



## Best Practices for Restorative Practices Implementation

Implementing restorative justice (RJ) practices on school campuses in California requires careful planning, community engagement, and ongoing support. **Here are ten best practices to guide effective implementation:**

1. **Build a Strong Foundation:** Start with foundational training for a core group of educators, school leaders, and students who can champion RJ practices. This group should receive comprehensive training and be prepared to lead and model RJ processes across the school. ([Intercultural Development Research Association \(IDRA\)](#)) ([EdSource](#))
2. **Engage the Entire School Community:** Host presentations, listening sessions, and roundtables to build awareness and buy-in from all stakeholders, including students, parents, and community members. This helps ensure everyone understands and supports the transition to restorative practices. ([Restorative Practices and School Discipline](#)) ([IDRA](#))
3. **Integrate RJ into School Policies:** Review and revise existing disciplinary policies to eliminate barriers to RJ. This includes removing mandatory referrals and suspensions that are not legally required and incorporating restorative responses to misconduct. ([IDRA](#))
4. **Provide Ongoing Professional Development:** Offer continuous training for all school staff on RJ principles and techniques, such as circle facilitation and conflict resolution. This ensures that everyone is equipped to support and sustain RJ practices. ([Restorative Practices and School Discipline](#)) ([Edutopia](#))
5. **Create Restorative Spaces:** Designate specific areas in the school where RJ processes can take place, such as restorative circles or mediation sessions. These spaces should be welcoming and conducive to open, respectful dialogue. ([EdSource](#))
6. **Focus on Relationship-Building:** Prioritize proactive relationship-building activities, such as community-building circles and social-emotional learning, to foster a positive school climate. This helps prevent conflicts and promotes a sense of belonging and respect among students and staff. ([Restorative Practices and School Discipline](#)) ([IDRA](#))
7. **Implement a Tiered Approach:** Use a multi-tiered framework for RJ, including community-building circles for all students, restorative conferences for addressing specific conflicts, and reintegration processes for students returning from suspension. ([IDRA](#)) ([Edutopia](#))

8. **Monitor and Evaluate:** Regularly assess the impact of RJ practices on school climate, discipline, and student outcomes. Use data to make informed adjustments and improvements to the implementation process. ([EdSource](#))
9. **Foster Collaboration:** Encourage collaboration among teachers, administrators, students, and parents to ensure a consistent and united approach to RJ. This collective effort strengthens the overall effectiveness and sustainability of the program. ([IDRA](#)) ([Edutopia](#))
10. **Address Challenges and Resistance:** Be prepared to address resistance and challenges from staff and students. Provide support and resources to help them understand the benefits of RJ and how it differs from traditional disciplinary approaches. Highlight success stories and positive outcomes to build trust and commitment. ([EdSource](#))

By following these best practices, schools can effectively implement restorative justice practices, leading to a more positive, inclusive, and supportive educational environment.

For more detailed guides and resources, you can refer to the links below:

[Restorative Practices and School Discipline](#)

[Implementing Restorative Practices to Strengthen School Communities \(IDRA\)](#)

[National Education Association Implementation Guide \(PDF\)](#)

[Edutopia](#)

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