



## Supporting an Implementation's Team's design process for Restorative Justice Practices (RJP)

A full-fledged culture shift is tough to achieve without help.

Shifting any group toward an accountable, healing and caring interpersonal environment takes time and commitment.

Our experience shows that training alone won't sustain your investment in the Restorative mindset.

You also need to support it with Restorative systems and processes.

**You need an implementation plan.**



### YRP suggests the following process for the difficult early phases of implementation:

1. Train a handful of leaders deeply with a Certificate of Initial Mastery
2. Offer on-site training for at least one group of 10-20 others to ensure a diverse pool of people to tap for an Implementation Team
3. **Create an implementation plan to serve as a dependable systems framework that supports and enhances Restoration's concepts and skills.**

**Together** we'll help your Team identify the point people and available times for circling when the plan is complete.

Our protocols begin with an examination of the existing assets that could be expanded and made more effective and visible (to staff in particular). We look at obstacles and frictions. We talk about the availability of existing resources among personnel, school community and whatever standing meetings might be adapted or redeployed to the work. The goal is to position your organization or school with a strong platform for creating, sustaining and encouraging all your future Restorative efforts.

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## details...

- Our work with you should take in four 2½-hour sessions, preferably over the course of a month.
- YRP provides worksheets that can be completed between sessions to maximize the team's work time.
- Work sessions take place in circle, practicing the skills, hearing every voice in the room, always honing the behavior and language that leaders will be modeling.
- YRP records the thinking on white boards or chart paper. Your staff simultaneously creates google docs that can be shared.

## YRP's implementation process results in a plan of actionable specifics:

### Session 1

- Who? When?
- What are the existing resources?
- What should be measured?

The How, of course, are Restorative Justice Practices themselves.

### Session 3

- What would the organization's climate and culture look like if we had it right?
- Taking the information collected, what's the backwards design that will make that happen?

### Session 2

- How do we support accountability instead of managing behavior?

### Session 4

- Finalize short-term decisions, plot long-term plans on a timeline, and design specifics of a rollout to the entire community or group.

### Cost: \$2,500

for 10 hours of face-to-face consulting and up to 3 hours of phone and email.

**When the time is right**, YRP recommends follow-up (or concurrent) training for more people to "widen the circle" and speed the momentum of your efforts. We also recommend using our consulting services at least occasionally to avoid allowing systems or other problems to stall or compromise fidelity.

**Quality control matters.**

