

Consultants and Follow-up

Individualized consultant's visits are scheduled with each school site to facilitate implementation. Sites determine how consultant hours are used. The number of consulting hours varies depending on the training year and site's needs.

Multi-Modality Trainings

Training is practical, relevant, and hands-on. A wide variety of activities are led by qualified professionals who engage participants. Activity examples: line-up review, success stories, documentation, group presentations, role play, circles, reflection, small and large group discussions, case studies, self-assessment, and video clips.

Opt. Circles Training

Circles are a key component of Restorative Practices in Schools. However, to actually implement circles, participants need training and practice in facilitating circles. Three 2-hour optional trainings are held after school and are open to all participants in training Cohorts 1, 2 & 3.

OUR PRESENTERS

Dr. Marian Fritzemeier, Ed.D.

Marian is an author, speaker and educator. She's a former college child development professor and high school teacher. Marian has experience teaching all ages and is passionate about training educators.



Dr. Marilyn Schroyer, Ph.D.



Marilyn is a counselor, consultant and teacher. She's a former college professor, school psychologist and administrator. She has extensive experience with special education. She serves on the Board of Directors in several agencies and loves helping organizations meet

their goals.

Kourtney Kauffman, MS, MFT Intern

Kourtney is Managing Director of Family Concern Counseling. She counsels and mentors youth and is an experienced case worker with foster youth and families. Kourtney is a trained Girls Circle facilitator and has a solid back-



RESTORATIVE PRACTICES:
CENTRAL VALLEY
YOUTH FOR CHRIST



Restorative Practices in Schools: 4 Year Training Overview

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Restorative Practices in Schools: Four-Year Training Overview

What are Restorative Practices?

Restorative Practices (RP), which has its roots in Restorative Justice, is a newer field of study that is being used in schools to improve student's accountability, repair harm, and restore relationships.

Pre-Training Consultation

A consultant conducts a two-hour initial site observation and interview before the first training session to learn about the school site's culture, leadership, successes, how RP can benefit the school, and provide tips on selecting a school site leadership team for training and implementation.

Year 1: Foundation of RP in Schools

This innovative and dynamic 3-day seminar offered over one month equips school site staff to implement RP in a way that typically increases student responsibility and decreases suspensions and expulsions. Ten consultant hours.

Year 1 Seminars

- Session 1: Principles and Practices of Restorative Practices in Schools
- Session 2: Action Strategies for Restorative Practices in Schools
- Session 3: Implementing Restorative Practices in Schools

Year 2: Leading Change with Confidence

Implementing change is complex. In Year 2, there's another full day of training and 5 follow-up hours with consultants. Site teams evaluate their original plans and create additional goals for Year 2 that lead towards further school-wide implementation.

Topics Include:

- Challenges with Change
- Why Change Fails
- 8 Steps for Change Process
- Roger's Diffusion Model of Innovation
- Maintaining the Gains
- Home-School Connection
- Site Team Presentations

Year 3: Collaboration, Continuity & Community

Working towards full implementation, Year 3 training includes one full day of training for all site team members and 5 hours working with consultants. Site team participants complete a Readiness to Change Checklist to determine issues preventing full implementation. Site teams also do presentations to demonstrate their progress.

Focus includes:

- Follow-up on *Eight Steps for the Change Process* (Year 2)
- Trouble-shooting
- Collaboration Concerns
- Expanding Leadership Skills
- Continuum of Practice
- Extending RP to Parents and the "Community"
- Parent Resources
- Create Publicity Materials
- Site Team Presentations

Year 4 and Beyond

In year 4, school sites have the flexibility to plan five hours with consultants to best fit their sites' needs towards full implementation.

