

## “Leading the Process of Cultural Change From a Punitive to a Restorative Paradigm”

### A) Three (3) Big Ideas – (that underlie a successful cultural transformation)

- **RJP is not ‘Fixing the Kids’ – Everyone Must Change-** The social interactions of all people in the building must become positive/restorative
- **Educating the Whole Child: – “The 51%-49% Understanding”** – we need to split our time in school evenly between academic and social emotional learning.
- **Setting the Basis for a Successful Transition by: Creating a “Culture of Self-Reflection”** – RJP’s 2 main goals are: to help people take responsibility and have people make amends. It’s much easier to have people in conflict take responsibility and fix what they’ve broken, if everyone in the building is doing it, in every situation.

### B) Five (5) Essential Building Blocks –

- **Create a Vision** – of how you’d like people to treat one another. What will your school look and feel like? This should be done by all stakeholders in your building
- **Mobilize Your Community** – create a plan to organize (win over) the different sectors (job categories and grade levels) in your school. Who will you reach out to first and how? How will you neutralize the ‘naysayers’? Define the stages in your RJ implementation plan.
- **Walk the Talk** – each school leader (all adults really) must embody a restorative attitude toward life. Each leader ‘must live in the WITH box on the Social Discipline Window’, constantly nurturing and, at the same time, holding everyone to high standards. Each leader/adult must be thoroughly self-reflective and open to critical feedback.
- **Infuse Restorative Structures, Processes and Tools into the Daily Fabric of Your School** – Circles are not only for Advisory. How about holding department and full staff meetings in circle? Or using circles in meetings for our paras, office staff, parents, etc? With are SSAs? How can we be self-reflective first in all our actions during a school day? How can we stop blaming!?
- **Establish a Common Language, Set of Behavioral Expectations and a Clear Set of Restorative Responses.** – Whether you review and refine your Core Values, create new Values for everyone to follow in your building, or do a school wide exercise such as defining respect, you must all speak the same language, be agreed on how people should behave across the board and have protocols in place which will define exactly how you respond to violations of your discipline code or school wide behavioral guidelines.