA; Sci Tech
9-12	Brashear

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November 2017 Expansion Schools

Grade Band	November 2017 Expansion
K-5	(Crescent Early Childhood Center); Lincoln; Miller; Weil
K-8	King; Manchester
6-8	
6-12	Milliones University Prep; Westinghouse
9-12	Perry
Special Schools	Oliver Citywide Academy



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March 2018 Expansion Schools

Grade Band	March 2018 Expansion
K-5	Allegheny, Dilworth; Fulton; Grandview; Liberty; Montessori; Roosevelt; Whittier; Woolslair
K-8	Arlington; Brookline; Carmalt; Colfax; Sunnyside
6-8	Arsenal; Classical; Schiller
6-12	Obama
9-12	Allderdice; Carrick
Special Schools	Conroy; Gifted Center; Pioneer; Student Achievement Center

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