



# Restorative Practices

*Presented by  
Mary Cline-Stively*

*Thank You for your  
participation and partnership!*





## *As We Gather.....*

- Please make sure your screen name includes your first name and pronouns
  - Go to the 3 dots in the upper right hand corner of your image/frame and choose "rename"
- Share in the chat 1-2 words that describe how you are coming into the space today.



Compassion



Appreciation



Resilience



Empowerment

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# Introduction

## How we will spend our time together

- Using different tools to engage
- I LOVE questions and comments – feel free to raise your hand or jump off mute
- Use reactions

## Break out – 5 minutes

- Groups of 2-3
- Name, what you do and questions or thoughts you have about Restorative Practice.



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# Community Agreements

- Assume positive intent
- Embrace the power of humble, respectful listening
- Create trusting and safe spaces – where a little bit of discomfort is okay. Learning leaves – Stories stay
- Avoid blame, speculation, and inflammatory language
- Speak from your own experience instead of generalizing
- Participate to the fullest of your ability -- community growth depends on the inclusion of every individual voice



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# *The Intent of our time together....*

- Describe the key concept of Restorative Practice
- Reflect on how Restorative Practice can help us be more Trauma Informed in our approach
- Apply some Restorative Practice tools into your work



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# Restorative Practice

A way of thinking and being focused on creating safe spaces for real conversations that deepen relationships and build stronger more connected communities. ~Mark Vander Vennen



[https://www.youtube.com/watch?time\\_continue=9&v=obyZY4Xzal&feature=emb\\_logo](https://www.youtube.com/watch?time_continue=9&v=obyZY4Xzal&feature=emb_logo)

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# Restorative Practices

An emerging social science that studies how to ***strengthen relationships*** between individuals as well as social connections within communities.



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# Healthy Relationships

What do healthy, positive, appropriate relationships look like? Feel like? Sound like?



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# Fundamental Hypothesis

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The fundamental hypothesis of restorative practice is that human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things **with** them, rather than **to** or **for** them.



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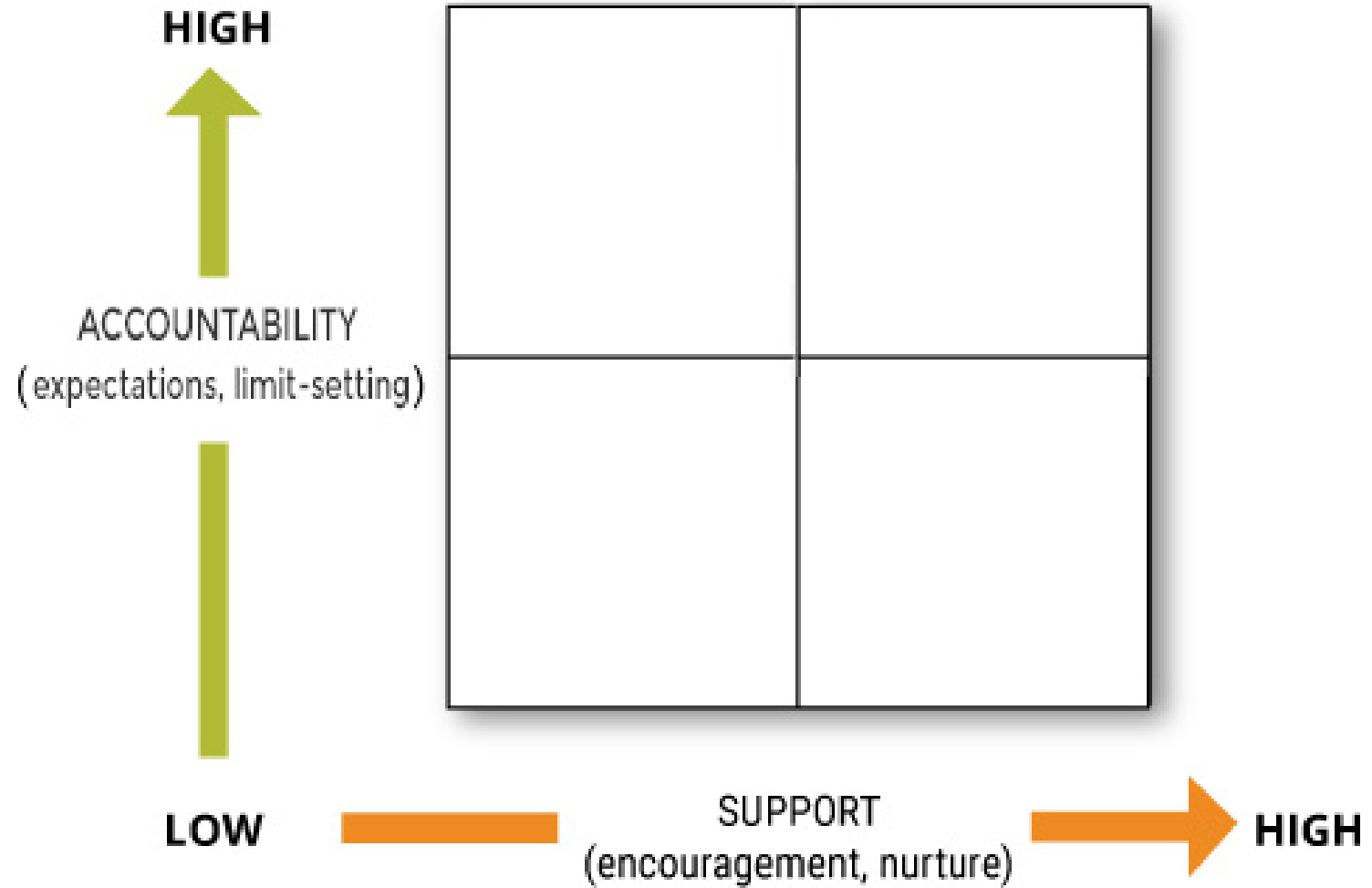
Resilience



Empowerment

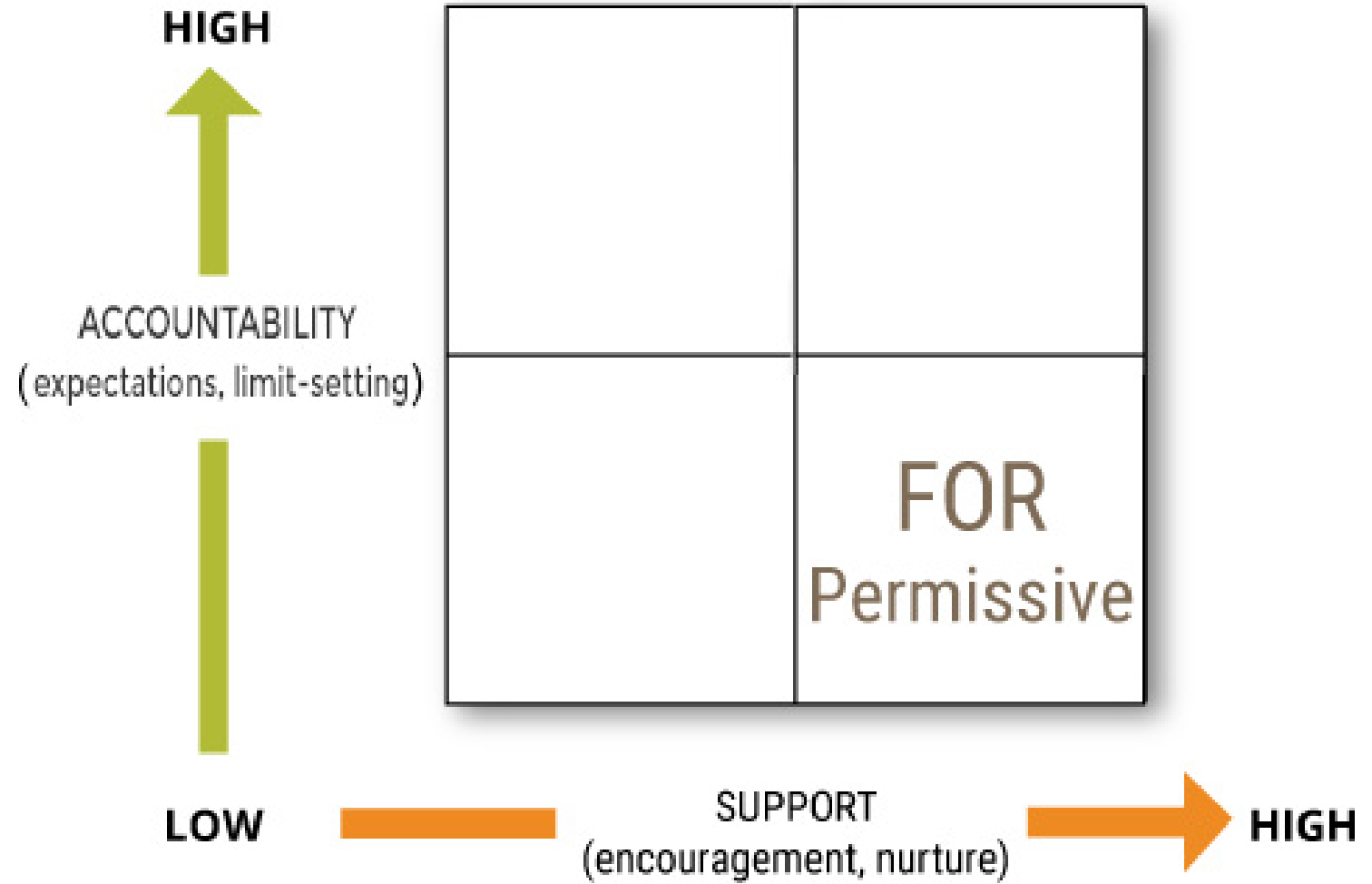
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# Social Discipline Window



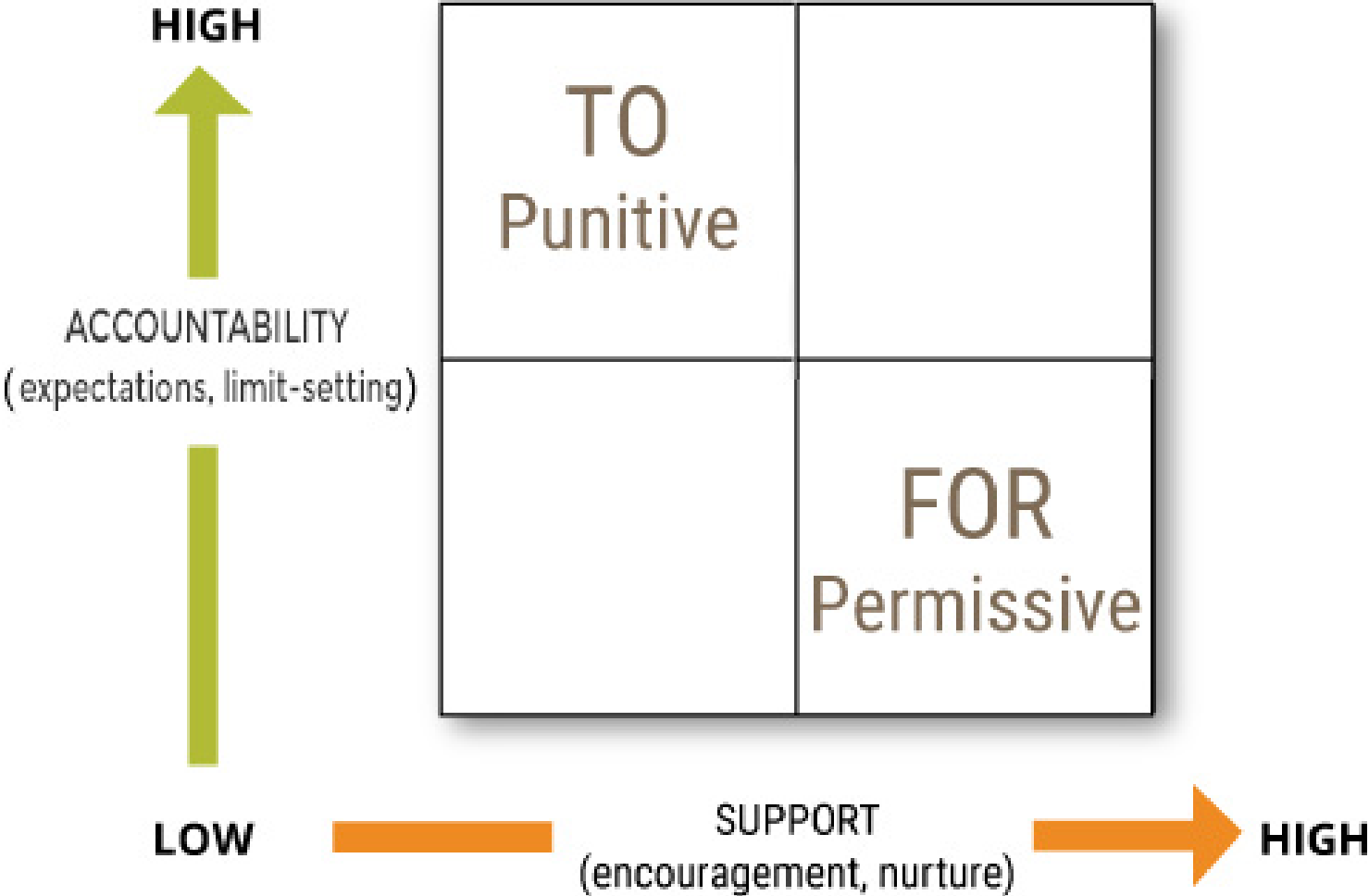
Adapted by Paul McCold and Ted Wachtel

# Social Discipline Window



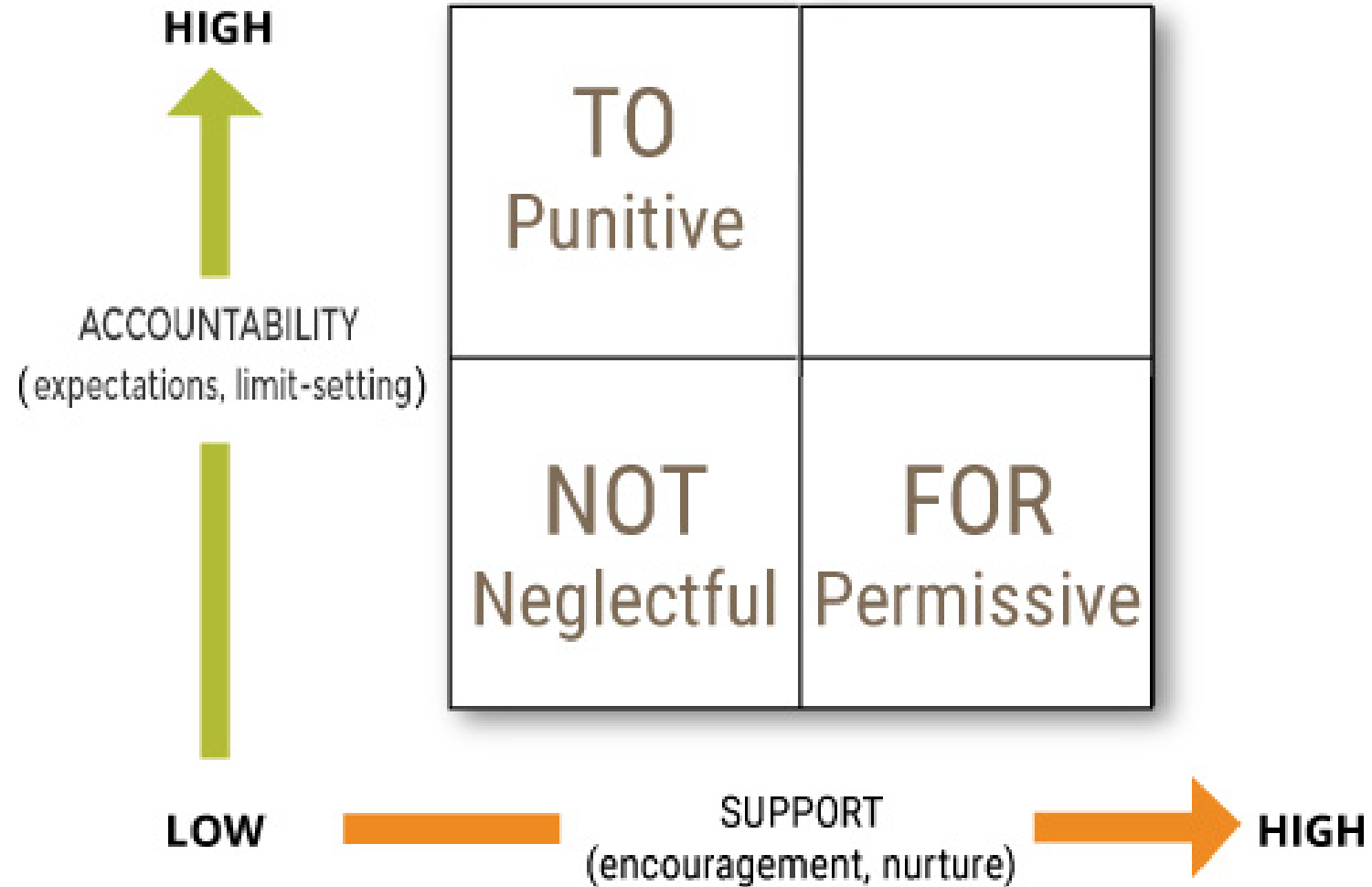
Adapted by Paul McCold and Ted Wachtel

# Social Discipline Window



Adapted by Paul McCold and Ted Wachtel

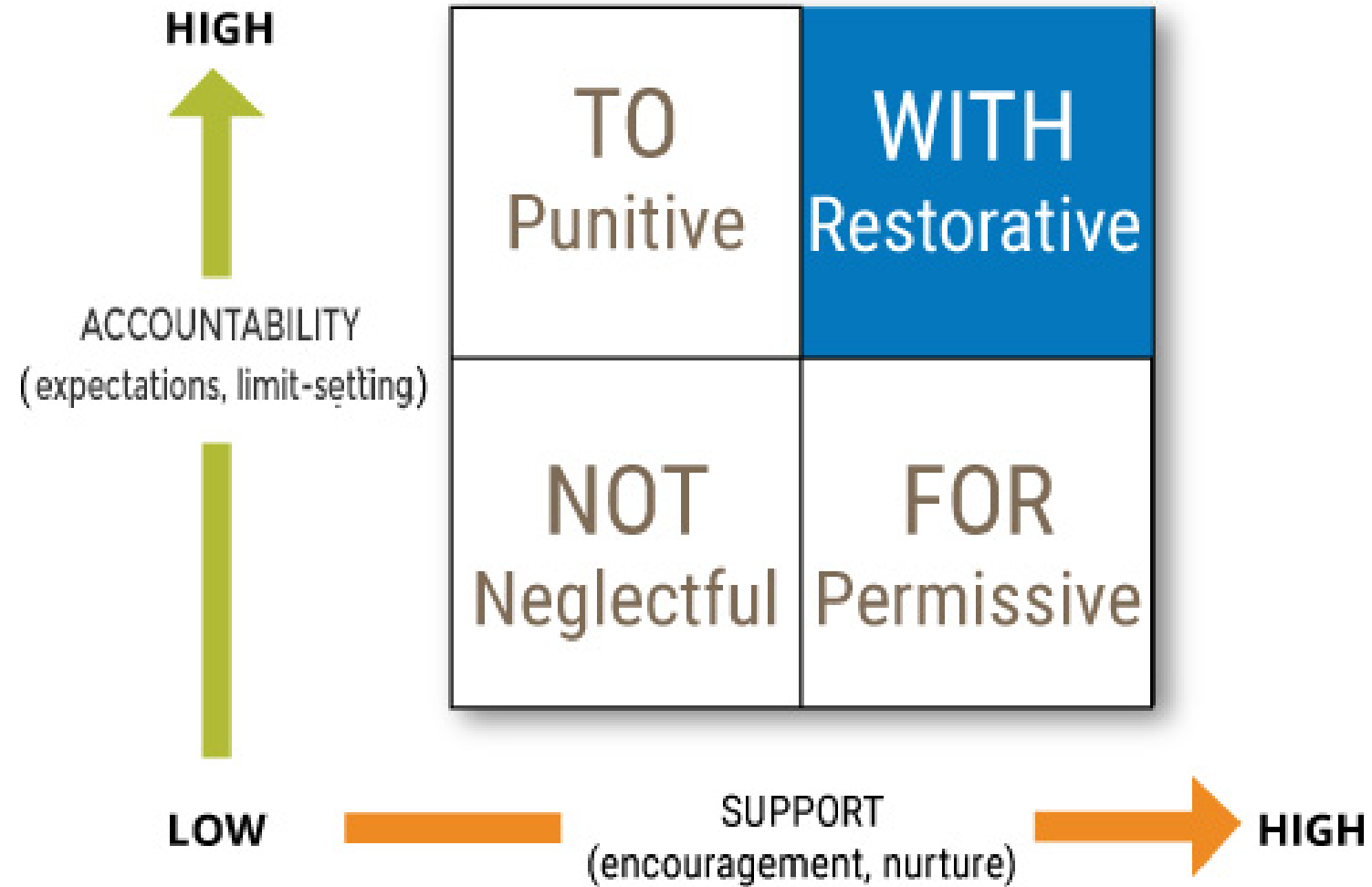
# Social Discipline Window



Adapted by Paul McCold and Ted Wachtel

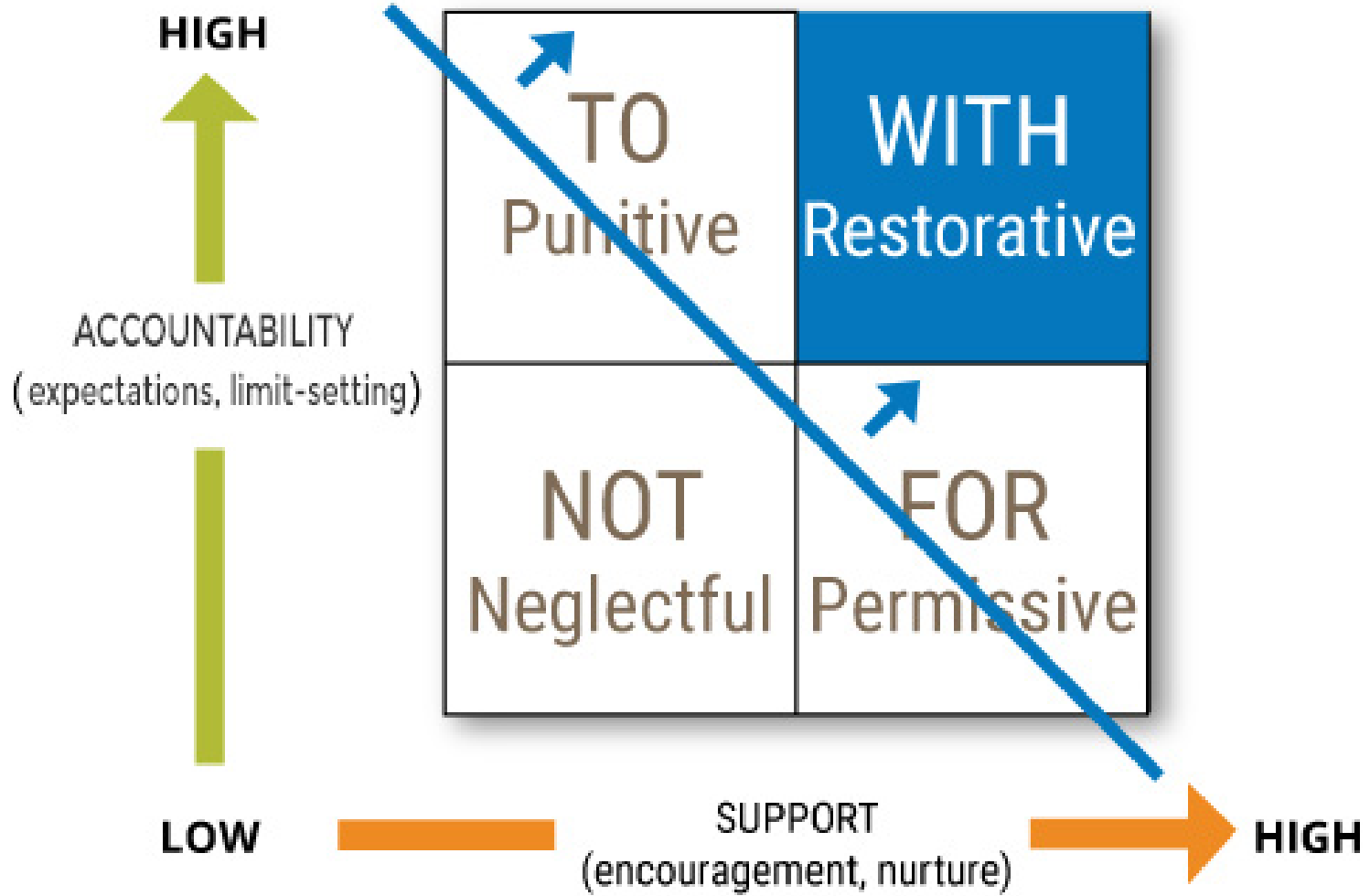


# Social Discipline Window





# Social Discipline Window



Adapted by Paul McCold and Ted Wachtel

# Break out Exercise

- We are going to break into 8 groups. Each group will be assigned one of the quadrants: To, For, Not and With
  - Groups #1 and #5 NOT
  - Groups #2 and #6 TO
  - Groups #3 and #7 WITH
  - Groups #4 and #8 FOR
- Where, within your organization, do you see this style? What do those behaviors look like? What is the outcome?
- When we come back please have one person who can report out on your work



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# Let's do a survey!



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# Break



## 5 minutes

To take care of yourself....

- Stretch
- Hydrate/Snacks
- Get Fresh Air
- Close your eyes

# Restorative Questions

- Open-ended questions to help elicit emotion
- Allow individuals space to explore issues in a non-threatening way.
- Address past, present and future.
- Proactively used to explore positive changes in behavior.
- Responsively used to explore harm and how that harm impacts others.



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# Restorative Questions

What happened?

What were you thinking at the time? or What impact did it have?

Who has been affected and in what way?

What has been the hardest part for you?

What do you think you need to make it right?

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# Exercise

- In pairs
  - Think about a time when you were harmed or created harm for another person. Take turns asking the other person the questions in regard to their situation.
  - The goal is to ask the questions and listen generously. This is NOT a time to engage in conversation.
  - I will be asking for a few people to share their highlights or experience with the questions.



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# Break



## 5 minutes

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# Circles and community

“There can be no vulnerability without risk; there can be no community without vulnerability; there can be no peace, and ultimately no life, without community.”

(M. Scott Peck, Psychiatrist and Best-Selling Author)

“Circles create soothing space, where even reticent people can realize that their voice is welcome.”

(Margaret J. Wheatley)

“If people stand in a circle long enough, they’ll eventually begin to dance.”

(George Carlin, Comedian)



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# Circle and Community

“You have noticed that everything an Indian does is in a circle, and that is because the Power of the World always works in circles, and everything tries to be round...The sky is round, and I have heard that the earth is round like a ball, and so are all the stars. The wind, in its greatest power, whirls. Birds make their nest in circles, for theirs is the same religion as ours...

Even the seasons form a great circle in their changing, and always come back again to where they were. The life of a man is a circle from childhood to childhood, and so it is in everything where power moves.”

(Black Elk)



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# Why Circles?



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# Types of Circles

- Proactive
- Responsive
- Sequential
- Non-sequential



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# Secrets to Success

- Remember to facilitate
- Clear topic and goal
- Set a positive tone
- Keep the focus
- Get some allies
- Use silence
- Active listening
- Pay attention to body language
- Come into the circle well regulated



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# Circle Planning

- In groups of 3-4: brainstorm places you can start using circles
  - What is the goal?
  - What type of circle?
  - What questions would you use?
  - I will ask for several group to report out on what they really liked, what questions they had or other highlights.



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“Sadly, the skepticism of approaches that challenge the status quo is often a significant barrier that prevents promising innovations from moving to the mainstream. In her article, Supporting Pioneering Leaders as Communities of Practice, Meg Wheatley identifies this challenge as a common one faced by “paradigm pioneers”: those whose focus is NOT on process improvement (helping existing systems work more efficiently and effectively) but rather on process revolution (the development of radically new processes and methods and new systems, based on new assumptions.) She notes, paradigm pioneers do “double-duty”: they simultaneously invent new approaches while at the same time they are working to solve the challenges created by the previous paradigm. What makes this work particularly challenging, Wheatley notes is that, “Past habits of practice exert strong pressures. When crises mount and people feel fearful and overwhelmed, we default back to practices that are familiar, even if they are ineffective.” (Wheatley, 2002, p. 4)



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# Next Steps and Wrap Up

## Reflection:

- How does what you learned about Restorative Practice impact how you plan to approach bringing Trauma Informed Care to your organization?

## Circle go around:

- I learned, I realized or I was surprised by.....



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# Thank You

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