**MCCPTA Restorative Justice Subcommittee Work Plan**

**(A Subcommittee of the MCCPTA DEI Committee)**

**Committee: Restorative Justice (RJ)**

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**Vision**

The Restorative Justice (RJ) subcommittee seeks to advocate for the consistent training and implementation of restorative justice practices across all MCPS schools for all MCPS administrators, staff and students in accordance with Maryland law,[[1]](#footnote-1) the MCPS 2020-2021 Code of Conduct and MCPS’s commitments[[2]](#footnote-2) and plans. Further, the RJ subcommittee seeks to raise awareness with caregivers about restorative practices and solicit parent feedback regarding restorative practices and restorative justice within MCPS.

**Mission**

To ensure that caregivers and students are fully engaged in co-constructing and effectively implementing restorative practices systemwide as a proactive, not just a reactive, contribution to building and sustaining positive, inclusive and healing school cultures.

**Values**

* We value a positive school culture and approach to discipline.
* We value building, strengthening, maintaining and repairing relationships in our communities.
* We believe it is important to set intentions and establish restorative frameworks that are relationship-centered and consistently implemented across MCPS.
* We believe that restorative practices support mental wellness, dignity and respect for all community members, especially our students, and in so doing make communities stronger and safer.

**Goals**

* Follow the implementation of restorative practices, including training to all MCPS administrators and staff, in order to better understand how it is being rolled out and implemented across the county in the initial through advanced stages of development.
* Assure that all MCPS caregivers are given information about restorative practices and how these practices will be implemented in their schools.
* Continue to track implementation and assess outcomes of experiences relating to restorative practices via family engagement.
* Hold regular standing meetings with the MCPS RJ unit (RJU) to learn how restorative justice practices are being implemented, and how the MCCPTA and this subcommittee in particular can support this work.
* Communicate with our caregiver community to share updates about how restorative practices are being rolled out. Request, gather and review data on implementation via student and family experiences.

**Action Steps**

The main Action Steps for the 2021-2022 academic year include:

 1) to build a coalition of community organizations that are allies and interested to engage the subcommittee/MCPS with our mission

 2)to hold county-wide webinar(s) for all caregivers to share information about what RJPs are and how they will be implemented in MCPS

 3)to arrange opportunities for caregivers to experience/engage in restorative processes

**Meeting Schedule**

The RJ subcommittee will hold meetings two to four times per month and will hold joint meetings with the MCPS RJU for at least one, if not all, of these meetings each month.

**Expenses**

The RJP Subcommittee requests a budget of $1,000 to hire expert speakers for our sponsored webinars, potentially restorative justice facilitators for break out sessions for these or related events and possibly translators if needed. We will also use these funds for possible flyers to share information about restorative practices at public events.

1. House Bill 0725/Senate Bill 0766 on Public Schools, Student Discipline, and Restorative Approaches <https://mgaleg.maryland.gov/mgawebsite/legislation/details/hb0725?ys=2019rs> [↑](#footnote-ref-1)
2. As stated in the MCPS 2020-2021 Code of Conduct, “Building on MCPS’ longstanding commitment to equity, and in alignment with Maryland law, we are continuing our work to embed restorative practices and restorative justice as part of our schools’ culture, climate, and expectations.” <https://www.montgomeryschoolsmd.org/uploadedFiles/students/rights/1228.20_2020-21_STUDENT_Code%20of%20Conduct_Web.pdf>

As stated in the MCPS 2020-2021 Student’s Guide to Rights and Responsibilities,

“Students have the right to a school environment that is safe, positive, and respectful in order to promote student learning and engagement. Because school is a place where appropriate behavior may be learned, discipline must meet students’ behavioral and developmental needs and include a continuum of strategies and responses that are equitably and fairly applied and that reflect a restorative discipline philosophy*.*” <https://www.montgomeryschoolsmd.org/uploadedFiles/students/rights/1234.20_StudentRightsAndResponsibilities.pdf> [↑](#footnote-ref-2)