



OAKLAND UNIFIED  
SCHOOL DISTRICT

expect **Success**

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# **Restorative Justice Expansion 2010-2013**

May 4, 2010

OUSD Board of Education

Safety Committee

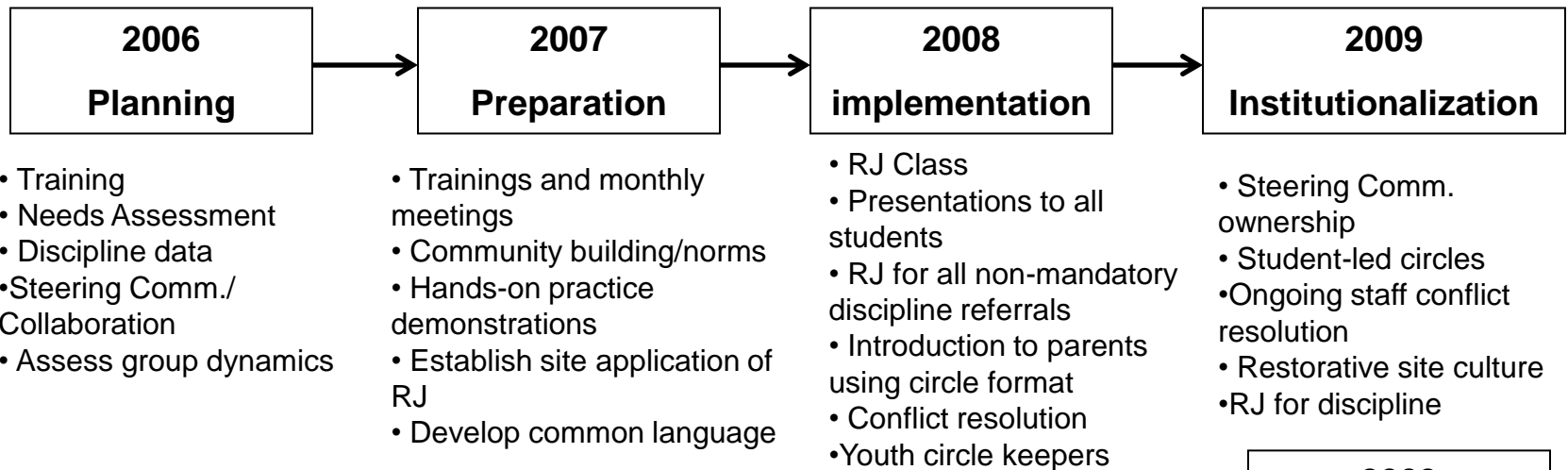
# Today

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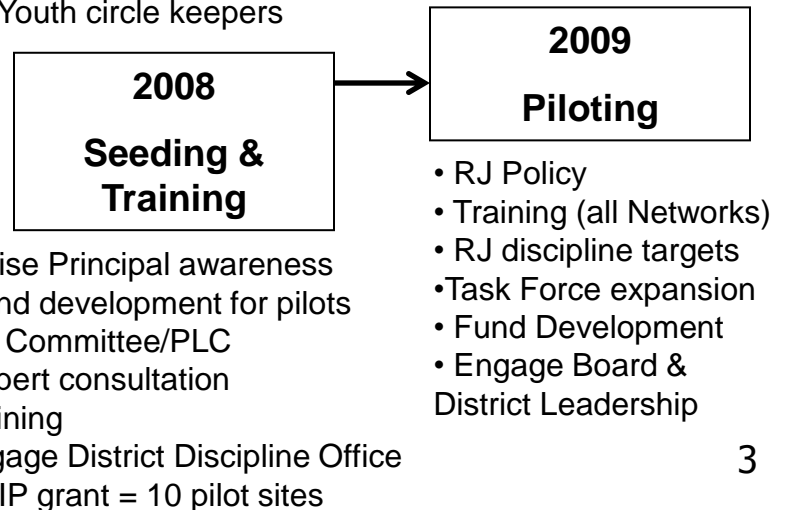
- **Objective:** to give a status update on Restorative Justice at OUSD and our approach for moving forward
- **Agenda**
  - History
  - Lessons Learned
  - Moving Forward
  - Questions

# History

## Cole Middle School Pilot (see handout)



## District Adoption (see handout)



# Outcomes: Cole Middle School Pilot (from 05-06 to 08-09)

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- % Students Suspended:  
30% --> 10.5%
- % Suspended for Defiance:  
39% ---> 0%
- ADA Lost:  
\$7831.14 --> \$707.74
- Test Scores:  
-13% ---> +74%
- Teacher Retention: 100%

# Lessons Learned

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- Until RJ is institutionalized at a site, the site must be staffed with 1 fulltime RJ Site Coordinator
- There must be a strong commitment from Principal/Leadership to non-punitive approach to discipline
- Training/PD for the whole site community is critical
- Training all adults in establishing a restorative culture, and developing teacher-practitioners is important.
- Having good data systems and methods of evaluation important

# Lessons (con't.)

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- Ongoing process, continuous improvement -- not a one-time “recipe”
- Building trust and relationships is the foundation
- Challenge with scaling: how to allow grassroots momentum while providing appropriate district oversight and support to ensure quality practice

# Moving Forward (District Adoption)

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- 17 sites with strong interest, pilot if staffed correctly (funding needed: Headcount: \$765,000, Training: \$198,800)
- Maintain fulltime District RJ Coordinator/Trainer
- Continue seeding through training
- Leverage CBOs to provide services and funding
- Institutionalize focus on discipline results by strengthening accountability for improving discipline results (RBI for Discipline)
- Establish formal RJ evaluation process

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# Questions?