UNITING OUR MEMBERS AND THE NATION

Empowering leaders, educating students, strengthening communities

The Saint Paul Federation of Teachers’ Restorative Practices Story
Becky McCammon
NEA Leadership Competency: Advocacy, Leading our Professions

• NEA Leadership Competency progression levels: All

• NEA Leadership Competency themes
  – Advocating for restorative practices within your union and school district
  – Advocating for restorative practices as a means to sustain and transform educator experience and whole school climate
Indicate the NEA Strategic Goal and NEA Organizational Priority your session addresses:

• NEA Strategic Goal
  – Strategic Goal 2: Empowered Educators for Successful Students

• NEA Organizational Priority
  – My School, My Voice
  – Racial Justice in Education
When you think of your union leadership, what values are foremost in your heart?
Walking our Values Exercise
Our Community Circle
Mindfulness, Breathing and Circle

Common Circle Guidelines

1. Respect the Talking Piece.

2. Speak from your heart.

3. Listen with your heart.

4. Speak with respect.

5. Listen with respect.

6. Remain in the Circle.

7. Honor confidentiality.

Members of each Circle agree on the guidelines they want in addition to #1, which is the basis of Circle. Numbers 2-7 are some examples.
Our Circle

- Opening
- Check In
- Community Building Rounds (2-3)
- Value Round
- Where do you believe restorative practice could live in your union and schools?
  - Reflection round
- Closing
The St. Paul Restorative Story

https://www.spps.org/domain/12961
From the bargaining table to our restorative family


The parties have agreed to the following:

1. The designation as a Restorative Practice School is based on the following process.
   a. Creation of a site based plan
   b. 75% approval of building staff
   c. Submission and approval of plan by the District-wide School Safety and Climate Support Team by March 1 of each year

2. Starting in the 2016-17 school year, the district will support restorative practices by providing up to a maximum of six (6) pilot schools up to $150,000 per school district wide. The district wide School Climate and Support committee will determine, in response to requests from school climate improvement teams or the current site equivalent, the appropriate allocations per site for these funds. Appropriate allocations could include collaboration with outside community organizations, the hiring of additional school staff, expenses related to professional development, the purchase of additional FTEs of school counselors or other licensed staff for the purpose of providing support for students around social and emotional development, the purchase of materials, or the support for school events.

   Priority for funding will be provided to the 2016-2017 restorative practice schools. Starting in the 2017-2018 school year, the Federation and the District will convene to discuss the level of support to provide to restorative practices with a maximum of nine (9) total sites district wide to a maximum amount of $1.5 million district wide. Continuing in the 2018-2019 school year, the Federation and the District will reconvene to discuss the level of support to provide restorative practices with a maximum of 12 sites district wide to a maximum of $2 million district wide.

3. Pilot schools shall identify a research based restorative practice model. Implementation plans will be developed jointly by the principal, school leadership team and other student support structures (SCIT, PBIS, SAT, etc).
Restorative Leaders from all leader groups
Wonderings & resources
Session Outcomes

The content from this session can be used in the following ways in your current position/role:

– How to use restorative practices and processes within your organization for leadership identification, development and an acceleration of racial equity.

– How to bargain for and sustain restorative practices in your school district and the critical supports and partnerships recommended.
Closing

• Please complete the evaluation for this breakout session by using the **NEA Summit Mobile APP**! – *Please remember to build in 5 minutes at the end of your session to allow time for the attendees to complete the evaluation for your session.*

• Please visit the Leadership Development Resources website at [www.nea.org/leadershipdevelopment](http://www.nea.org/leadershipdevelopment)