

Project Status
Current Date: March 11, 2011

Restorative Practices/Positive School Climate

Sponsor: Kevin Truitt

Leader(s): Claudia Anderson

Manager(s):

Start Date:

End Date:

Addresses: District Goal 1 (Access: Make Social Justice a Reality)

Project Description

Restorative Practices (RP), when broadly and consistently implemented, will promote and strengthen positive school culture and enhance pro-social relationships within the school community. This shift in practice will result in a culture which is inclusive; builds fair process into decision-making practices and facilitates students learning to address the impact of their actions through a restorative approach. Students will learn to accept accountability and to repair the harm their actions caused; recognize their role in maintaining a safe school environment; build upon their personal relationships in the school community and recognize their role as a positive contributing member of the school community. Ultimately, they will learn to make positive, productive, and effective choices in response to situations they may encounter in the future.

Project Annual Goals

1) Develop multi-year implementation plan in partnership with International Institute of Restorative Practice (IIRP), Educators for Social Responsibility, City College of San Francisco, and other local restorative practice partners. 2) Provide Introduction to Restorative Practices professional development to teams of site-based support services staff and administration at all grade levels, with particular emphasis on middle and high schools. 3) Provide introductory professional development for all centralized Student Support Services Department administrators and counselors. 4) Establish RP professional learning community teams in elementary, middle and high schools that have attended the introductory training and provide ongoing guidance and implementation support to those teams. 5) Provide restorative justice (RJ)/restorative practices foundational overview to all Area Assistant Superintendents and Executive Directors, as well as other targeted cabinet-level staff. 6) Identify several schools with the interest, commitment and capacity to begin the Safer Saner Schools 2-year program through IIRP. 7) Provide Alternatives to Suspension professional development (Educators for Social Responsibility) and Restorative Practices professional development (IIRP) to targeted middle school sites. 8) Convene a work group to begin the redesign of the expulsion process using a restorative practices model. 9) Develop a system for tracking positive indicators of RJ implementation that can be utilized during the multi-year implementation. 10) Establish and conduct regular community forums to update community stakeholders on SFUSD Restorative Practices implementation and invite dialogue surrounding broad implications of restorative practices in the community.

Key Achieved Milestones

1) Between December and March, trained over 300 centralized and site-based student support staff members, selected teachers, administrators, and community partners in a day-long Introduction to Restorative Practices with International Institute for Restorative Practices. 2) MS counselors and Learning Support Professionals (LSPs) have participated in a two-day Professional Development with Educators for Social Responsibility 3) Centralized SSSD staff have begun providing site staff with support and consultation on a restorative approach to discipline. 4) Pupil Services Program Administrators have utilized restorative practices in lieu of expulsion hearings. 5) Organized and implemented community forums related to restorative practices. 6) Presented Safer Saner School 2-year Restorative Practice program to 15 potential demonstration sites.

Key Deliverables Produced

1) Designed a follow-up survey to assess post-training utilization of specific practices - to be administered to all training participants. 2) Developed and utilized Training Reflection Form to gather ongoing data from training session participants to ensure that there is continuous inclusion of all stakeholders.

Key Upcoming Milestones	Key Upcoming Deliverables
1) Identify and select 3 demonstration schools to complete a two year Safer, Saner Schools program. 2) Send a small team of SFUSD employees to a 3 day intensive institute around restorative practices at IIRP (in May). 3) In Late May and early June, implement the first phase of the two Safer, Saner Schools program with the 3 demonstration schools 4) Identify a cadre of coaches to increase our own capacity.	1) Administer survey to all of the people who have participated in the trainings 2) Redesign the office referral form to try to capture the implementation of RP. 3) Develop a district-wide, streamlined system for collecting office referrals and suspension data (on-line). 4) Measure lost instructional time per office referral. 5) Implement school climate site-specific assessment. 6) Checks and YRBS measure school climate.

Key Stakeholder Contact Points (Communication Plan Milestones)

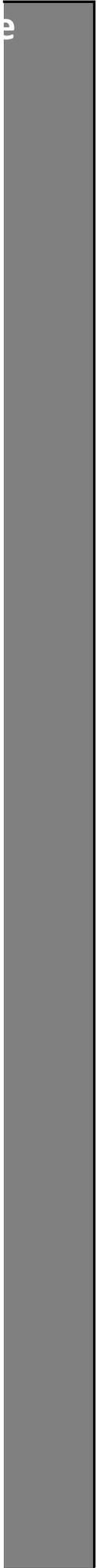
1) Conducting ongoing meetings with community partners and other community-based organizations, district employees and other practitioners of restorative practices in the Bay Area. 2) Conducted SFUSD Cabinet briefing in February. 3) Holding ongoing presentations with parent groups, including conducting workshops at the Parent Summit. 4) Conducted workshops at Youth Summit in March. 5) UESF leadership briefing is planned for April. 6) Ongoing use of Training Reflection Form to gather participant feedback.

Project Progress Metrics				
Milestones Achieved of Milestones Due	Milestones Achieved Avg =			78%
Funding Utilization	Over budget and critical needs not met	Over budget and critical needs met	On/under budget & critical needs not met	On/under budget & critical needs met
				X
Stakeholder Engagement	Stakeholder Engagement Avg =			83%
Impact on Intended Audience	Intended Audience Impact Avg =			

Project Resources
<i>Project Budget: 665,000 (rounded to nearest thousand) - Allocated as follows: \$183,000 Salaries and benefits; \$117,000 Books and Supplies; \$365,000 Consultants</i>
<i>District Investment:</i>
<i>Funder Investments, Current and Prospects: All current fu</i>

Lessons Learned and Challenges

1) Fully staffing this initiative with a full-time coordinator and restorative practices coaches in order to maximize district-wide implementation. 2) Strategically integrating the Restorative Practices Initiative with Supt/ SIG and Special Education Redesign, and planning to schedule the initial conversations that are needed to ensure that collaboration into next year. 3) Building understanding of restorative practices despite the fact that the intensive school-wide professional development was not launched until mid-year. 4) Ensuring that everyone takes advantage of the RP professional development that has been provided. 5) Ensuring that the pre-expulsion referral consultancy are effective in guiding schools to implement alternatives to expulsion (currently only moderately effective). 6) Ensuring that the initiative is implemented on schedule despite legal aspects of negotiating some work contracts that have impeded implementation. 7) Ensuring the achievement of long-term project outcomes despite the fact that the project is dependent upon PEEF money being reinstated, and/or additional funding streams to continue project. 8) Managing a "challenge of perception" expressed by site staff surrounding the longevity and sustainability of district-wide initiatives in general.



Implement