Building a Restorative Culture in the Howard County Public School System

Dr. Kevin F. Gilbert, Director of Diversity, Equity, and Inclusion

Rosanne Wilson, Specialist for Positive Behavioral Supports and Anti-Bullying
Restorative Justice and Restorative Practices

Restorative Justice: A philosophy that emphasizes building relationships.

Restorative Practices: Build healthy relationships between students and staff, as well as among adults within the school community.
Restorative Justice

Background

- **Restorative Practices in HCPSS**
  - 2012-14 Homewood - Ongoing
  - 2014-16 Restorative Practices Workgroup
  - Centralized Coordinated training (30 hr. CPD Course, 2-day training)
  - School teams of 10-15, including administration
Background

- **Restorative Practices in HCPSS (Continued)**
  - Funded by LDF Grant Restorative Practices- Social Emotional/ED/PBIS
  - Coordinated liaison assignments with MCRC (Mediation & Conflict Resolution Center)
  - 2015-17 Organized Middle school trainings
  - Funded by School Admin Office
Background

- Restorative Practices in HCPSS (Continued)
  - Reviewed progress, discussed next steps, Restorative Justice in Education/HCPSS
  - Updated current RP CPD course to include Restorative Justice philosophy
Types of Restorative Practices

• Circles (most widely used practice in district)
• Relational practices
• Restorative routines
• Peer mediation
• Restorative conversations
Assessment Findings

• Current Practices are not aligned with one another or consistent
• Students are the largest participants in Restorative Justice, with limited participation by adults
• There is confusion around language
Alignment of Restorative Justice

- **Strategic Call to Action**
- **Positive Behavioral Interventions and Supports**
- **Multi-tiered System of Supports (Instructional Intervention Teams/Student Support Teams)**
Recommendations

• The Office of Diversity, Equity, and Inclusion should
  • Monitor the implementation of Restorative Justice
  • Begin working with school leaders on strategies to implement Restorative Justice
  • Develop a peer mediation program within HCPSS and assist schools with identifying practices other than circles
• Staff who are already trained in restorative practices should be retrained in order to ground their work in the philosophy
• HCPSS should develop a training model to ensure practices within district are consistent
Questions