

NYSED
2019 Safe & Supportive Schools
Technical Assistance Webinar

IMPLEMENTING RESTORATIVE PRACTICES TO ENSURE ENDURING RESULTS

LORI DECARLO, RANDOLPH ACADEMY SUPERINTENDENT

Welcome!

We will begin shortly.
Let us know you're here by
telling us your name and
district/school in the Chat box.
Thank you!



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IMPLEMENTING RESTORATIVE PRACTICES TO ENSURE ENDURING RESULTS

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Culture

- Your School's Personality
- "The Way We Do Things"
- Beliefs & Values
- Norms
- Evolves over years

Climate

- Your School's Mood or Attitude
- How it feels to be in your schools for staff and students
- Flexible, easy to change

Gruenert, S & Whitaker, T. (2017) *School Culture Recharged: Strategies to Energize Your Staff and Culture*. Alexandria, VA: ASCD.

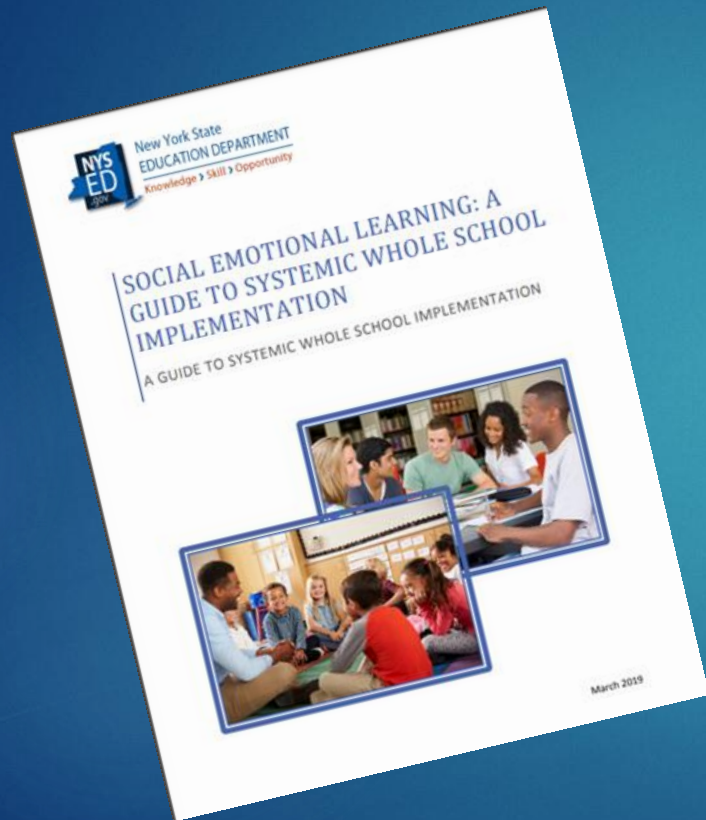
Transforming School Culture:



CAN BE A TOUGH NUT TO CRACK!

Research has identified the factors associated with successful, enduring implementation that proves a helpful guide for planning.

NYSED Guidance May 2019



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LONG TERM SUSTAINABILITY

Ensuring that the efforts of the school will result in long term sustainability is among the issues the SEL Implementation Team will need to consider as it begins to look at the school and how best to implement systemic SEL.

Connecting Research to Practice

Maurice J. Elias, PhD
Professor & Director of Clinical Training in
Department of Psychology
Rutgers University



Elias, M. J., Zins, J. E., Graczyk, P. A., & Weissberg, R. P., (2003). Implementation, Sustainability, and Scaling Up of Social-Emotional and Academic Innovations in Public Schools, *School Psychology Review*, Vol. 32, No.3, p. 311.

Factors Associated with Successful, Enduring Implementation



1. Linked to state goals of schools & districts
2. High visibility in the school and in the community

Factors Associated with Successful, Enduring Implementation



3. Consistent support
from school principals

4. Balance of support from
both new and seasoned
administrators

Factors Associated with Successful, Enduring Implementation



5. Involvement of individuals with high shared morale, good communication and sense of ownership

Factors Associated with Successful, Enduring Implementation



6. Presence of a program coordinator or committee to oversee implementation and resolution of day to day problems

Factors Associated with Successful, Enduring Implementation



7. Ongoing formal & informal training, including some involvement of acknowledged experts

8. Varied and engaging instructional approaches

Factors Associated with Successful, Enduring Implementation



9. High inclusiveness of all
school populations



Factors Associated with Successful, Enduring Implementation



10. Components that
explicitly foster mutual
respect and support
among students

ACTION PLAN:

Establishing Readiness for Change & Planning



1. Establish a team:

RJ Team

SEL Team

Culture of Care Team

ACTION PLAN:



2. Allow plenty of time to learn together, *IN CIRCLE*:
 - Book Studies/Read Research
 - PLC
 - Attend Training Together
 - Watch & Discuss You Tube Videos on RJ

ACTION PLAN:

Establishing Readiness for Change & Planning

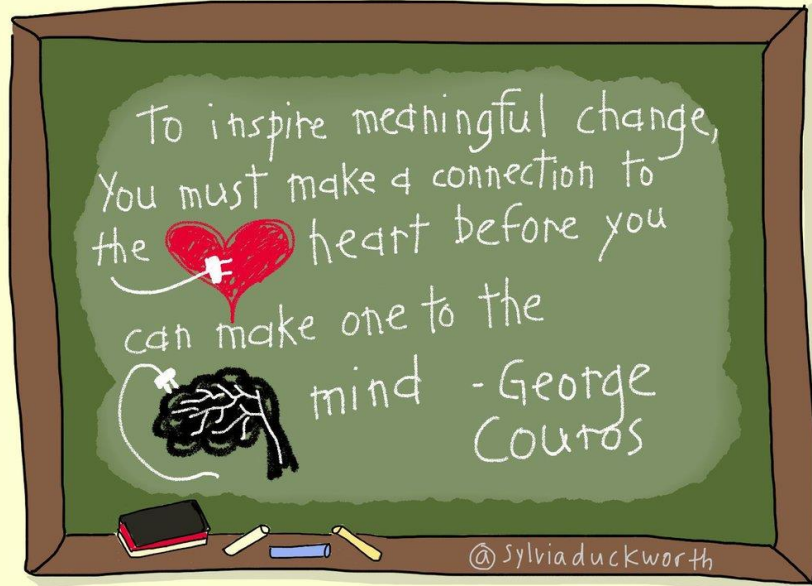


3. Assess current culture:

- Compare & Contrast
- Observational Data
- School Climate Survey

ACTION PLAN:

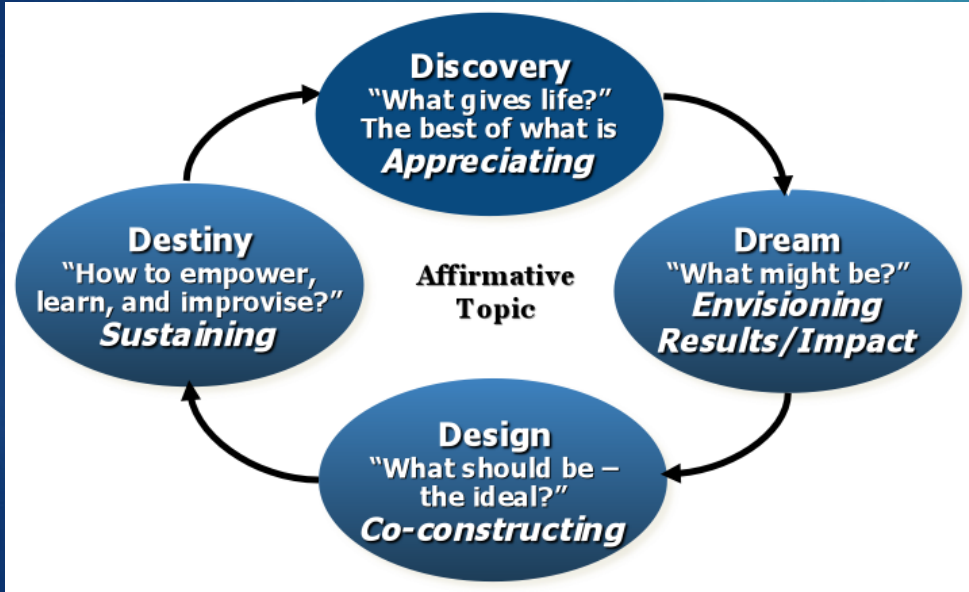
Establishing Readiness for Change & Planning



4. Craft your messaging to communicate the moral imperative to implement a restorative approach. Tell stories that capture the heart.

ACTION PLAN:

Establishing Readiness for Change & Planning



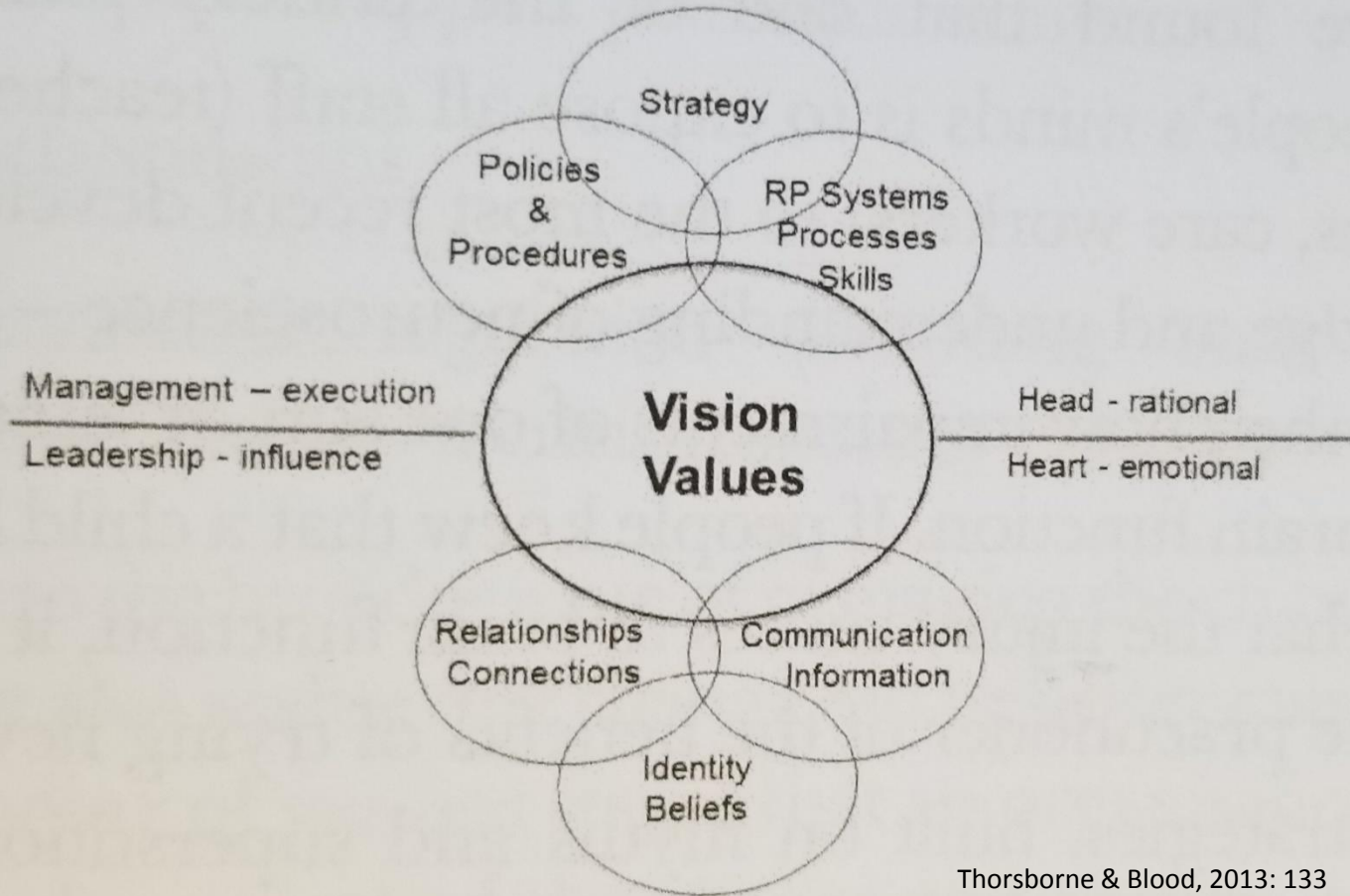
5. Build upon strengths and expand the good aspects of the system that already exists.

ACTION PLAN:

Establishing Readiness for Change & Planning



6. Partner with others who are on the same mission to network, collaborate & learn together.



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GEORGE LUCAS EDUCATIONAL FOUNDATION

Also by Maurice J. Elias, PhD

SOCIAL AND EMOTIONAL LEARNING

How to Implement Social and Emotional Learning at Your School

To implement SEL at your school, use these seven activities to help students build self-awareness, self-management, social awareness, relationship skills, and responsible decision making.

By [Maurice J. Elias](#)

March 24, 2016



SOCIAL AND EMOTIONAL LEARNING

7 Steps for Turning Around Under-Resourced Schools

Steps for creating positive change at under-resourced schools include celebrating existing successes, allowing time to grow for school leadership, including the youth in school decision-making, and networking with other schools for inspiration.

By [Maurice J. Elias](#)

April 4, 2016





Questions & Answers

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