Pursuing Equitable Restorative Communities (PERC)

Expect great things.
Pittsburgh Public Schools

What was PERC?

- **P**ursuing **E**quitable **R**estorative **C**ommunities
- Grant from Department of Justice through *Comprehensive Safe Schools Initiative*
  - o   Awarded October 2014
  - o $3M over 3 years
  - o   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

Grade Band	PERC Schools	Non-PERC Schools
K-5	Arsenal; Banksville; Beechwood; Concord; Faison; Linden; Minadeo; Phillips; Spring Hill; West Liberty; Westwood	Allegheny; Dilworth; Fulton; Grandview; Liberty; Montessori; Roosevelt; Weil; Whittier
K-8	Greenfield; Langley; Mifflin; Morrow	Arlington; Brookline; Carmalt; Colfax; Manchester; Sunnyside; King
6-8	Allegheny; South Brook; South Hills; Sterrett	Arsenal; Classical; Schiller
6-12	CAPA; Sci Tech	Westinghouse
9-12	Brashear	Carrick; Perry

Not Randomized: Allderdice, Conroy, Gifted Center, Lincoln, Miller, Obama, Oliver Citywide Academy, Online Academy, Pioneer, University Prep, Weil, Woolslair

SaferSanerSchools Restorative Practice Key Elements	Scope of Proficiency
1. Affective Statements *Personal expressions of emotion in response to another person's behavior, e.g. "I'm proud of your effort on this assignment"*	School-wide
2. Restorative Questions *Set 1: What happened? What were you thinking of at the time? What have you thought about since? Who has been affected by what you have done? In what way have they been affected? What do you need to do to make things right?* *Set 2: What did you think when you realized what had happened? What impact has this incident had on your and others? What has been the hardest thing for you? What do you think needs to happen to make things right?*	School-wide
3. Small Impromptu Conference *Structured conversation using the restorative questions.*	School-wide
4. Proactive Circles *Circles used to build community or cover course content.*	Broad-based
5. Responsive Circles *Circles held in response to an incident.*	Broad-based
6. Restorative Conferences *A formal, scripted process held in response to a serious incident.*	Targeted
7. Fair Process *Observing engagement, explanation and expectation clarity in decision making.*	School-wide
8. Reintegrative Management of Shame *Using shame productively to strengthen ties between the offender and the community, rather than stigmatizing the offender and pushing them out of the community.*	School-wide
9. Restorative Staff Community *Utilizing restorative practices among staff.*	School-wide
10. Restorative Approach with Families *Utilizing restorative practices with families.*	Broad-based
11. Fundamental Hypothesis Understandings *"Human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things with them, rather than to them or for them." (From IIRP)*	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