**Implementing Restorative Practices (“RP”) in Schools**

***(*Implementation Science Guidelines)**

What Works? What Doesn’t Work?

Strong Leader Commitment Leader Lip Service

*(Assigning Resources, Personal Involvement)* *(Assigning Responsibility without Resources, No Personal Involvement)*

Relationship-Focused Leadership Numbers-Only Leadership Focus

*(Staff and Students)*

View Restorative Transition as Investment View Restorative Practices as Quick Fix

*(Requires Training, plus 3 – 5 years commitment)*

 “Administration + Champions” Model “Admin-Only” or “Staff-Only” Models

*(Must be True Team – Cannot Rest on Few)*

Champions Chosen with Intentionality Champions Chosen by Availability, Position

*(Based on Passion + Influence)*

Champions Invited Champions Required

Build RP into Existing Structures Create New Structures for RP

Champions part of Peer Learning Groups Champions work with staff outside existing structures

Use Data *and* Stories to Identify Successes Use only Stories to Identify Successes

Publicize Successes School-wide Successes Heard by Few

Use Proactive AND Responsive Practices Use Responsive Practices Only

Hear the Concerns of Naysayers Ignore Naysayers

*(Answer Concerns with Action, Support)*

Leader Builds Pro-Restorative Staff Leader Makes it Comfortable for Staff to “Opt Out”

Infuse Circles into Staff Practices Circles as Student-Only Practice

Leader Regularly, Publically Recognizes: Leader Does Not Address Staff Concerns

* *relationship-building improves climate*
* *increases instructional time*
* *positively affects student success*