



Pursuing Equitable Restorative Communities (PERC) Outcomes October 2, 2018

Expect great things.

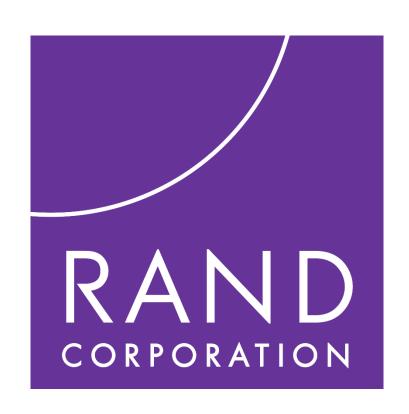


#### Restorative Practices in PPS

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



## Restorative Practices at Brashear High School





### 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 noninstructional staff)

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



### 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

## 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)

# PERC Schools

<b>Grade Band</b>	PERC Schools (22)
	Arsenal; Banksville; Beechwood; Concord; Faison;
K-5	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

# 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

# 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