**Implementing Restorative Practices to Ensure Enduring Results**

Speaker/Presenter: Lori DeCarlo, Superintendent of Randolph Academy

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| Factors Associated with Successful,  Enduring Implementation | Questions/Wonderings |
| 1. *Linked to state goals of schools & districts* |  |
| 1. *High visibility in the school and in the community* |  |
| 1. *Consistent support from school principals* |  |
| 1. *Balance of support from both new and seasoned administrators* |  |
| 1. *Involvement of individuals with high shared morale, good communication, and sense of ownership* |  |
| 1. *Presence of a program coordinator or committee to oversee implementation and resolution of day to day problems* |  |
| 1. *Ongoing formal & informal training, including some involvement of acknowledged experts* |  |
| 1. *Varied and engaging instructional approaches* |  |
| 1. *High inclusiveness of all school populations* |  |
| 1. *Components that explicitly foster mutual respect and support among students* |  |

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| Action Plan:  Establishing Readiness for Change & Planning | Celebrations/Strengths | Next Steps/Further Questions |
| *Establish a team: RJ Team, SEL Team, or Culture of Care Team.* |  |  |
| *Allow plenty of time to learn together, IN CIRCLE:*  *Book studies, read research, PLC, attend training together, watch & discuss YouTube videos on RJ.* |  |  |
| *Assess current culture: Compare & contrast, observational data, school climate survey data.* |  |  |
| *Craft your messaging to communicate the moral imperative to implement a restorative approach. Tell stories that capture the heart.* |  |  |
| *Build upon strengths and expand the good aspects of the system that already exists.* |  |  |
| *Partner with others who are on the same mission to network, collaborate, & learn together.* |  |  |