

## **Executive Summary of the BSD RP Annual Report 2020-2021**

### **Overview/Description of Restorative Practices within BSD**

A whole school restorative approach offers practices that prioritize community and relationship building as a way to prevent and address harm. Successfully implemented, RP transforms schools into places where students and teachers work together to solve problems, celebrate and learn from differences, and create safe, inclusive, welcoming spaces for all. It is not a “program” but an approach that requires a shift in how we think about discipline, the power of relationship, and the negative impact of unexamined implicit biases.

### **BSD’s Restorative Practices Teams**

There are five main district-level RP teams: RP Evaluation, RP Training, Youth and Family Engagement, Restoring School Engagement, and Reimagining Behavior Responses teams. Every site (including Early Education, After School, and Central Office) has an RP Committee.

### **RP Data Measures**

BSD collects staff and student input on RP implementation, use, and efficacy annually.

#### **Key Points from Student RP Survey Data**

- Responses from students indicated a positive regard towards RP implementation, particularly the use of community-building classroom RP circles
- RP principles have not yet penetrated and addressed systemic issues around equity and inclusion for students
  - This is identified for future RP PD and implementation considerations

#### **Key Points from Staff RP Survey Data**

- The majority of BSD employees who responded indicate that RP is a priority in their school building and that they are using RP tools to address issues related to equity.
- Consistent RP training needs still remain across the district.

### **Goals and Plans Moving Forward**

BSD is dedicated to continuing the important work of advancing RP in all of our schools that began over seven years ago. We deeply believe that RP is a tool for equity, a transformative way of thinking, and is more than just a passing initiative. We are committed to honing our practice and building capacity among school leaders and staff.

In the fall of 2020, Superintendent Tom Flanagan named RP as a priority in his 100-day entry plan. Additionally, the City of Burlington declared racism a public health emergency and collaborated with BSD to identify five concrete action steps to dismantle systemic racism. One action step is to *“fully implement restorative practices in all schools to create a more equitable behavioral response system to reduce suspensions and punitive disciplinary actions.”*