

WELCOME!

How to make Restorative Practice stick: Implementation of RP across the school community

A conversation with
Margaret Thorsborne

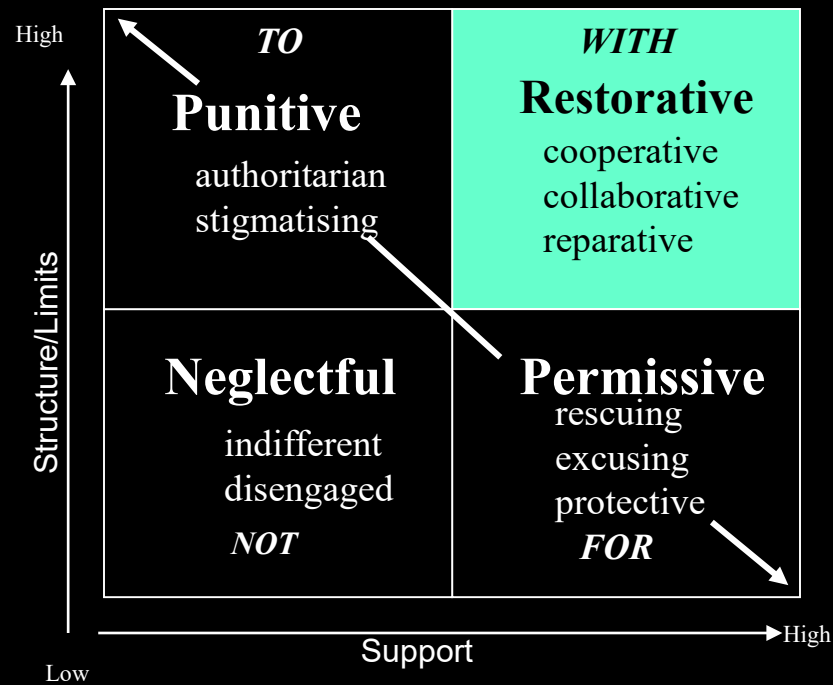
GREETINGS FROM AUSTRALIA



Acknowledgement of Country



BUILDING SOCIAL CAPITAL



Blood, 2004 Adapted from
Wachtel, T 1999.

CONSIDERATIONS BEFORE LAUNCHING

- Is there an understanding about Restorative Practice (tools or culture)?
- Is there a conducive environment/climate/vision?
- Is there alignment with other initiatives?
- Is there a willingness for staff to engage in change?
- Is there an understanding of the commitment required?
- Is there a need? What's your school's WHY?



www.ready4rp.org



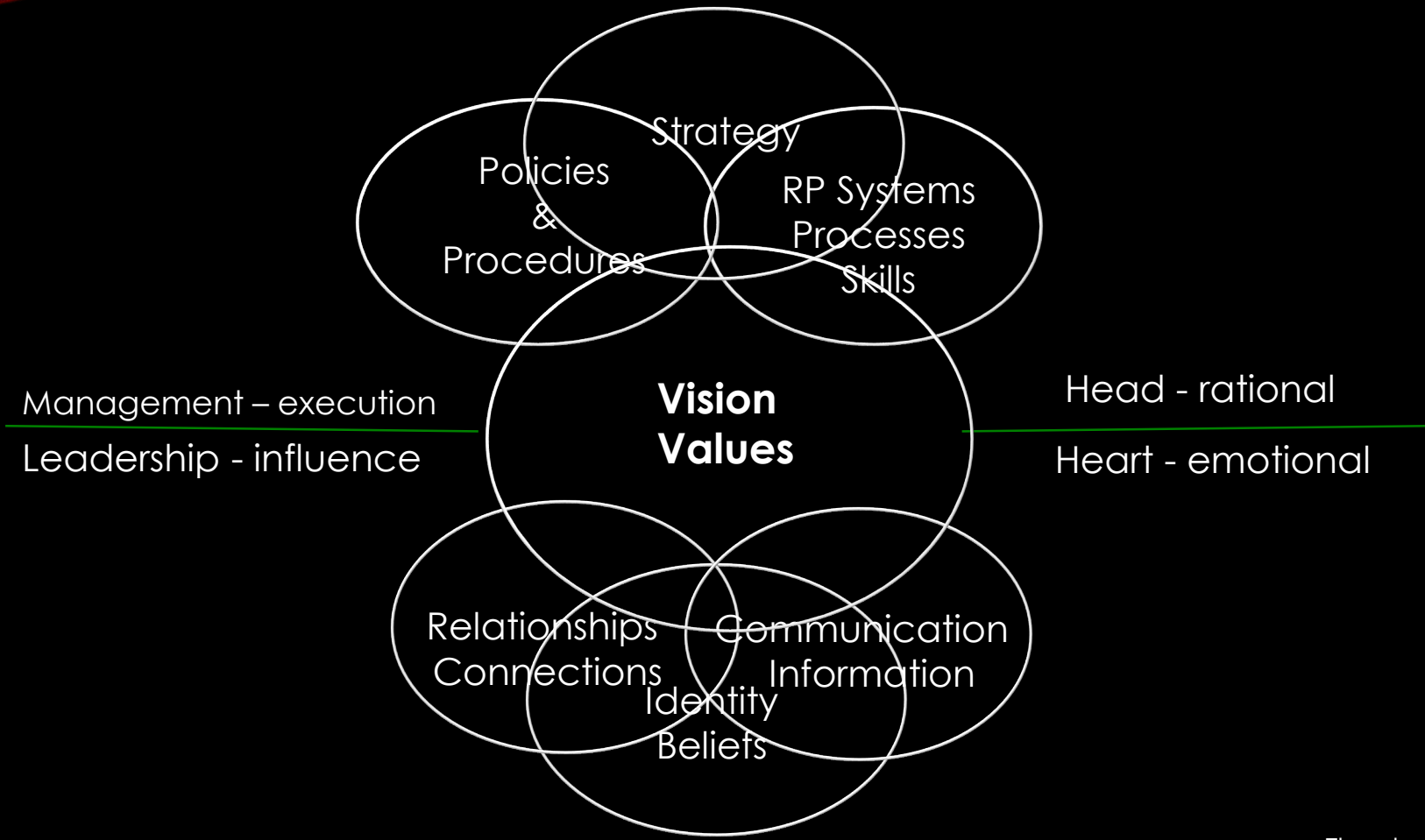
TRANSFORMATION IN EDUCATION

Kotter, 2019

THE 8-STEP PROCESS



Above the Line: What has to be done – System Infrastructure



Below the Line: How it has to be done – Human Infrastructure

Thorsborne and Blood, 2013



COMMUNICATION AND INFORMATION

- **Access to information**
- **Open and honest communication**
- **Briefing, explanation, asking, feedback**
- **Transparency**
- **Minimising rumour and gossip**

“Information is like oxygen”

Zuieback, 2012

IDENTITY AND BELIEFS

Our actions are driven by our values and beliefs about who we are

The school has to decide who it wants to be, what it wants to be known for (*vision*)

The school has to decide what is important to model and teach, what it stands for (*values*)

- **Development of trust**
- **Relationship at the core of school culture**
- **This value modeled first with staff**
- **Leadership must be, and model, “relational”**
- **Not just between two people, but between faculties, teams, connecting all parts of the system, horizontal and vertical**

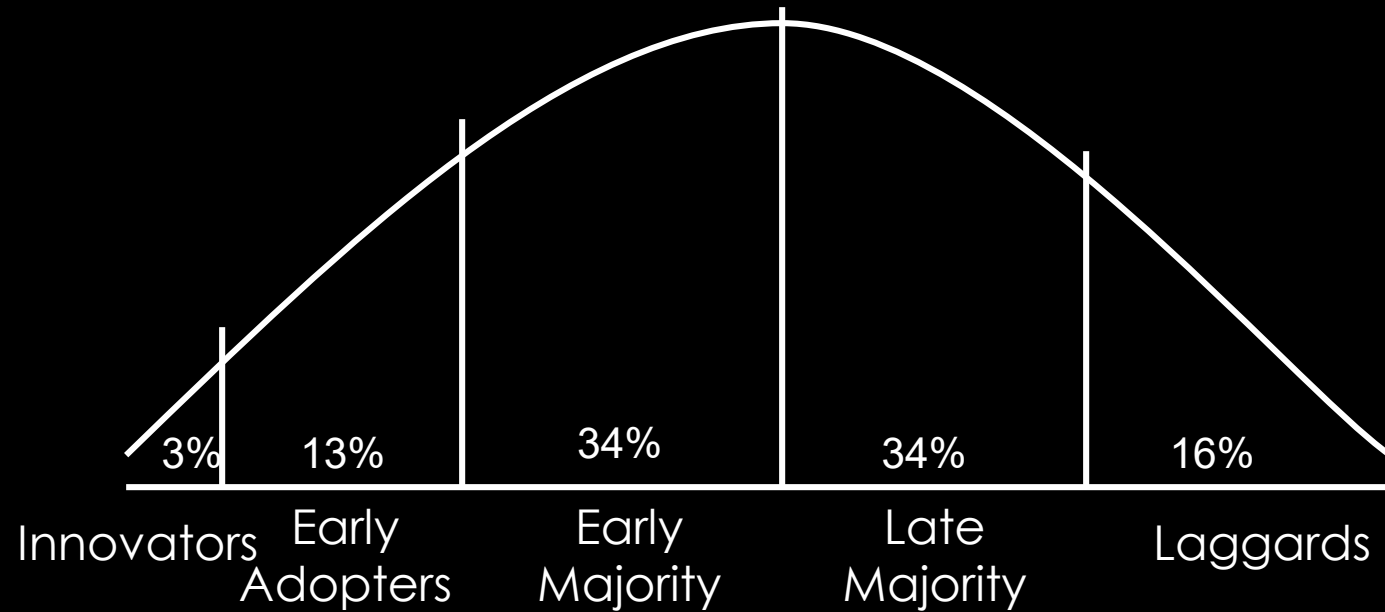
RELATIONSHIPS AND CONNECTIONS

TRANSFORMATION IN EDUCATION

Kotter, 2019

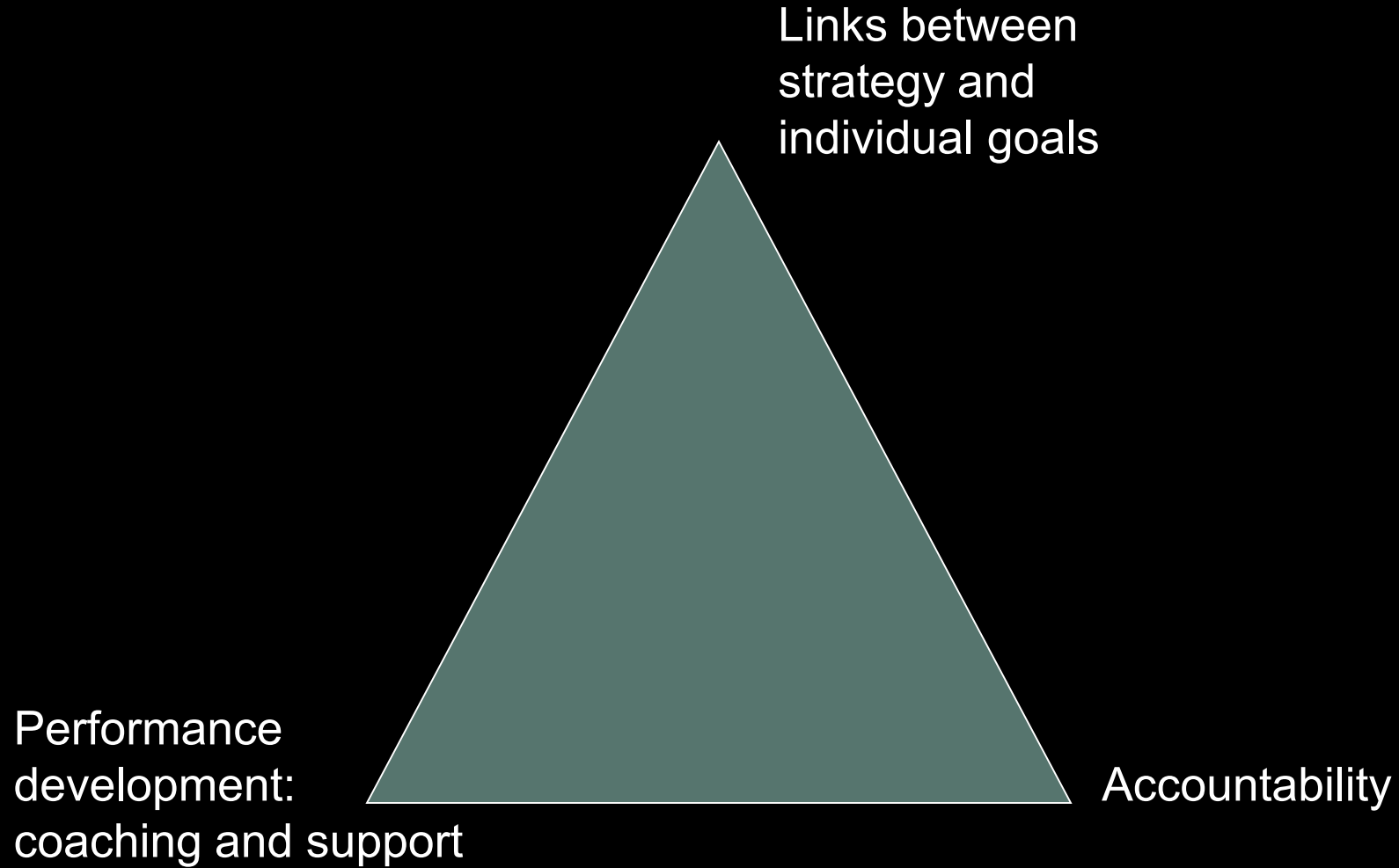


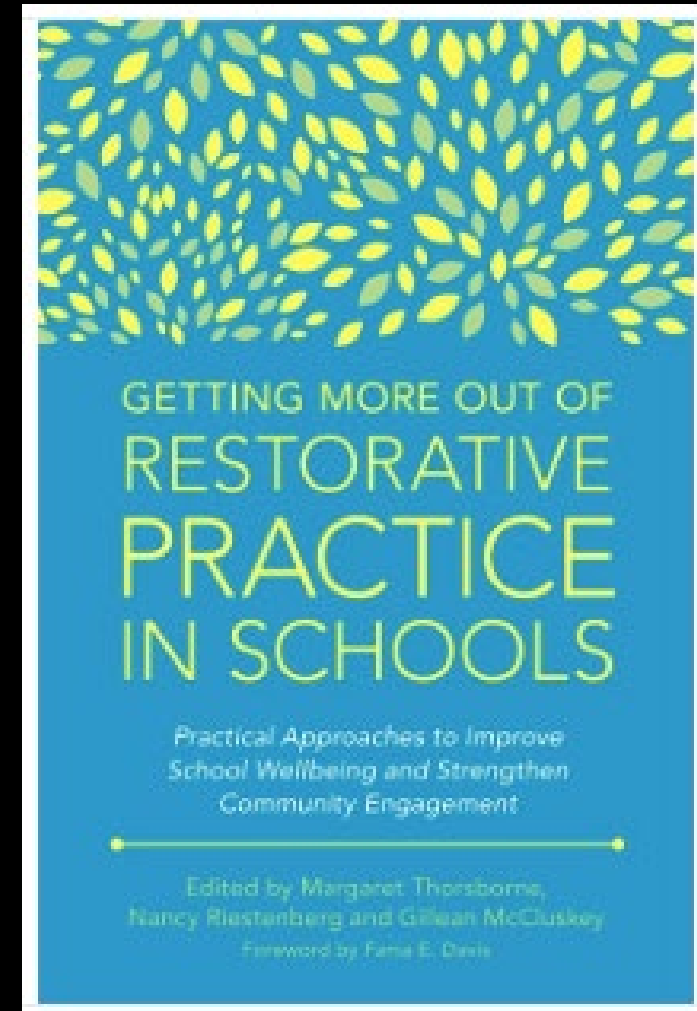
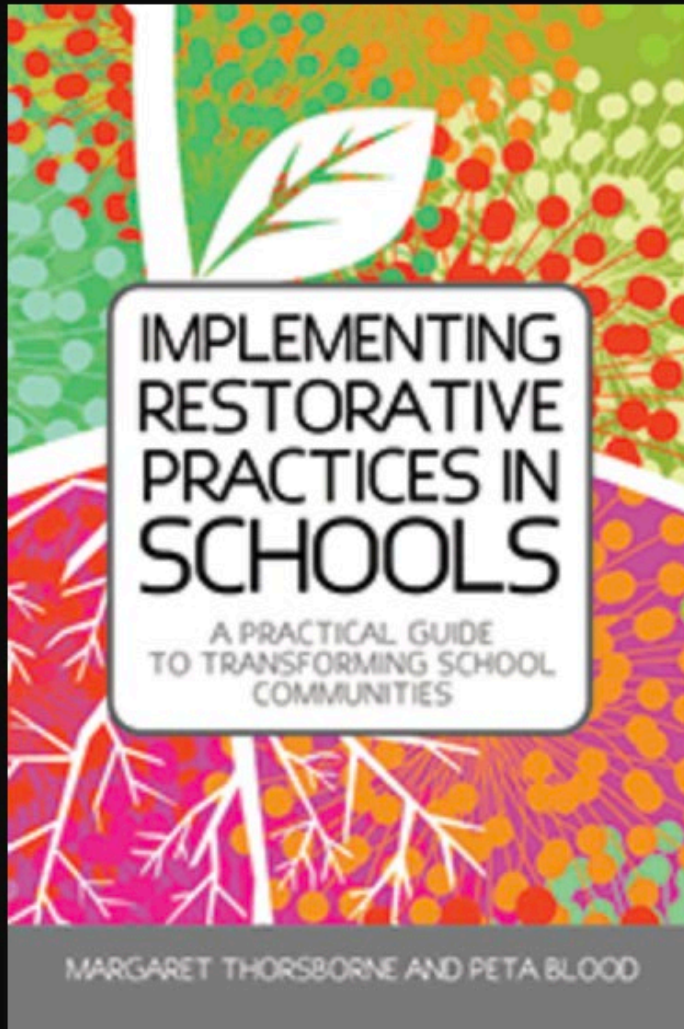
DIFFUSION OF INNOVATION



Rogers, 95

BEHAVIOUR CHANGE





marg@thorsborne.com.au

www.thorsborne.com.au



@ThorsborneMarg



Marg Thorsborne



Margaret Thorsborne and Associates