Restorative Practices (RP)

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Practices

Mindset of adults

• Intentional creation of community among adults;
• Examination of one’s own relationship to harm;
• Explore implicit bias, historical trauma and resilience.

Practices that build community

• Empathetic communication which includes listening with care and curiosity, and speaking using the language of feeling;
• Circles to build and maintain relationships, to teach, to meet, to problem-solve, to provide on-going support.

Practices that respond to harm

• Restorative questions used in a chat or conversations with one or two people;
• Circle or conferencing with a group of people affected by harm, using the restorative questions.
Lessons from the field

Adults

• Start building relationships between the adults
• Help adults build support and accountability with each other

System

• Explore system accountability and support
• Recognize harm caused by the system
• Minnesota Department of Education Restorative Practices website

• St. Paul Public Schools Restorative Practices website

• Living Justice Press: Colorizing Restorative Justice

• Restorative Practices at School: An Educator's Workbook

• New Thinking: Restorative Justice is Racial Justice A podcast of RP practitioners reflecting on the work of implementing RP through equity in Brooklyn schools, providing “grace to be a person.”