

# **Restorative Justice Plan**

***Oakland Unified School District  
2010-2013***

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# What is Restorative Justice in Schools

A *paradigm* that:

- Emphasizes repairing harm as an alternative to punishment
- Invites students, staff, and families to collaboratively determine how to repair the harm
- Gives equal attention to community safety, victims' needs, offender accountability, and positive youth development

## ***Criminal Justice Paradigm***

1. What law was broken?
2. Who broke it?
3. What punishment is warranted?

## ***Restorative Justice Paradigm***

- Who was harmed?
- What needs and obligations were created by this harm?
- How can we collectively address these needs and repair the harm?

# Key Goals for Restorative Justice in Schools

- ✓ Promote equity in discipline while reducing suspensions and expulsions
- ✓ Reduce violence & retaliation
- ✓ Increase attendance
- ✓ Improve school safety and climate
- ✓ Promote trauma healing
- ✓ Increase community engagement

# Restorative Justice Practices in OUSD Schools

Circles of Support and Accountability:

- Community building, Conflict Resolution, Supported Re-entry from JJC

Victim Offender Dialogue:

- Peer Mediation, Teacher-Student Mediation

Family Group Conferencing:

- Alternatives to Suspension/Expulsion

Healing Circles:

- Crisis Response Following a Traumatic Event

# Current RJ Schools

- Castlemont Community of Small Schools
- McClymonds
- Dewey Academy
- Mandela @ Fremont
- Edna Brewer Middle School
- Melrose Academy K-8
- CCPA @ Havenscourt 6-12
- United for Success Middle School
- West Oakland Middle School

# Restorative Justice Implementation

- **Year 1:** Preparation of teachers/community partners/student leaders, modification of discipline protocols, introduction to parents through initial RJ cases, re-entry circles
- **Year 2:** Implementation in classroom community building, all discipline cases, advisory, with ongoing PD & coaching
- **Year 3:** Institutionalization through personnel and policies, discipline matrix, ongoing PD via train the trainer model

# Community Partners in Restorative Justice in OUSD

- Restorative Justice for Oakland Youth (RJOY)
- Catholic Charities of the East Bay – Crisis Response and Support Network
- Youth Alive!
- Alameda County Health Care Services
- SEEDS Community Mediation
- Community Works



# Funding for Restorative Justice in OUSD

- The California Endowment
- LEA/Medical
- ARRA
- Measure Y – Violence Prevention
- Alameda County Healthcare Agency
- \*Atlantic Philanthropies (2011-2014)

\*Pending

# Positive Outcomes: Middle School

## Cole Middle School (2006-2009)

- Reduced suspension rates by more than 75%
- Eliminated violence and expulsions
- Improved school climate
- Reduced teacher attrition
- Increased achievement (API score)

# Positive Outcomes: High School

## McClymonds High School (2009-2011)

- 200 Conflict Circles annually
- 140 Students
- Reduction in Suspension for participants by >50%
- Reduction in Truancy of participants by >50%

\*Date Source: Measure Y Evaluation

# Restorative Continuum

## Degrees of Restorative Justice Practices



1. Does the model address harms, needs, and causes?
2. Is it adequately victim-oriented?
3. Are offenders encouraged to take responsibility?
4. Are all relevant stakeholders involved?
5. Is there an opportunity for dialogue and participatory decision-making?