



# **Strategies to develop Readiness for Restorative Practices**

**A pilot program in development  
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How well is RP being implemented in your school or organisation?



# Obstacles to Implementation

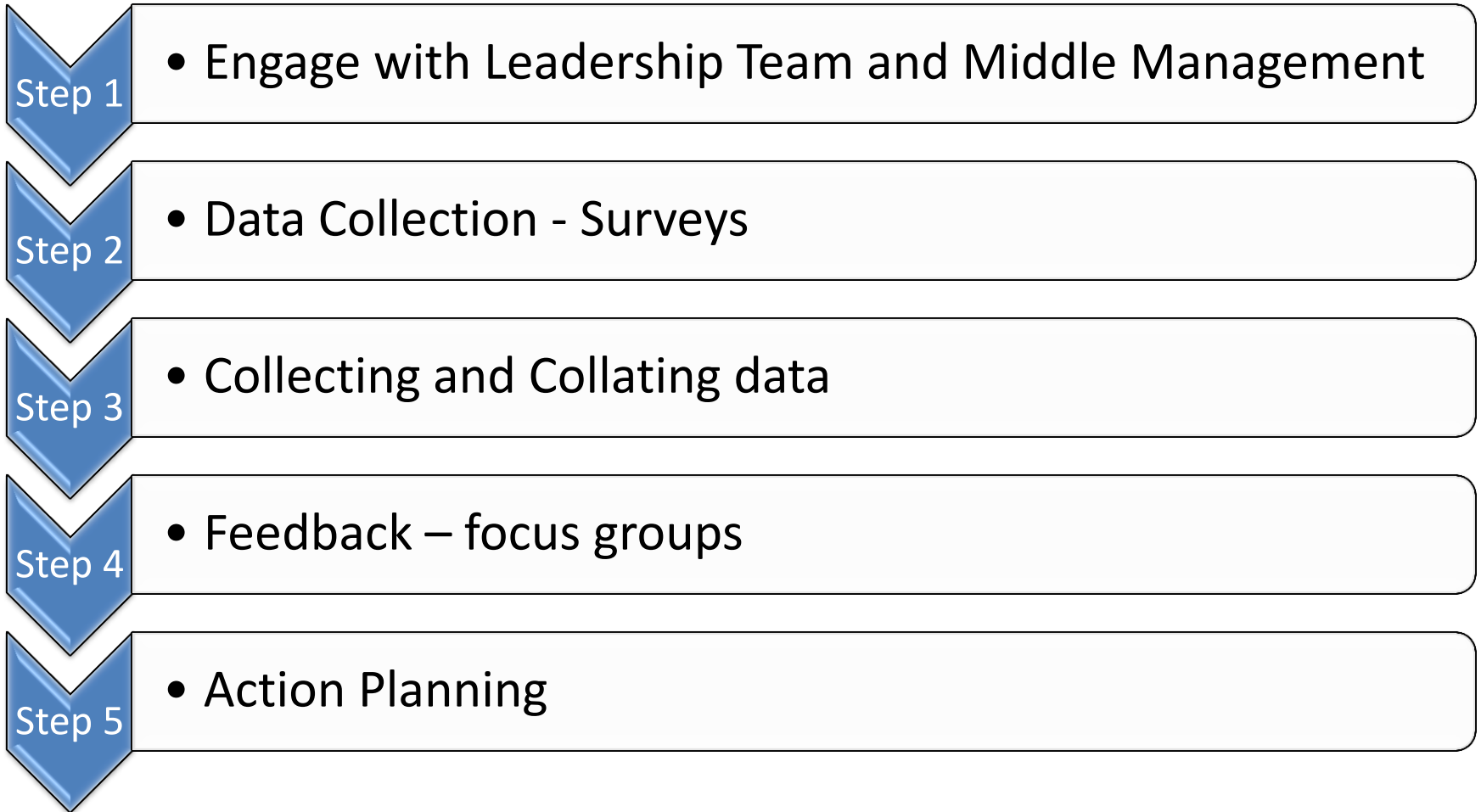


# What happens when pre-conditions for change are removed.

	Skills	Incentives	Resources	Action Plan	=	Confusion
Vision		Incentives	Resources	Action Plan	=	Anxiety
Vision	Skills		Resources	Action Plan	=	Resistance
Vision	Skills	Incentives		Action Plan	=	Frustration
Vision	Skills	Incentives	Resources		=	Treadmill

Adapted from Knoster, T. (1991) Presentation at TASH Conference, Washington DC  
(Adapted by Knoster from Enterprise Group Ltd.)

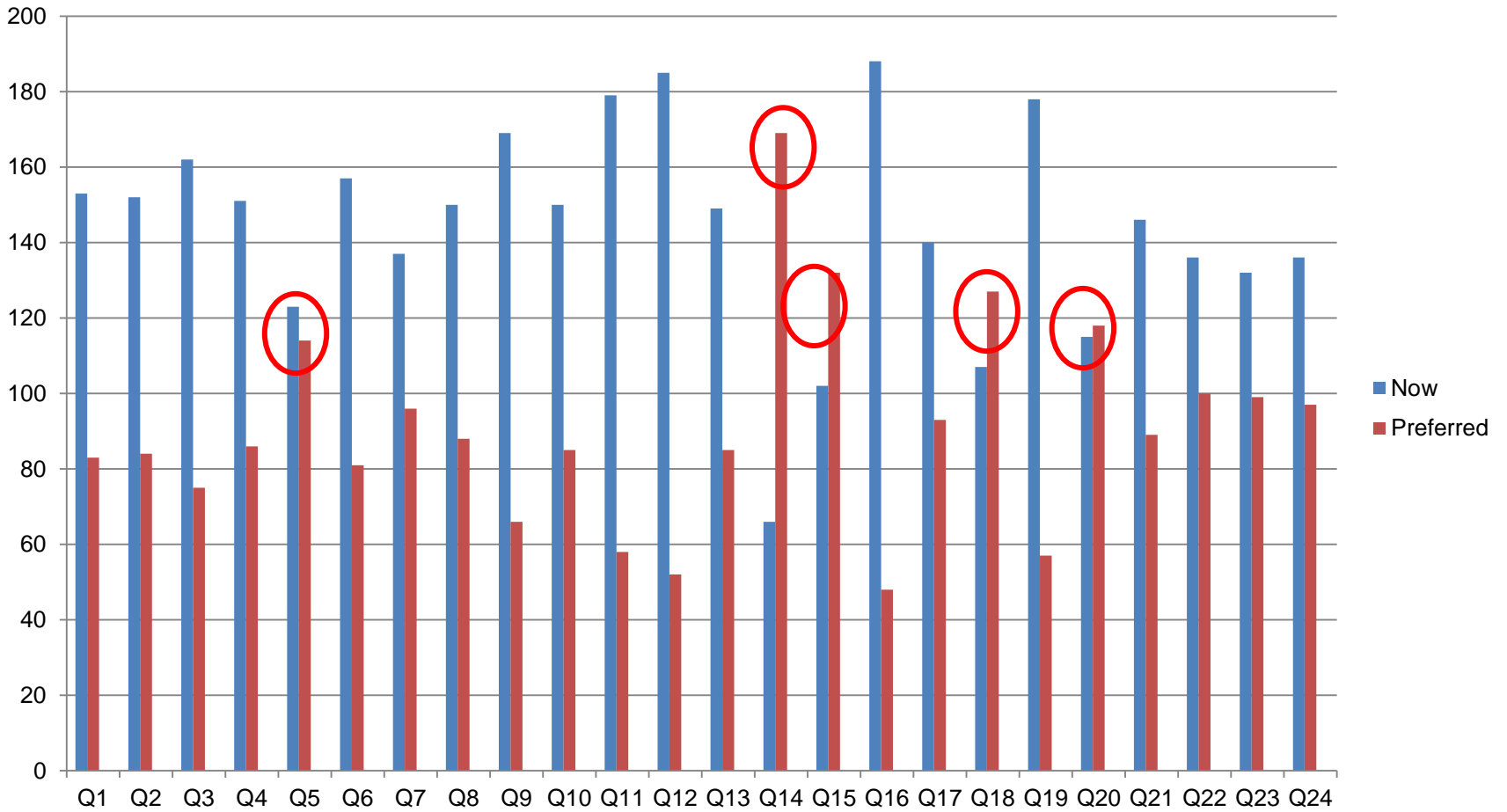
# Model



# Relationship Survey

- How people behave – care, interest.
- Safety – Physical, Spiritual, Emotional.
- Shared expectations and values.
- Social Justice – Equity and Inclusion

# Data



# What does this tell us?

What is the preferred data telling us?

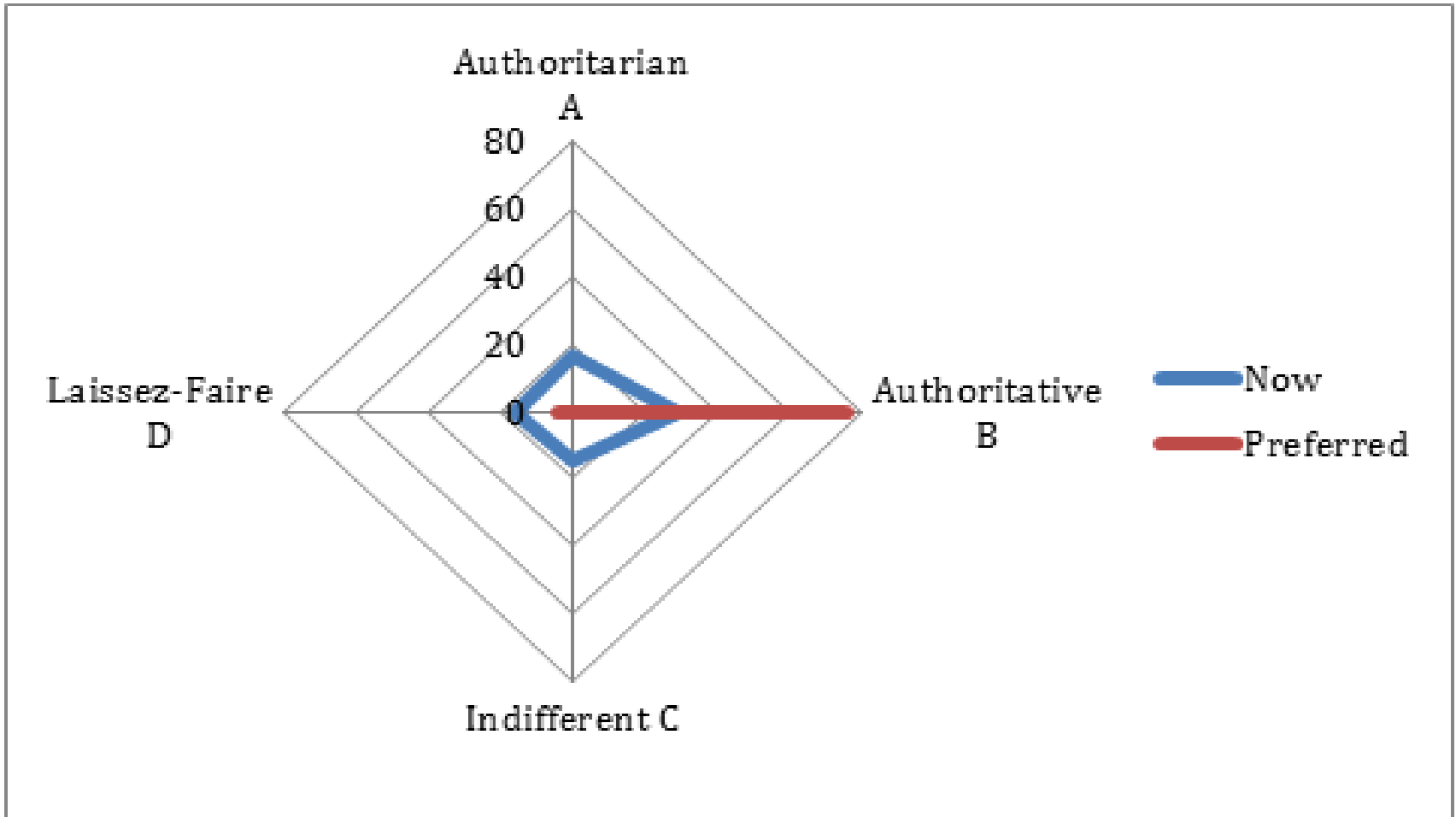
How does this inform us regarding alignment to RP?



# Organizational Culture Survey

- Dominant Characteristics
- Organisational Leadership
- Management of Employees
- Organisational Glue
- Criteria of Success

# Data



# What is the data telling us?

What is the preferred data telling us?

How does this inform us regarding alignment to RP?

# Step 4

Engagement

Participation



# Ready or Not?

Use this data to ascertain if you think this organization is ready to implement RP?



# Action Planning

- What are our current practices?
- How can we re-design to reflect RP?

**Awareness** – staff are informed and engaged around change

**Desire** – Buy-in of staff/community

**Knowledge** – Relationship Theory and Practice, RP Principles and Values

**Ability** – Skills- personal and interpersonal

**Reinforcement** – what do people get out of this?

# Where to?

- Check validity of School Relationship questions by interviewing respondents to check agreement re meaning.
- Change Relationship Survey to SD-SA scale to increase information.
- ADKAR and Sustainable practice.