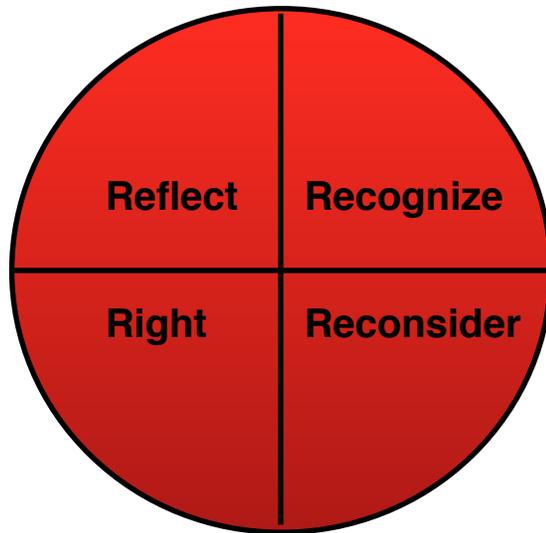




## Reparative Practices Process

### The Repair Process (Voluntary)



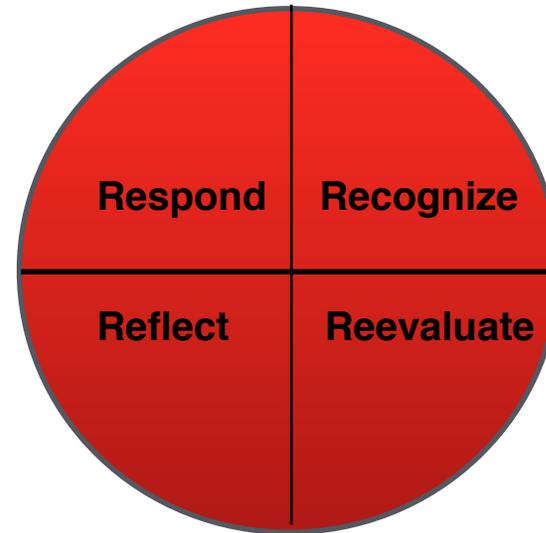
**Recognize (Facts)** - What happened? Who was impacted?

**Reconsider (Feelings)** - How did it make them feel? You? What has been the hardest?

**Right (Fix)** - What needs to happen to make things as right as possible?

**Reflect (Future)** - In the future...How can we keep this from happening again? What do you need? When should we check in? How will you deal with the instigators? Can we agree to come back if anything arises again?

### The Reactive Process



**Recognize** - Examine the facts

**Reevaluate** - Data, Past, Present, Impact, Attitude, Remorse, Right

**Reflect** - Strategies, Needs, Outcome

**Respond** - Consider possible consequences or third alternatives with a goal that leads to meaningful accountability



# Repair Action Plan (RAP)

## The Repair Process (4 R's)

The repair process creates a structured and safe environment for those affected by harm to safely share and express how they have been impacted and an opportunity for those who have caused harm to take responsibility.

## Repair Circle Guidelines

Respect the talking piece: Everyone listens everyone has a turn

Speak from the heart: Your truth, your perspective, your experiences

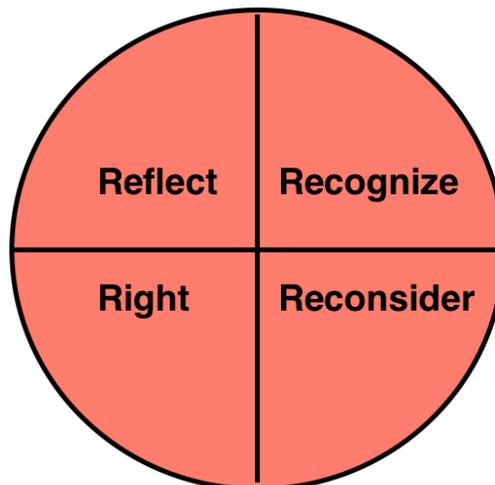
Listen from the heart: let go of stories that make it hard to hear one another

Honor confidentiality - What is said in circle stays in circle

## Preparation

1. Prior to bringing all parties together, the circle facilitator must be able to ensure the safety of each individual.
2. A pre-conference must be held individually with all parties prior to coming to circle, and agreements for coming to circle should be established.
3. Invite all parties who have a stake in the circle. This could involve other adults, students, parents or community members.
4. Find an appropriate time and location.
5. Select a talking piece, pre-determine guiding questions and any other materials needed for the circle.

## The Repair Process (Voluntary)





## **The Repair Action Plan Guiding Questions**

These guiding questions are designed to take participants through a structured conversation that will allow each participant an opportunity to respond to the questions and their voice to be heard. These questions are designed to lead all participants to accountability and responsibility.

### **Recognize (Facts)**

1. What happened?
  2. Who has been impacted by this incident?
- 

### **Reconsider (Feelings)**

3. How has this incident left you feeling? How have you been harmed?
  4. What have you thought about since?
  5. What has been the hardest part for you?
  6. What part do you take responsibility for?
- 

### **Right (Fix)**

7. What can you do to repair this harm? What would help fix this - make this as right as possible?
  8. What do you need as a result of this? What are you willing to do to fix this?  
To make this right again?
  9. Is this enough? Do you need anything else?
- 

### **Reflect (Future)**

10. How can we keep this from happening again?
11. Based upon what we agreed, when should we check in?



# Restorative Agreement Form

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Conference/Circle/Chat Date:

Facilitator Name:

Participants:

## Reason for the Conference/Circle/Chat: (The Facts & The Feelings)

## Agreement Components: (The Fix & The Future)

How have the participants agreed to repair the harm?

What will the participants do in order to avoid the harm in the future?

What support will the participants need in order to repair the harm?

**Check In Plan: (Monitoring the Agreement)**

When have the participants agreed to check in? (Record Specific Time, Date, and Place)

Who will be responsible for checking in with the participants?

**Additional Information:**

**Agreement Signatures:**

I have read the above agreement, and understand all of the obligations in which I am responsible. I intend to fulfill those obligations to the best of ability, and will ask for assistance if I cannot.

<b>Participant Signature:</b>		<b>Participant Signature:</b>	
<b>Participant Signature:</b>		<b>Participant Signature:</b>	
<b>Facilitator Signature:</b>			

# Strategies for Outcomes/Needs

Needs



**What does this student need from you/ others?** (Clarity about boundaries and limits, explanation of decisions, support to be on hand, space to be heard, a role model, consistency, invitation to help solve problem)

Strategy



**Before you decide on a strategy, be careful about your thinking:** if you don't take time to consider the outcome questions, the consequences or strategy you choose may be counterproductive. *Taking the time to identify the desired outcomes means you can select a strategy that will deliver them.*

Outcome



**Who are the people you need to consider in terms of these outcomes?** (Victims, bystanders, educators, parents)  
**What do you want for each of them?** (Feel safe, have materials replaced, meet obligations, take responsibility, learn from experience)