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.

(Adapted by Knoster from Enterprise Group Ltd.)

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Model

Step 1 • Engage with Leadership Team and Middle Management

Step 2 • Data Collection - Surveys

Step 3 • Collecting and Collating data

Step 4 • Feedback – focus groups

Step 5 • Action Planning
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.