

Superintendent's Diversity Advisory Committee (S-DAC)
February 24, 2017

Input from Instructional Team to Proposed Language of Restorative Justice

The instructional leadership team, comprised of school-based leader and district-level leaders, provided thoughtful input to the document.

The following paragraphs are being considered for addition to ~~the following~~ Board Policies: 3207 (HIB); 3210 (Nondiscrimination) and 3241 (Student Discipline).

Restorative Justice Process in lieu of discipline

Upon mutual agreement ~~of~~ by the parties (i.e. the students, parents/guardians, and the District), the restorative justice process may provide an appropriate alternative to disciplinary action by providing a safe and confidential opportunity for students to learn empathy through accountability and the act of apology.

As part of the discipline determination process, ~~As an alternative for discipline following an investigation,~~ a school principal or designee may request ~~that a trained~~ a staff member(s) or counselor(s) trained in dispute resolution ~~or counselor~~ (e.g., Mercer Island Youth and Family Services staff) facilitate ~~a meeting in the form of~~ a restorative justice conference with ~~the~~ an alleged initiator(s) of the action and the impacted individual(s) along with their parents as agreed to and as appropriate. A restorative justice meeting could be in lieu of discipline or in conjunction with other disciplinary action (e.g., in and/or out-of school suspension). Each situation will be handled in a case specific manner and determined by the principal or designee. Such a conference will be held in strict confidence.

As a learning institution, ~~we~~ believes ~~that a~~ restorative justice conferences permits students to acknowledge their mistakes, grow emotionally from such experiences, and improve their behavior while avoiding ~~and move on without~~ the stigmatizing labels that often follow such behaviors. Such conferences will be held in strict confidence.

Upon mutual agreement, the intent of the restorative justice conference is to allow the student(s) who caused harm to learn the following: reflect on how his/her behavior affected others; apologize to the offended (s) for the harmful behavior; and explore and consider alternative methods to repair the unresolved student-to-student relationship. Such methods may include levels or tiers of interventions and include community service as recommended by the impacted individual and/or parents.

~~In addition to the restorative justice conference as an alternative for the imposition of student discipline, there may be some situations that will also require discipline~~

~~(e.g., in and/or out of school suspension)~~ These situations are case specific and determined by the principal or designee.

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