



The School District of

**SOUTH ORANGE  
& MAPLEWOOD**

525 Academy Street • Maplewood, NJ 07040

# **New Code of Conduct and Restorative Practices**

Presented to Board of Education

April 23, 2018

# Revised Code of Conduct Policy

The Board's Code of Conduct Policy was revised and approved in July 2017.

Changes included:

- Incorporating State mandated policy revisions
- Infusing the policy with the District's commitment to restorative practices.

# Developing Regulations

Committee of parents, staff and community members began work in August 2017:

- Commitment to restorative practices among all members of the committee was so strong, that the term was incorporated into the name of the regulations.
- Engaged focus groups to provide feedback on initial revisions.
- Identified need to incorporate professional development on restorative practices, before expecting staff to use the approach effectively.
- Developed a three-year plan to:
  - Build internal capacity
  - Ensure staff has been trained in restorative practices
  - Lay the groundwork to successfully implement the strategies required by the regulations.

# Restorative Practices

SOMSD has used restorative practices, particularly at the elementary level, since 2015-2016. The District expanded its commitment to restorative practices in its Strategic Plan:

**Strategy 2:** *We will develop multiple supports for students to thrive in a learner-centered environment (e.g. mentoring program, peer leadership, individualized academic/emotional support, transitional services, **restorative practices** and guidance in pursuit of their passions).*

**Deliverable 2.2:** *Develop a standardized, district-wide restorative practice, including Restorative Justice, that helps students and staff resolve conflicts peacefully and respectfully, reduces punitive discipline and helps to decrease racial discipline disparities.*

# Restorative Practices

- Framework for
  - Building community
  - Responding to challenging behavior
- Authentic dialogue leading to
  - Understanding
  - Action to set things right and repair and restore damaged relationships
- The process
  - Supports initiators in acknowledging and repairing the harm done
  - Helps victims and witnesses process what happened
  - Helps the class or school community rebuild trust

# Professional Development Plan

## **Phase I: Introduction to the Theory**

Each cohort will participate in the *Intro* training, facilitated by staff trainers (co-facilitated with consultant when necessary.) Expectation is that they begin to behave restoratively, using the social discipline, fair process, and reflecting on the compass of shame.

## **Phase II: Teach and Use Restorative Tools**

Each topic will be two 45-minute mini workshops, conducted by the consultant, with time for participants to practice between dates.

- How to use Affective Statements
- How to use Circles to build community
- How to use Restorative Question Cards
- Conducting Impromptu Conferences Workshops
- How to use Developing Circles Questions
- How to use Circles to repair harm

## **Phase III: Implement tools with Students**

Entire Cohort will be expected to begin to implement tools with students. The trained early adopters will serve as on-site support to assist and give feedback.

## **Phase IV: Identify Early Adopters from next cohort**

Principals will put out the call for Early Adopters who would like to become trainers of the *Intro* training.

# Community Input

SOMSD invites community feedback to further inform the development of the final document and to ensure that it accurately represents our community's values.

We are currently working with administrators and staff to review the new Code and draft Regulations and solicit feedback.

In May, community members will receive an email inviting you to:

- Review the Code of Conduct and Restorative Practices.
- Provide feedback via a survey.

# Timeline to Finalize & Implement

Task	Timeframe
Begin professional development for staff in restorative practices	April & May 2018
Develop New Code of Conduct & Restorative Practices Committee	April 2018
Solicit feedback from school community on draft regulations	April & May 2018
Post RFP to hire consultant to help SOMSD implement a 3-year plan	April & May 2018
Incorporate community feedback into next draft of regulations	May & June 2018
Present final regulations to Board of Education and community	June 2018
Provide overview during new teacher orientation	August 2018
Launch new Code of Conduct and Restorative Practices	September 2018
<b>Ongoing Implementation</b> <ul style="list-style-type: none"> <li>• Continuing professional development for staff</li> <li>• Code of Conduct and Restorative Practices in effect for all issues</li> </ul>	<b>2018-2019 School Year</b>
<b>Review Effectiveness of First Year Implementation and Revise if Necessary</b>	<b>February 2019</b>