

SCHOOL CULTURE & DISCIPLINE TRANSFORMATIONAL SHIFT

Traditional Approach		Restorative Approach
"Role-Bound" or Authoritarian/Punitive	<i>Adult Authority Style</i>	"Relational" or Authoritative
Obedient and focused on their individual achievement	<i>Students should be</i>	Responsible, engaged, and connected members of a respectful learning community
An unnecessary focus in schools	<i>Relationships are</i>	Highly valued and seen as central to all learning
Establish order	<i>School climate/culture is to</i>	Provide structure, promote community values and to communicate a system of care for all members
An inconvenient and unnecessary distraction from academic learning	<i>Conflict is</i>	A normal, natural part of life- it is seen an opportunity for students and adults to learn and grow
An event requiring punishment	<i>Misbehavior viewed as</i>	A learning opportunity for all involved
The rules are violated	<i>When rules are broken</i>	People and relationships are also harmed
Punished with traditional, one-size-fits-all consequences- no intervention provided	<i>Offender Accountability</i>	Held responsible for impact and repairing harm- creative strategies are used for interventions & supports
Establishing guilt	<i>"Justice" viewed as</i>	Identifying obligations, accountability, collaborative problem-solving and needs of all parties
Offender's punishment-the person harmed is ignored	<i>Focus is on</i>	All people who have been impacted have direct roles in the repair process and rehabilitation needed
No opportunity provided	<i>Remorse or Amends</i>	Opportunity is given and forgiveness may occur