Restorative Practices

A continuum of restorative practices for building, repairing and maintaining communities around networks of right relationships.

Restorative Curiosity
Curiosity is a frame of mind that helps us move past distorted views of events and those affected by them. The questions below can help us sustain curiosity and discover restorative possibilities.

The Past:
1. Describe what happened.
2. What were your thoughts at the time?
3. What have you thought about since?
4. What has been the impact on you and others?
5. What has been the hardest thing for you?

The Present and Future:
1. What have been your thoughts since then?
2. What are your thoughts now?
3. How are you feeling now?
4. What has been the impact on you and others?
5. What do you need to do (or have done) so that:
   Things can be put right?
   The harm can be repaired?
   You can move on?

This Chart:
A Continuum of Restorative Practices from simpler on this end to more complex on the other. For each situation the first question is, "which of these practices is most appropriate?" The various forms can be combined, hybridized, or used sequentially depending upon what best service the core vision of ***building networks of right relationships.*** *This is not a comprehensive presentation of all forms of restorative practice.*

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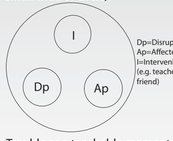
Restorative Responses to Interpersonal Conflict and Behavior Management

Brief Restorative Interactions

When an incident of misbehavior has affected you directly:

Trouble as a teachable moment;
Describe your experience using restorative questions--speak for yourself with clarity and power;
Be specific about your needs;
Accept and express feelings;
Curiosity and Compassion;
Respect and Fair Process

When you are intervening in behavior that is harmful to someone else (impromptu small triad or circle):



Trouble as a teachable moment;
Restorative Curiosity (ask questions);
Encourage honest expression of thoughts and feelings;
Respect and Fair Process;
With, rather than *to, for,* or *not;*
Agree on how to set things right

Time: less than a minute to 20 minutes

Learning Conversations

When significant conflict is affecting your relationship with someone

A way of having difficult conversations that transforms them into learning opportunities for both parties.

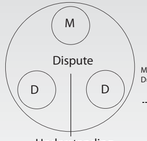
Restorative Curiosity
Hold your view as hypothesis
Share the impact on you
Inquire about intentions
Listen for feelings
Be open to self-reflection
Move from blame to contribution
Accept and express your feelings
A spirit of inquiry and discovery
Speak for yourself with clarity and power
Reframing
Problem solving

Time: five minutes to an hour, sometimes multiple meetings

Mediation

Problem Mediation

When people in conflict seek help to resolve the issue

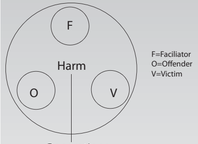


Model and teach *Learning Conversation* skills
Agree upon goals
Explore perspectives (use restorative questions)
Seek common ground
Notice agreement and disagreement
Accept what is possible and move on

Time: 30 minutes to several hours
1 to several meetings

Restorative Mediation

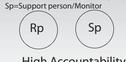
When a victim and an offender meet with a facilitator to set things right and possibly move toward healing



Model/teach *Learning Conversation* skills
Ask restorative questions
Focus on the incident
Define the harms
Identify the obligations
Plan for reparations

Time: 5-90 minutes

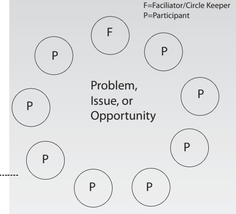
Monitor Plans and Agreements



High Accountability
High Support

Circle processes

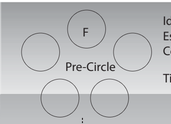
Problem-Solving, Learning, Community-Building Circles



Invoke the circle
Agree on guidelines
Introduce problem or issue
Use restorative questions
One speaker at a time
Search for common ground
Acknowledge disagreement
Cultivate curiosity and respect

Time: 15 minutes to hours

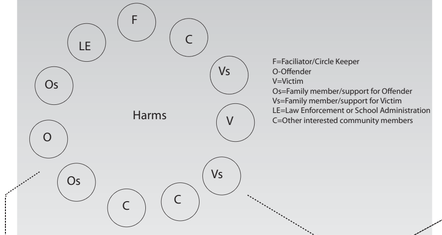
Pre-Circle



Identify the focus of the circle
Establish shared understanding of the process
Confirm informed consent to participate

Time: 30 minutes to an hour for each participant or family

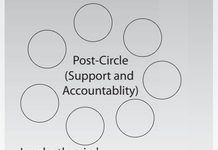
Restorative Circle



Invoke the circle
Agree on guidelines
Describe the event (Law Enforcement)
Answer Restorative Questions (Victim)
Answer Restorative Questions (Offender)
Identify Harms
Identify Obligations
Create a Plan for Reparations
Specify Accountability and Support

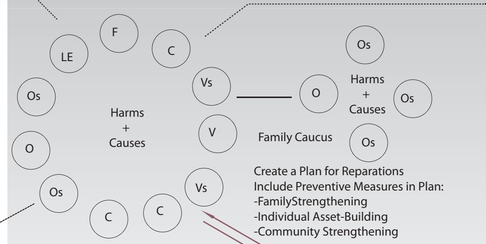
Time: 30 minutes to 2 hours

Post-Circle (Support and Accountablity)



Invoke the circle
Review progress on agreements
provide accountability
Support with problem-solving
around barriers to plan completion
Develop supportive resources
for the long term
Time: 30 minutes to 2 hours

New Zealand-Style Family Group Conference



Create a Plan for Reparations
Include Preventive Measures in Plan:
-FamilyStrengthening
-Individual Asset-Building
-Community Strengthening

Invoke the circle
Agree on guidelines
Describe the event (Law Enforcement)
Answer Restorative Questions (Victim)
Answer Restorative Questions (Offender)
Identify Harms
Identify Obligations
Identify Causative Factors and Related Resources
Give Input into Plan
Approve of Plan
Specify Who Gives Accountability and Support

Time: 1 -5hours

dotted lines represent some of the ways in which restorative processes can interact in ongoing interactive "community-building conversations."

Restorative Resources
transform conflict • repair harm • build community