

Agenda Softening Approaches Sub Committee Meeting Minutes
5:00-6:30
Room 105- Educational Services Center

Restorative Justice Presentation - Sarah Brush (20 min)

Sarah provided an overview of the restorative practice initiative in the ICCSD

Implicit Bias Training – 3-year contract
Year 1: Restorative Justice Pilot in 3 schools
Year 2: Educator-initiated trainings

Engaged research firm to do brief on best practices; focus group of current teachers of color; support group for URM teachers/staff

Research suggests that positive impacts from using restorative practices requires:

- Shift in approach by buildings and district over a 3-5 year period of rigorous implementation to be effective
- Alignment of existing policies
- Buy-in and support from building administrators
- Training and on-going support for educators in learning the skills and implementing with fidelity

Restorative Practices Committee Discussion: (45 min)

The group discussed current implementation of Restorative Practices at each of the pilot schools, the benefits and limitations schools are experiencing. Limitations of RJ included the amount of time involved to run restorative circles with fidelity and finding available staff to implement this. Restorative Practices has not yet been trained in a comprehensive way; conversation regarding the use of this practice versus other tiered models of support, Kate offered to have Laura Cottrell come to a future meeting to give a more in-depth overview of the Restorative Practices in place throughout the district currently and any plans the Equity department may have to expand Restorative Practices. There was discussion regarding use of Circles for universal supports-inclusivity, and community building, which has been less prevalent in the buildings thus far, with the current focus primarily on restorative circles following discipline infractions or peer conflict.

Recommendations: (15 min)

- Consider recommendations in this area-
Committee wants more information before making recommendations

Next Steps: (10 min)

- Focus for next meeting

Laura Cottrell – Restorative Practices: District Goals

Laura Cottrell/Kate Callahan/Lora Daily: Bullying and Harassment Procedures/
Incentives

Discussion/recommendations on both topics