OPRF & Umoja Partnership

February 20th, 2019
Stephanie Baeza, Director of Professional Learning
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

1. Social & Emotional Learning
   - Increase the social-emotional literacy of students and adults
2. Restorative Justice
   - Build restorative mindsets and practices that offer an alternative to punitive discipline
3. Post-Secondary Readiness
   - Support effective post-secondary readiness practices

Umoja
Student Development Corporation
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
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

<table>
<thead>
<tr>
<th>Punitive</th>
<th>Restorative</th>
</tr>
</thead>
<tbody>
<tr>
<td>What rule was broken?</td>
<td>Who was harmed?</td>
</tr>
<tr>
<td>Who is to blame?</td>
<td>What are their needs?</td>
</tr>
<tr>
<td>What punishment is deserved?</td>
<td>Whose obligations are these needs?</td>
</tr>
</tbody>
</table>
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
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 another
- 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*
Establishing Shared Values
Developing SEL Skills
Building Relationships & Community
Restorative/Relational Mindsets

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

UNIVERSAL
Establishing Shared Values
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TARGETED
Managing Difficulties & Conflict
Repairing and Reconnecting

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

INTENSIVE
Repairing Serious Harm
Reconnecting

• Peace Circles
• Healing Circles
• Restorative Mediation / Conversations
• Counseling & Other Services

Adapted from: Implementing Restorative Practices in Schools, Thornsborne & Blood, 2013
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

Mindsets

Practices

Community & Systems
Reflection

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