

### Step 1: Fostering Connection and Understanding

- Begin by creating a safe and welcoming space. How are you feeling today?
- Express gratitude for their willingness to engage. Thank you for meeting with me. I'd like to talk about what happened with \_\_\_\_\_.
- Share your observations with empathy. When I noticed \_\_\_\_\_, I felt \_\_\_\_\_ because \_\_\_\_\_.

### Step 2: Honoring Perspectives and Emotions

- Encourage the student to share their experience. What happened from your perspective?
- Invite deeper reflection. Can you tell me more about what led to this situation? What thoughts and feelings were going through your mind at the time?

### Step 3: Exploring Root Causes and Context

- Seek to understand underlying factors. It seems like you were feeling \_\_\_\_\_. What contributed to those feelings?
- Delve into the circumstances surrounding the incident. What else was happening that might have influenced the situation? Have similar situations occurred before?

# Restorative Practices Toolbox: Guiding Conversations with a Trauma-Informed Lens

## Restorative Conversations Checklist:

#### Before the conversation:

- Reflect on personal biases and roles.
- Plan the conversation thoroughly.
- Ensure readiness and calmness.

#### During the conversation:

- Maintain a calm demeanor.
- Use restorative language and open-ended questions.
- Ensure equitable participation.
- Prioritize active listening.

#### Step 4: Acknowledging Impact and Responsibilities

- Encourage introspection. How has this situation been weighing on your mind? In what ways has it affected you?
- Expand the perspective to include others affected. Who else might have been impacted by your actions? How do you think they're feeling?
- Foster accountability. What role do you believe you played in this situation?

#### Step 5: Repairing Harm and Planning for Growth

- Collaborate on solutions. What steps can you take to address the situation or make amends?
- Offer support. What do you need to help you follow through on your commitments?
- Empower reflection and growth. What would you like to see as the outcome? How can you prevent similar situations in the future?
- Encourage empathy. How do you think you can make things right with \_\_\_\_\_? What would help them feel better?

#### Step 6: Co-Creating Agreements for Positive Change

- Summarize the discussion and agreements reached. Based on our conversation, it seems like you're willing to \_\_\_\_\_, and I'll \_\_\_\_\_.
- Seek mutual agreement. Do these actions align with what we've discussed? Let's document our agreements to ensure clarity and accountability.
- Express appreciation for their participation. Thank you for engaging in this conversation and demonstrating a commitment to resolving the issues.

#### After the conversation:

- Follow up on agreements and consequences.
- Assess the need for further interventions.