

How Do We Train Our Educators?

Professional Development

Specific to Restorative Practices

Restorative Practices Launch: Introduce restorative practices to the school staff, provide an explanation why the school is investing in this process, share data to support implementation, provide strategies to implement in the classroom, provide opportunities for role-playing

Modeling Key Strategies for Classroom Restorative Practices: Support educators by modeling peace circles or restorative dialogue with their own students and during faculty meetings

Observation and Debrief Cycles: Non-evaluative observations and one-on-one coaching sessions around establishing a positive classroom culture and supportive learning environment using restorative practices strategies

Targeted PD: Professional development directly informed by data collection (eg, to address a commonly referred behavior that has increased the number of referrals or to remind educators how to use a strategy that a survey indicated they were not using appropriately or consistently)

Integrating RP and Curriculum: Integrating restorative practices into curriculum content or lesson structure

Supportive to Restorative Practices

Any professional development offered to staff should have a restorative lens, ensuring that staff understands how this new skill or strategy will also help contribute to a positive school climate.

Schools leaders should expand the tools available to educators to create a restorative climate by offering the following professional development:

Cultural Competency, Implicit and Explicit Bias, and Anti-Racist Training

De-Escalation Training

Trauma-Informed Education

Motivational Interviewing

Relationship-Building and Social Emotional Skills

Home-visit training