



Orozco Student Behavior Restorative Practice Steps

At Orozco Gifted Bilingual Fine Arts Academy, our vision is that Orozco students are inspired to become reflective, innovative, and compassionate leaders, part of a rich *mosaic* in the changing world. As such, when they act in a way that harms others, we expect them to a. reflect on their actions, b. show compassion to others by making amends to those harmed and working with school staff to create a plan that ensures the inappropriate behavior is not repeated. Below are the steps that make up this system.

- 1) Admin witnesses or receives a report of misconduct.
- 2) Admin begins investigating the misconduct by talking to all individuals involved, reviewing camera footage, and checking out the feasibility of reports (ex: if a student reports he was hit in the playroom, admin checks that there is a playroom in the class the incident allegedly occurred in.)
- 3) Parents of involved students are notified via email or phone. If the investigation is ongoing, they are told that follow up will occur once more information is gathered.
- 4) If it is more likely than not that a student committed a misconduct, admin conducts a restorative conversation with the student where they reflect on what happened and why, show accountability by owning their actions, and show compassion by deciding how they will make amends to those harmed. Lastly, the student will create a plan with admin on how they will show compassion by not repeating the harmful behavior (ex: if the student pushed another student who cut them in the lunch line, the plan will be to kindly and directly tell the student to go to the back of the line and, if they do not, informing the adult near the lunch line.)
- 5) Admin informs any adults that may need to know information to keep all students happy and safe (ex: other teachers both students have, staff that oversees the student at recess)
- 6) Admin decides if an intervention, consequence, or both should be tried to ensure a student does not re-offend, and works with students, families, and staff to implement the chosen interventions/ consequences.
 - a) Common interventions: social skill lessons, social skills groups, anger management groups, peace circle with person(s) harmed, social emotional work (ex: poster created and posted around school detailing the lesson learned from the misconduct), parent meeting
 - b) Common consequences: parent meeting, amends-making work (ex: cleaning lunchroom after they threw food), reflective lunch detention, in-school suspension
- 7) Admin enters all information into the online Aspen system, and the parents of the student who committed the misconduct are emailed (if no email, letter is given to student) a Misconduct Letter detailing what occurred and what interventions or consequences were implemented.

Additional steps are sometimes added according to the needs of the students involved. Examples include but are not limited to working with the Case Manager on any or all steps if the student has an IEP or 504, and the counselor working with a student to create a Safety Plan.



1940 W. 18th St.

Chicago, IL 60608

P. 773-534-7214 F. 773-534-7329

Web. orozco.edu Twitter: @orozcoacademy