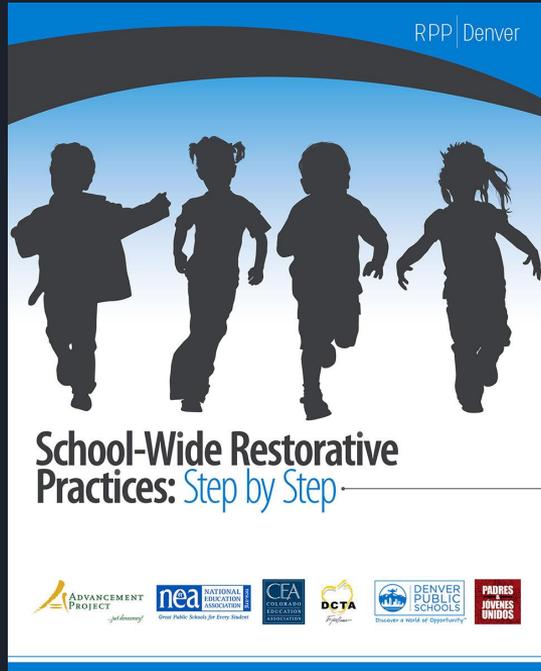




# Hiring for a Restorative Mindset

Whole School Restorative Justice Implementation  
May 16, 2018

# Impact of Hiring on Restorative Justice Implementation



**Benchmark 1:** Shared vision

**Benchmark 2:** Foundational structures

**Benchmark 4:** Training

**Benchmark 5:** Language & Culture

**Benchmark 7:** Proactive measures



# Spotlight on Success: Changing the Culture of Discipline in Denver Public Schools

What am I looking for in a candidate?

1. Capacity for relationship building
2. Belief in all students' potential
3. Commitment to meeting the needs of all children
4. Responsiveness to feedback

*"I find people who care about kids. That's a big shift for me. The first year I was here, I tried to hire the best content teachers. This year I just went out looking for people who are going to love our kids." - Principal, Secondary school*

*"I look for instant connection with kids. People [who] come in and in five minutes, they know kids' names and you can see a relationship building." - Principal, K to 8 school*



## Easy to Coach

How to structure an engaging lesson plan

How to collect and analyze data in a meaningful way

How to differentiate instruction

How to assess student growth

How to integrate technology in the classroom

## Difficult to Coach

A belief that all people are amenable to change

A willingness to explore their own privilege and to confront racism and oppression

A belief that every person and every situation deserves an individualised response

A desire to be part of a larger school community

A belief that we cannot learn from those we do not feel understand us



# Interview Structures

1. Invite students and families to interact with the candidate and provide feedback, ensuring their voice actually holds weight in the decision-making process
2. Ensure unstructured time with all stakeholders in the school community
3. Call references first, before even scheduling a phone interview or an in-person interview
4. Have candidate shadow, observe, and debrief as part of the interview process
5. Screen candidates with a survey on their personal and professional values
6. Include a coaching session with any sample lessons taught and/or have sample lessons be for advisement classes rather than content
7. Facilitate mock meetings about students of concern



# Interview Questions

Scenario-based, open-ended questions

1. Think back to a time you heard someone say, “These kids can’t \_\_\_\_\_.” Fill in the blank. How did you respond? How do you wish you had responded?
2. At your last three team meetings, your colleague has brought up a different black, male student as a student of concern. How do you respond to her requests for support and action from the Behavior Team?
3. When you redirect a student in class, she responds by cursing at you and flipping over her chair. How do you respond?
4. How has your own race and class privilege contributed to your success?
5. For the third time this school year, one of your students has threatened harm towards another student in your classroom. What are your first three next steps?
6. You and a student have a confrontational interaction in your classroom and the student walks out. Fifteen minutes later, the dean brings them back to your classroom and tells you they are ready to reenter. How do you respond?

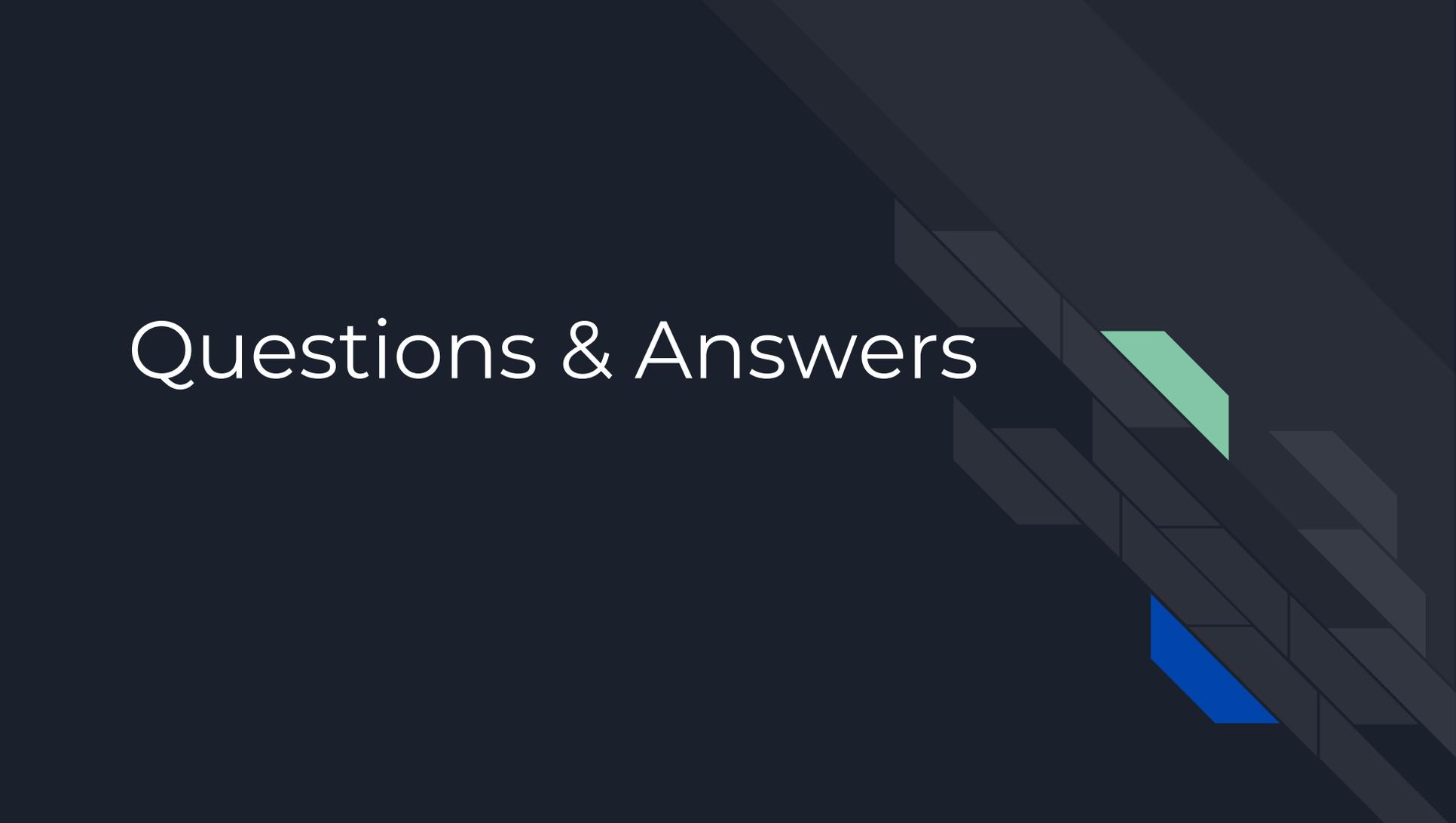


# Restorative Justice Coordinators & Support Teams

What am I looking for?

1. An advocate for all stakeholders in the building, balancing the needs of students, families, and staff
2. Someone who wants to escape fire-fighting and focus more on prevention and culture-building
3. A diverse set a strategies to build relationships with both students & adults
4. Comfort in having difficult conversations with colleagues
5. An understanding of the time and intentionality this work takes to do well, and a willingness to push back on leadership should the integrity of the work be compromised

# Questions & Answers

An abstract graphic on the right side of the slide. It features a series of dark grey, 3D-style rectangular blocks arranged in a diagonal line from the top right towards the bottom left. Two of these blocks are highlighted: one is light green and the other is blue. The background is a dark blue gradient.