

Central School District Restorative Justice Practices

Overview

This policy is rooted in the belief that schools are more than places of learning; they are communities where everyone has the right to feel safe, respected, and valued. Restorative justice will guide our district's approach to discipline, conflict, and community-building. The Board recognizes that true restorative justice is an evolving process, and that the district is committed to supporting students, families, and educators in refining and deepening restorative practices.

By implementing this policy, [School District Name] the Central School District affirms an unwavering belief in the power of restorative justice to transform, not only our schools, but also the lives of those who are part of them. Together, the schools and our community(ies) will build a culture of accountability, compassion, and collective growth.

Embracing Restorative Justice Principles

[School District Name] The Central School District stands united in the belief that schools must be spaces of belonging, growth, accountability, and healing. Restorative justice is more than an alternative to punitive discipline—it is a framework rooted in relationships, empathy, and shared responsibility.

Through restorative practices, we shift from punishment to understanding, from exclusion to inclusion, and from conflict to community. These principles guide how we interact with, support, and uplift every student, family, and educator in our district.

Restorative Justice Beliefs and Values

- **Community:** We believe every student deserves to feel seen, heard, and valued. Restorative practices provide a foundation for addressing harm while acknowledging systemic inequities that have historically marginalized some communities.
- **Relationships First:** Healthy, trusting relationships are the cornerstone of a thriving school community. We commit to fostering connections that prioritize mutual respect, empathy, and understanding.
- **Accountability with Support:** We recognize accountability as an opportunity for personal growth, healing, and transformation—not as a vehicle for shame or exclusion. Restorative practices ensure all individuals have the chance to take responsibility for their actions in a way that repairs harm and restores trust.
- **Healing:** Harm affects not only individuals but the broader community. Restorative practices center collective healing by engaging all stakeholders—those harmed, those who caused harm, and the wider school community—in the process of repair and restoration.
- **Student Voice and Empowerment:** We believe in honoring the voices of our students as active participants in resolving conflict, building relationships, and creating positive change in their school environment.
- **Prevention over Punishment:** By focusing on proactive relationship-building and community-building, restorative practices help reduce conflict and create a safer, more supportive learning environment.

Commitment to Professional Development and Resources

Restorative practices will be the foundational approach to discipline and conflict resolution in the Central School District [School District Name].

The Board is committed to equipping all existing and new employees with the tools, knowledge, and confidence to implement restorative justice practices effectively. To this end, professional development in restorative justice will be required as a condition of employment. This includes:

- Ongoing training for teachers, administrators, and support staff to integrate restorative practices into classrooms, disciplinary policies, and daily interactions.
- Dedicated resources to support restorative justice initiatives, including facilitators, training materials, and restorative spaces within schools.
- Collaboration with students, families, and community members to refine and enhance restorative justice policies and practices in response to the evolving needs of our school community.

Legal References

Cross References

JK, Student Discipline

Approved: 00/00/0000

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