

INCREASING STAFF RETENTION THROUGH RESTORATIVE PRACTICES

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Today's Facilitator

Born and Raised in Mississippi

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Wife

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RESTORATIVE PRACTICES

Session Focus



In this session, participants will:

Learn how to introduce and facilitate **proactive** and **responsive** conversations with employees when issues arise that impede the effectiveness and efficiency of the workplace.

Why Are Employees “Quietly Quitting”, Resigning or Retiring ?

- Feel that staff **conflicts and misunderstandings go unresolved**
- Feel that they have **no input** in decision making
- Feel that they **cannot speak up** about the behavior of colleagues or about organizational issues without retaliation
- **Negative work culture** and environment
- **Lack of support** from leadership
- Fewer opportunities for creativity and autonomy of work
- **Politics**

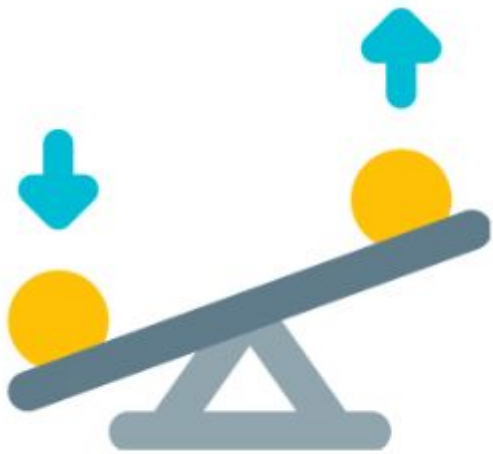
IDENTIFY THE CAUSE AND CO-DESIGN SOLUTIONS



The Impact.....

- ❑ Your **health**
- ❑ Your interactions with **students**
- ❑ Your interactions with **colleagues**
- ❑ Your interactions with **family and friends**

Ways Leaders Can **LEVERAGE** Restorative Practices to Retain Staff



- ❑ Create the space, time and conditions to engage in consistent, open, honest communication
- ❑ Check-ins
- ❑ Listen
- ❑ Do something with the feedback received
- ❑ Recognize and respond so that students and staff feel safe and heard



Trust

Connection

"WHAT DOES THE RESEARCH SAY?"

Support

Community Building

WHEN COULD COMMUNITY CIRCLE TAKE PLACE?

Staff Community Building Questions

- Staff Meetings
- Collaborative Team Meetings
-

******Anytime the staff convenes
Research supports that when adults know
more about one another, they treat each
other better.**



Proactive Restorative Practices

Connectedness through Community Building integrated into existing structures that builds TRUST over time

Recognition/Gratitude

- Tool/practice to:
 - Establishing norms
 - Connect to one another
 - Connect to the work

It's difficult to work in a building where you do not feel appreciated or connected to anyone

Stay Interviews vs. Exit Interviews

Stay Interviews

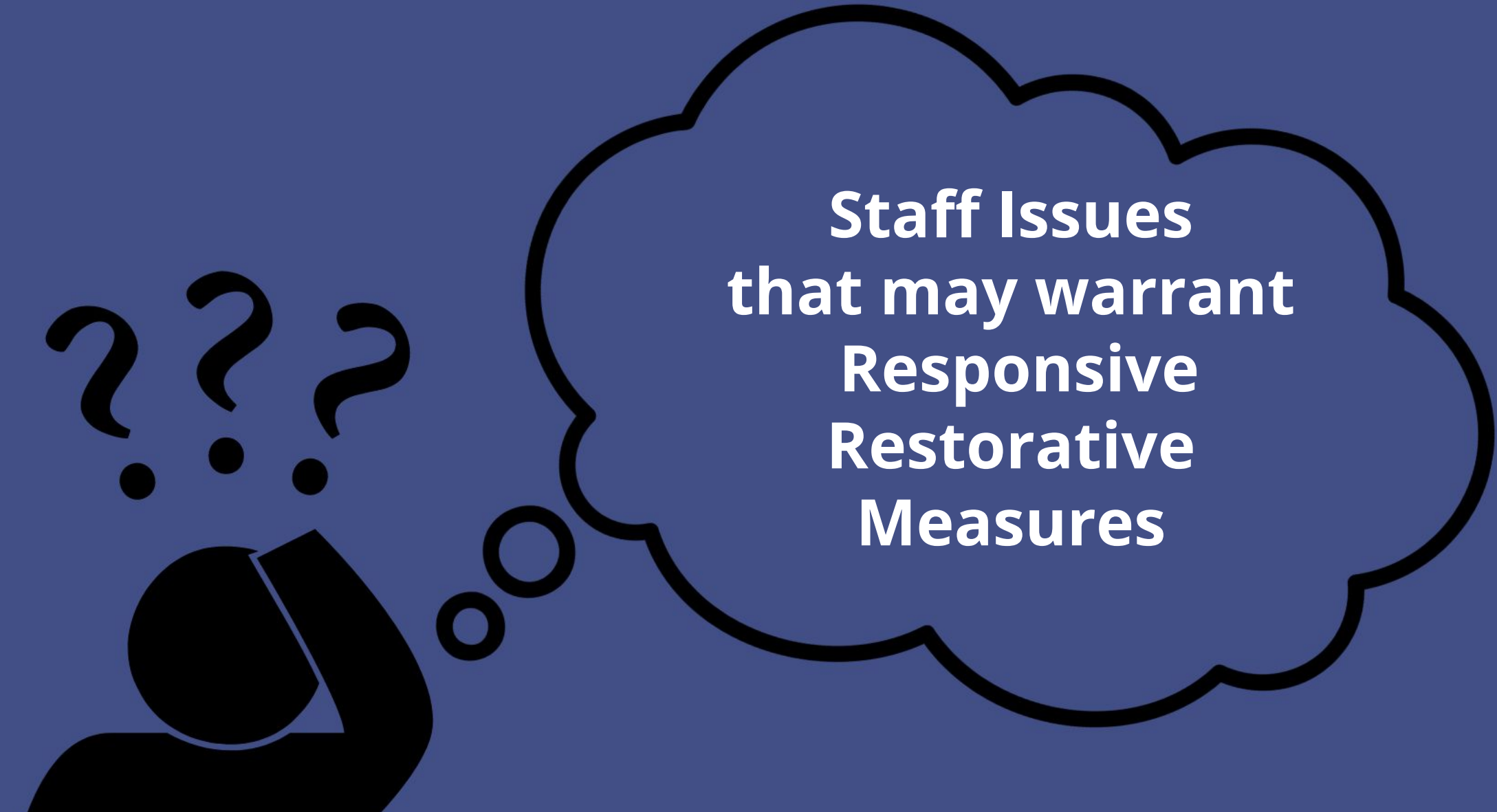
Allow us to connect with our staff and identify reasons teachers might consider leaving the district or the profession of education.

Questions may include, but are not limited to:

1. What are you excited about in your job?
2. Why do you stay?
3. What might lure you away?
4. What makes your job harder than it needs to be?

**Good leaders are
recognizing when
their team members
aren't okay**

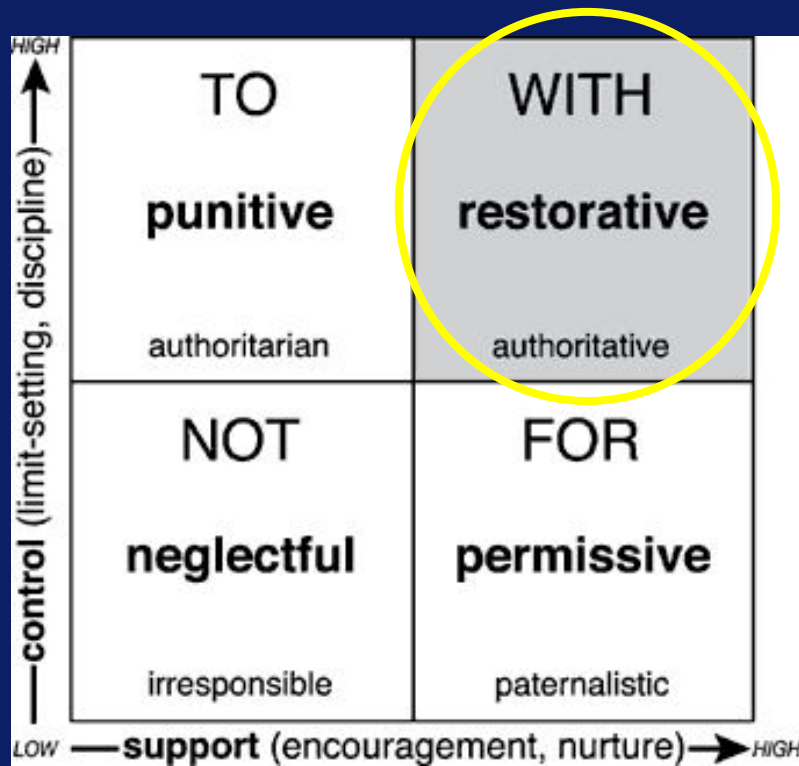
**Great leaders utilize the
acquired information and
do something about it.**



**Staff Issues
that may warrant
Responsive
Restorative
Measures**

Have You Talked About This?

Fundamental Premise



Restorative (WITH)

- Create a space for respectful dialogue
- Engage parties in helping to sort out the problem constructively
- It works.....but it takes commitment and time.

Restorative Practices Responsive Circles

Responsive Restorative Practices is a **relational approach** based on processes that build healthy communities and **REPAIRS HARM AND RESTORES RELATIONSHIPS.**

During a restorative dialogue, participants are asked:

1. To reflect on the conflict or problem
2. To identify their needs and interests
3. To make a plan



Goal

- **Focus on the power of listening to help lead to understanding to break down the barriers to productivity and effectiveness as campus leaders.**
- **To support participants as they communicate with purpose to find possible solutions to their expressed issues**

Preparation Before Facilitation

- ❑ Before the 1-on-1 meetings, ask each team member to write short answers to the questions
- ❑ Review the questions with each team member separately
- ❑ Ask each team member if they would be interested in a restorative conversation with the other party and a impartial facilitator.
- ❑ Remember, this entire process is voluntary.
- ❑ Provide each participant a card of restorative questions

Responsive Circles

Restorative Questions 1

To respond to challenging behavior:

- **What happened?**
- **What were you thinking about at the time?**
- **What have your thoughts been since?**
- **Who has been affected by what you did?**
- **In what way have they been affected?**
- **What do you think you need to do to make things right?**



Responsive Circles

Restorative Questions 2

To help those harmed by others actions:



- **What did you think when you realized what had happened?**
- **What have your thoughts been since?**
- **How has this affected you and others?**
- **What has been the hardest thing for you?**
- **What do you think needs to happen to make things right?**

Process for the Restorative Mediation Session

1. Welcome everyone to the space
2. Make Introductions
3. Establish the Purpose
4. Ask for permission to help solve problem: *"Can I help you resolve your issues?"*
5. Circle Guidelines: *"How we will treat one another in this space?"*
6. Restorative Questions
7. Record agreements
8. Schedule follow up conversation
9. Closing: *"Thank you for our time together."*

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When the
relationships change,
EVERYTHING
changes.



**Takes
TIME**



**Takes
ENERGY**



**Takes
COURAGE**



Together... We Can...

**“Take Care of Yourselves
and Each Other.”**

-Lester Holt

ANY
QUESTIONS?

Thank You!



LET'S STAY CONNECTED



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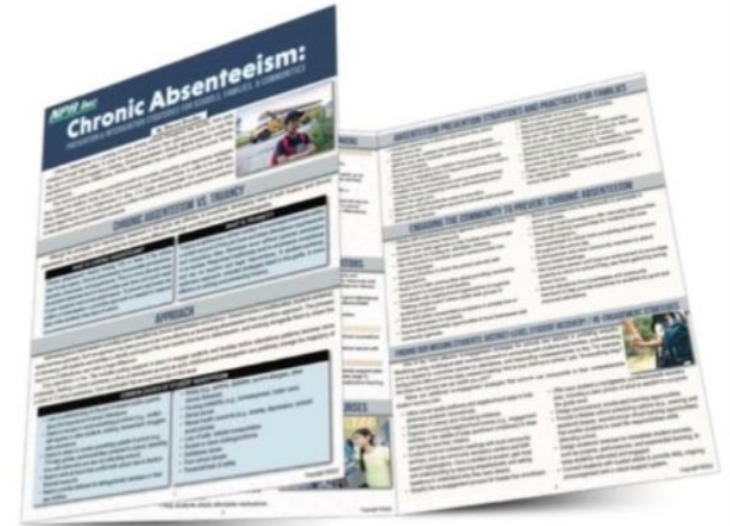
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