



# LEARNING IN THE 21ST CENTURY

A RESTORATIVE VISION



Black Family Development, Inc.

A Partner Organization with the  
International Institute for Restorative Practices

Restorative Practices . . . “All **humans** are hardwired to connect. Just as we **need** food, shelter and clothing, human beings also need **strong and meaningful relationships** to thrive. **Restorative Practices** is an emerging social science that studies how to **strengthen relationships between individuals** as well as **social connections within communities**. **Restorative Practices** keeps students **in school learning**, rather than removing them for suspension or expulsion . . .”



Alice G. Thompson  
Chief Executive Officer  
Black Family Development, Inc.

“**S**ince 2010, Black Family Development, Inc. (BFDI) has partnered with the International Institute for Restorative Practices (IIRP), an accredited graduate school, to lead restorative practices initiatives in our region. BFDI and IIRP work together to implement programs that have proven effective in reducing violence and increasing family and community engagement. Please consider making a bold and courageous decision to join us in developing a Restorative Practices environment in our Detroit area schools and throughout our City of Detroit. We will make a difference, and the time is now.”

*Alice G. Thompson*

# Restorative Practices Overview

## THE FUNDAMENTAL HYPOTHESIS OF RESTORATIVE PRACTICES

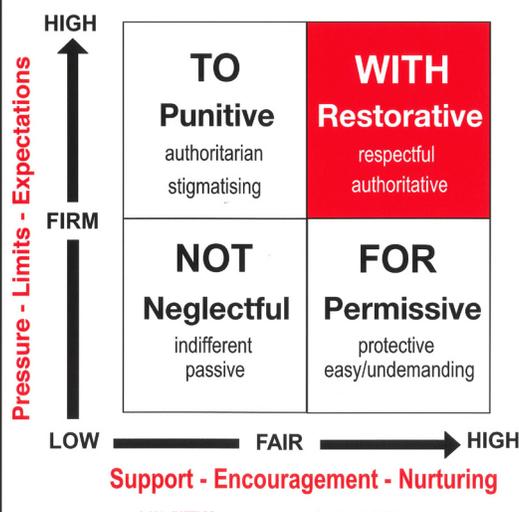
is that human beings are happier, more cooperative and productive, and more likely to make positive changes in their behavior when those in positions of authority do things with them rather than to them or for them.

The **AIM** of **RESTORATIVE PRACTICES** is to **DEVELOP COMMUNITY** and to **MANAGE CONFLICT AND TENSIONS** by **REPAIRING HARM AND RESTORING RELATIONSHIPS**.



### The "Pillar" of Restorative Practices

#### Practice Domains



### Social Discipline Window

In order to accomplish these tasks, we use the **Social Discipline Window** to show and guide our behavior. It also allows us to recognize specific behaviors in others. When a person is high on control and low on support, he/she is operating out of the punitive box or the "to" box (uses yelling, dictatorship, often notices inappropriate behavior more than appropriate). When a person is high on support and low on control, he/she is operating out of the permissive box or the "for" box (usually warm and supportive, does not set limits, inappropriate

behavior handled through ignoring). When a person is low on control and low on support, he/she is operating out of the neglectful box or the "not" box (usually remains disconnected, is not concerned about the quality of work, may result from stress, burn-out or lack of skill). When a person is high on control and high on support, he/she is operating out of the restorative box or the "with" box (positive, kind, supportive, relationship builder, effective discipline plan, high optimism, students feel safe, high level of work, high level of job satisfaction).

For those who bravely choose to be restorative, it means that they are intentionally choosing to be explicit about building positive and effective relationships. In essence, they are saying that they are willing to:

- **EMPLOY FAIR PROCESS** (the paradigm shift that changes your heart)

The central idea behind fair process is that “...individuals are most likely to trust and cooperate freely with systems (whether they themselves win or lose by those systems) when fair process is observed.”

**Fair process** includes:

**Engagement** -Involving individuals in decisions that affect them by asking for their input and allowing them to refute the merit of one another’s ideas.

**Explanation** -Everyone involved and affected should understand why final decisions are made as they are. Creates a powerful feedback loop that enhances learning.

**Expectation Clarity** - Once decisions are made, new rules are clearly stated, so that individuals understand the new standards and penalties for failure.



- **EMPLOY THE PSYCHOLOGY OF AFFECT (POA)**  
(the paradigm shift that changes your mind)

**POA** integrates a restorative definition of shame which is, an interruption of interest and joy.

- When an individual’s interest and joy have been interrupted, the negative responses are withdrawal, avoidance, attacking of others and/or attacking of self.
- When the restorative practitioner understands this kind of shame, two things will occur:
  - We learn how to separate the deed from the doer
  - We learn how to use re-integrative shame rather than stigmatizing shame

- **EMPLOY THE RESTORATIVE PRACTICES CONTINUUM**  
(the paradigm shift that changes how we communicate)

The **Restorative Practices** continuum goes from **informal to formal**. It intentionally **uses language that gets results**:

1. **Affective Statements** (I feel....)
2. **Affective Questions** (thought provoking questions that address past, present and future)
3. **Small Impromptu circles/conversations** (using affective statements and questions to resolve simple issues)
4. **Circles** (used to intentionally build community through proactive/positive circles - should be used 80%)
5. **Formal Conferences** (used for responsive situations like, Family Group Decision Making or Restorative Justice - used 20% )



For further information, please contact  
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All Black Family Development, Inc.  
Trainers are Licensed Restorative Practices Trainers