

## WHAT IS RESTORATIVE PRACTICE?

Restorative Practices offers an opportunity to students for conflict resolution. The goals of Restorative Practices in Loudoun County Public Schools includes having students take responsibility for their behaviors by addressing those they have harmed, allowing every student who is harmed to have a voice, and giving students the opportunity to learn from the process without having their education interrupted. Often, when something happens between two students, they are not given the chance to have the other person hear their side of the story; how they were affected/impacted. Restorative Practices provides that through facilitating a conversation that helps develop understanding and repair any harm that has occurred. The students are empowered to speak their truth about what happened and talk about what they need/need to do to repair harm and keep this from happening again. Parents/supporters that may be involved also have an opportunity to speak their truth about what happened and what would help moving forward. Helping people move forward often involves a written agreement that each participant has an opportunity to contribute.

### **How does this work?**

A referral will be made to our restorative practices team. Someone from the team will contact you within a couple days of receiving the referral. They will set up a time to meet with you individually (each family separately) for the pre-conference. The pre-conference allows time for questions to be answered and gives people the opportunity to hear and answer the questions in a confidential space. Once each party is pre-conferenced and everyone is on board with moving forward, a conference is set up with everyone involved. This process from start to finish can take 1-2 weeks depending on everyone's flexibility in scheduling.

The 5 Restorative Questions that can help make things right:

For those who have harmed others:

- What happened?
- What were you thinking at the time?
- What have you thought of since the incident?
- Whom do you think has been affected by your actions? In what way?
- What do you think you need to do to make things right?

For those who have been harmed:

- What did you think when you realized what had happened?
- What effect has this incident had on you and others?
- What has been the hardest thing for you?
- What do you think needs to happen to make things right?

Restorative Practices are based on four key principals: Respect, Responsibility, Repair, and Re-Integration. We hope that you share in teaching these principals as well. Would you be interested in you and your child participating?