

## Consultants and Follow-up

Individualized consultant 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 cohorts and their corresponding site staff.

## 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.



### Kenneth Sylvia



Ken is the Director of Next Step Mentoring & Chief Ministry Officer. He has a Bachelor's Degree in Business Administration/ Human Resources, and a Master's Degree in Youth Ministry Leadership. Ken has a proven track record in training and collaboration.

### 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 background leading circles.



RESTORATIVE PRACTICES:  
CENTRAL VALLEY  
YOUTH FOR CHRIST



# Restorative Practices in Schools: 5-Year Training Overview

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# Restorative Practices in Schools: Five-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 six weeks 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: Restorative Relationships 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:

- Concerns About Change
- Kotter's 8 Mistakes
- 8 Steps for Change Process
- Roger's Diffusion Model of Innovation
- Overcoming Obstacles
- Leading Change
- Site Team Presentations

## Year 3: Continuity, Collaboration & Community

Working towards full implementation, Year 3 training includes one day of training for all site team members and 5 hours working with consultants. Site team participants will analyze their site's Staff Restorative Practices Survey to determine further plans towards full implementation. Site teams also do presentations to demonstrate their site's progress.

Focus includes:

- Fair Process: Decision Making
- Problem Solving
- Expanding Leadership Skills
- Continuum of Practice
- Extending RP to Parents and the "Community"
- Site Team Presentations

## Years 4 & 5: Growing & Harvesting Your RP Culture

In years 4 and 5 school sites have the flexibility to plan five hours with consultants to best fit their sites' needs towards full implementation.