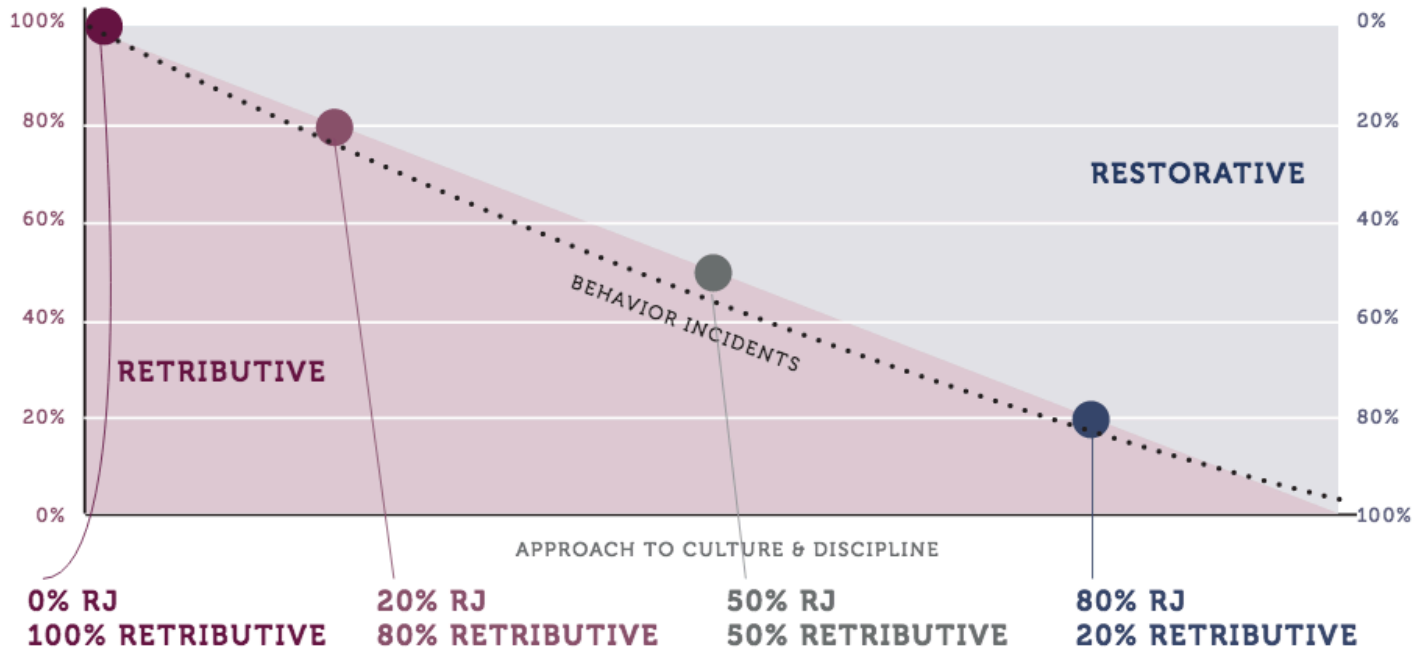


# Moving From Punitive to Restorative Practices

You can't institute RJ overnight! The most sustainable way to institutionalize whole-school restorative practices is to gradually increase restorative practices over time.

**GRADUALLY INTRODUCING RESTORATIVE PRACTICES TO REPLACE RETRIBUTIVE PRACTICES WILL DECREASE BEHAVIOR INCIDENTS.**



- Little structured time for community building is provided.
- Rules are established by adults with no input from students.
- Time outs, phone calls home and suspension are primary disciplinary tactics.

- A few teachers use community building circles in classrooms.
- An RJ Coordinator addresses some behavior issues.
- Sometimes circles are used to address harm and healing with families and community.

- Regular community building circles are held in classrooms.
- Teachers use circles to address harm and restore relationships as issues occur.
- Most times circles are used to address harm and healing with families and community.

- A peer RJ group is used to address most conflicts.
- Retributive practices are reserved for severe, infrequent instances of harm.
- Circles are always used to address harm and healing with families and community.