In 2016, SB100 went into effect in Illinois, eliminating zero-tolerance discipline policies that disproportionately harm Black and Brown students, with the intent to implement a system that more appropriately met the needs of the vastly diverse group of students in our state by reducing punitive, exclusionary discipline measures. Since then, Chicago schools have adapted Restorative Practices to proactively and reactively address school discipline issues and create positive learning spaces across the city by striving to holistically address the needs of the diverse population of students. We are a team of Illinois Teach Plus Policy Fellows and Chicago teachers seeking to examine how the implementation of this bill has impacted school culture and climate—defined as the “heart and soul of the school” in both charter and public schools in Chicago.

We analyzed publicly available 5Essentials survey data questions related to teacher and student feelings of safety at all Chicago elementary schools and conducted focus groups with teachers representing 29 public and charter schools to further gain insight into restorative practices within schools across Chicago.

Findings:

1. 40% of Chicago elementary schools have seen decreases in both teacher and student ratings of safety in school since 2016, according to 5Essentials Survey Data.

2. Many teachers felt that while Tier I implementation is developing within their schools and across the district, implementation of Tiers II and III is either weak or lacking entirely.

3. Chicago teachers report experiencing inconsistency with training and share a desire to receive training around Restorative Practices to better meet the needs of their school communities.

Recommendations:

1. Establish Professional Learning Communities to support schools with implementation and training of restorative practices.

2. Provide high quality, differentiated training protocols that all school staff receive city-wide; consistent, ongoing training programs with opportunities for authentic practice and reflection.

3. Implement accountability measures for network and school administration to improve restorative practice usage among school staff and leaders.
Next Steps and Resources:

**For Administrators**

- Explicitly teach effective communication skills and protocols to build a culture of respect, even virtually, in the fall.
- Utilize the CPS Restorative Practices Toolkit ([CPS Restorative Practices Guide and Toolkit](#))
- Provide resources for staff around building meaningful and responsive communities both virtually and in person.
- Come up with school-wide expectations around relationship-building, circles, and responsive restorative practices during remote learning.
- Assess teacher confidence in implementing restorative practices within each school building.

**For Teachers**

- Continue to prioritize relationships with students and families by asking questions.
- Conduct virtual circles and share information with families ([www.restorativejusticepartners.org](http://www.restorativejusticepartners.org))
- Explore [www.rjcolorado.org/covid-19](http://www.rjcolorado.org/covid-19) for restorative practice resources tailored to the time.
- Implement and advocate for training around restorative practices within your school.

The International Institute for Restorative Practices ([http://www.iirp.edu](http://www.iirp.edu)) provides suggestions on how to adapt restorative questions to remote learning.

<table>
<thead>
<tr>
<th>Typically Used Restorative Questions</th>
<th>Adapted Questions</th>
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<tbody>
<tr>
<td>What were you thinking when ________ happened?</td>
<td>How are you impacted by social distancing? Loss of income? Loss of social connections?</td>
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<tr>
<td>What impact has this incident had on you and others?</td>
<td>What has been the hardest part of this crisis?</td>
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<tr>
<td>What has been the hardest thing for you?</td>
<td>Share one thing that you are doing to move forward, to find joy, etc.</td>
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<tr>
<td>What do you think needs to happen to make this right?</td>
<td>What is something you have in your control during this time? What will you do or how will you utilize this in the coming weeks?</td>
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