



# THE RESTORATIVE COMPASS





1 Maori People

2 Place, Name,  
Intention

3 Listen  
Sit in the Space  
Don't Affirm



**BUILD COMMUNITY**



# Objective

1 The connection  
of you to  
them...

2 How this  
builds...



3 So what  
now?



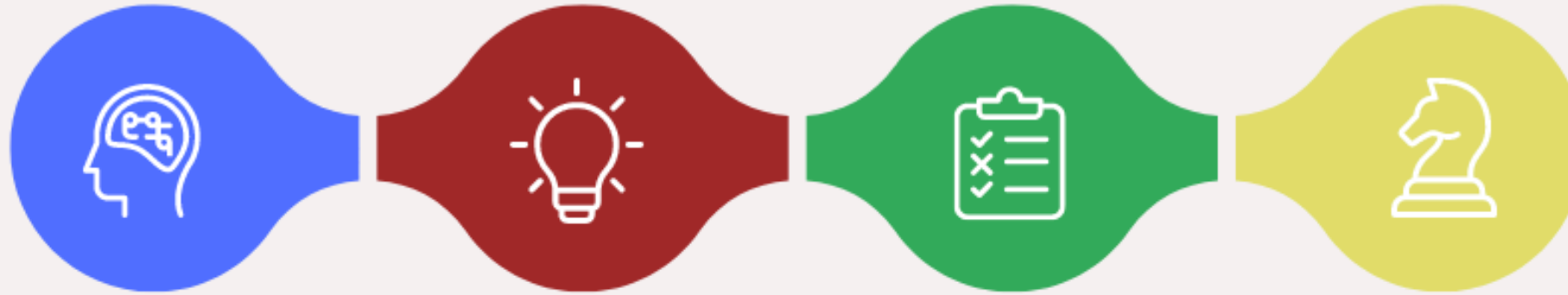
# WHY.....

"You cannot fix or save the young people you are working with. What you can do is work side by side with them, help them understand their vision, and realize it with them. By doing that you give them back control. We're healing trauma without ever mentioning the word."

The Body Keeps Score



# The 4 Pillars of the Restorative Compass



## **Trauma Informed Care**

Shift the focus from "What's wrong with you?" to "What happened to you?" Trauma Informed Care acknowledges struggles and provides support, enhancing student engagement, social-emotional wellness, and crisis response.

## **Restorative Practices**

Restorative practices studies how to build social capital and discipline through participatory learning. This allows for a transformative way of being in schools.

## **Social Emotional Wellness**

Social Emotional Wellness encompasses our capacity to comprehend and manage emotions, establish social connections, and form relationships with the world. It empowers us to integrate thoughts, emotions, and behaviors, promoting overall well-being.

## **Equity**

Championing equity, we ensure every student receives the support and opportunities necessary to shape their purposeful journey. Infusing equity into every aspect of our work drives meaningful and positive change.



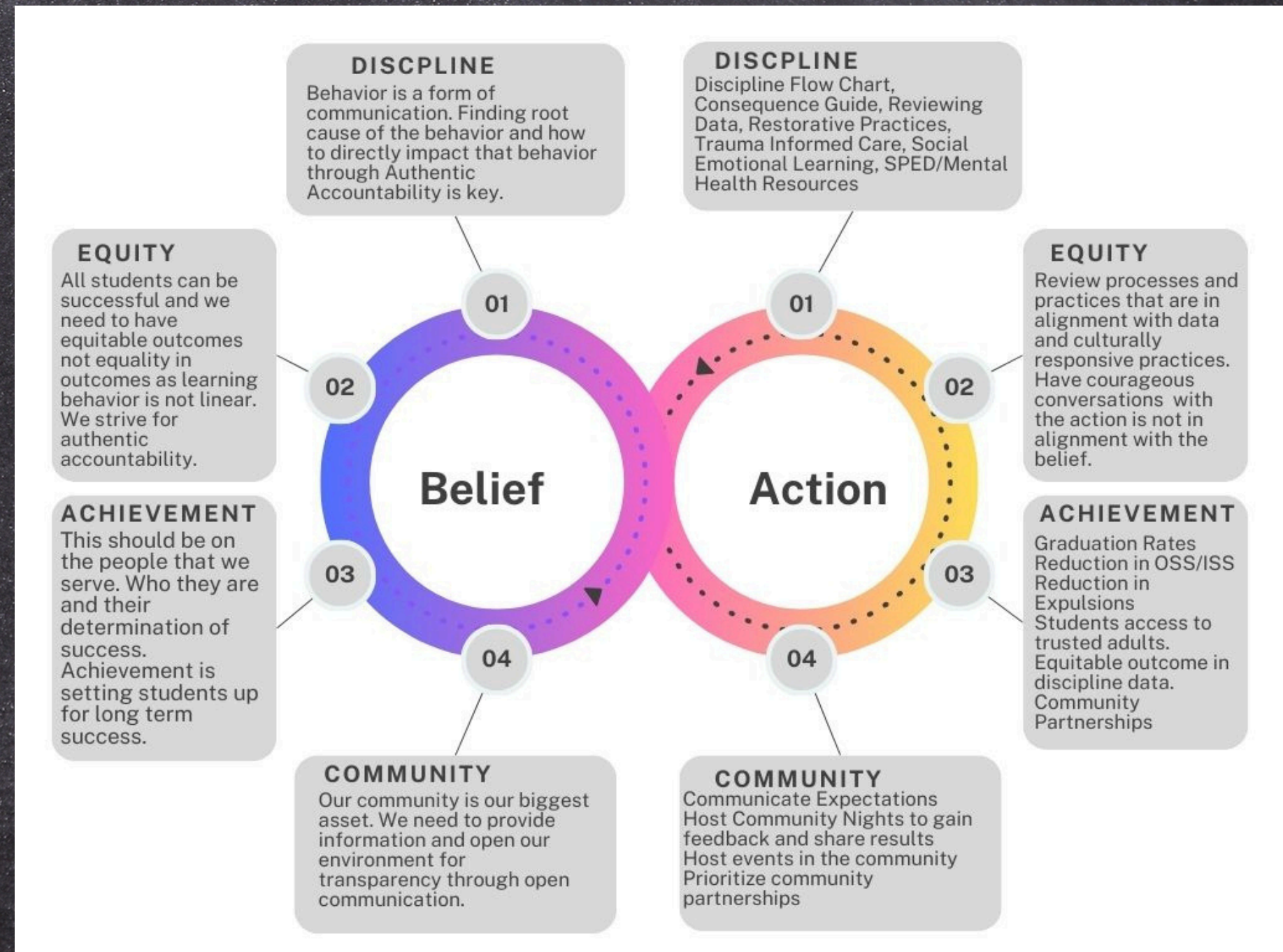


# WHAT ABOUT YOU?

- What are your beliefs about Behavior?
- What traumas have you experienced?
- Flight / Fight / Freeze / Fawn

Hold Ups...

Consistency, Policy, The Sting





# BELIEFS VS ACTIONS



FIGHT BREAKS OUT

DISOBEDIENT / DEFIANT  
BEHAVIORS



**GUARDIAN  
ESCORTS**

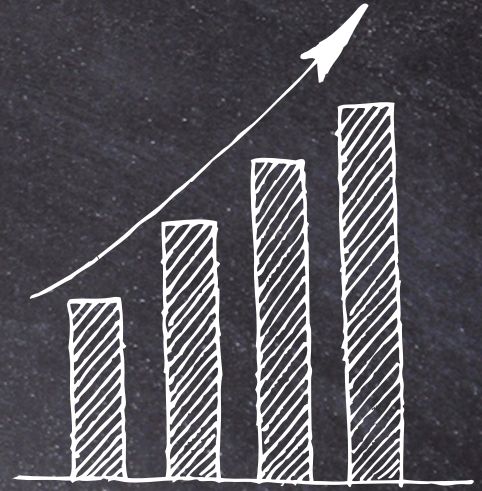
**FOCUSED DAY**



**CONFERENCES /  
CIRCLES**



# ACTIONABLE



## FIGHT BREAKS OUT

Repair Harm Circle  
Guardian Escorts and  
Focused Day

## DISOBEDIENT / DEFIANT BEHAVIORS

Restorative Conference  
Higher Levels - Guardian  
Escort and/or Focused  
Day



# THE IMPACT

- REDUCED SUSPENSIONS BY 32% THIS SCHOOL YEAR WITH MORE REFERRALS
- DISPROPORTIONALITY HAS DROPPED EVERY YEAR. WE ARE ALMOST PROPORTIONATE IN HISPANIC/BLACK STUDENTS
- VIOLENT/ AGGRESSIVE BEHAVIOR INCIDENTS DOWN 43%
- OUR SPED/SCHOOL PSYCHOLOGIST REQUEST GUARDIAN ESCORTS/FOCUSED DAY
- OUR KIDS KNOW... KIDS MAKING THE 180...

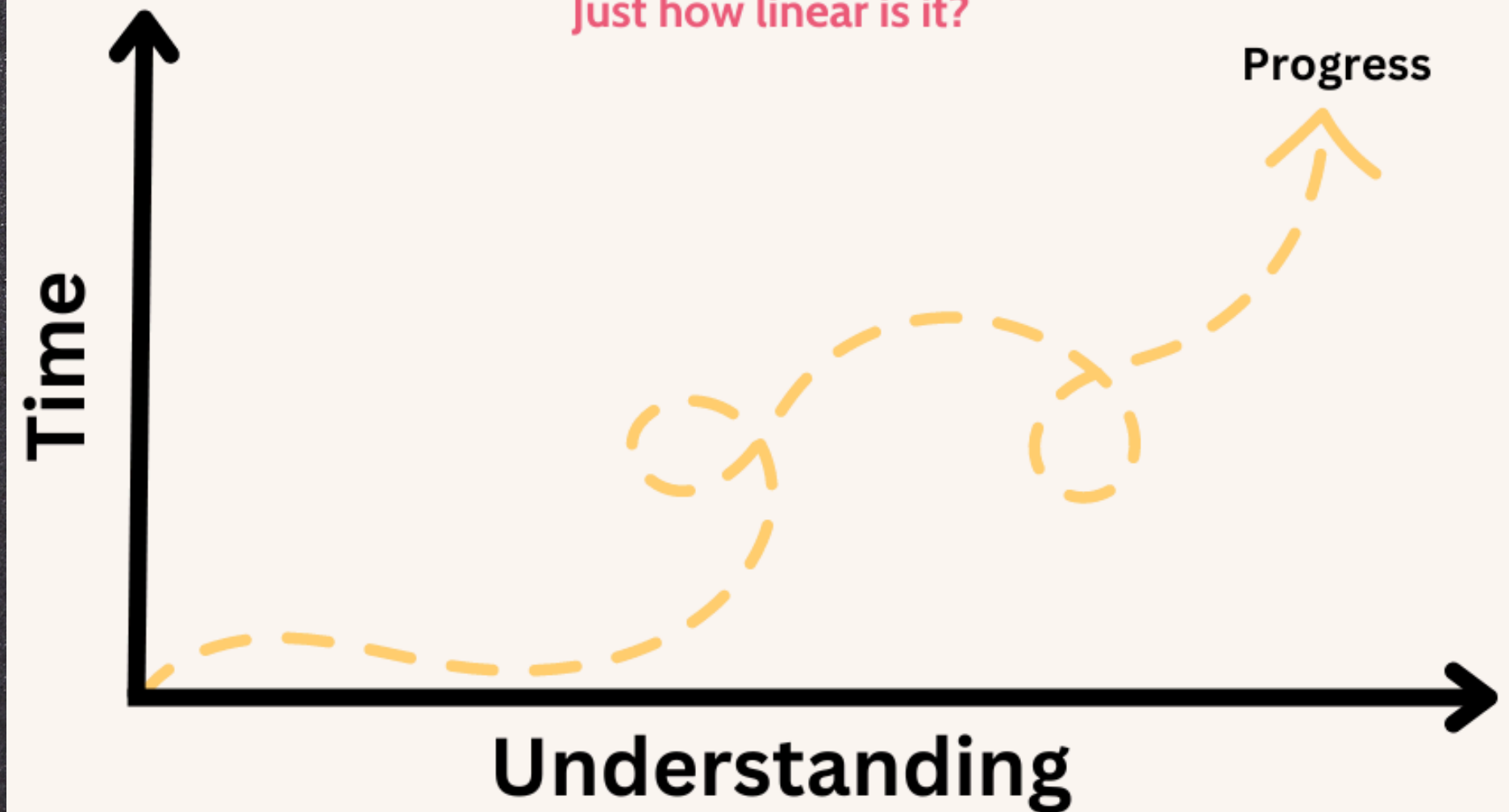


# SO WHAT.....

- PROVIDE DATA TO SUPPORT PLACEMENT
- PROVIDE AND OPPORTUNITY TO LEARN BEHAVIOR
- KEEP THE STUDENT AND POWER WITH THE SCHOOL
- LET A STUDENT MAKE THE CHOICE.

## Behavior & Healing

Just how linear is it?



● Progress is not a straight line. Progress is taking steps forward and backwards. The struggle is real and must show empathy, understanding and accountability.

● Time is dependent on the person. Past trauma, current traumas and processing trauma is unique to the individual. Social emotional learning is vital.

● Having the person understand why people feel the way they do and their lived experiences are key in understanding their behavior and healing.





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