

Book Study

Bundle One

Pre-Reading Bundle: Laying the
Foundation for a Restorative Community

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BOOK STUDY: DEEPENING YOUR RESTORATIVE PRACTICES JOURNEY

Champions, welcome to the **Book Study** page!

Book Study can serve as an introduction to **Restorative Practices** or as a way to explore specific aspects of the work more deeply. Whether you're leading a team, a group of educators, or engaging parents in meaningful discussions, this resource is designed to support you.

We've compiled a set of **pre-study and during-study agendas** filled with exercises, reflection prompts, and activities that guide groups in learning more about **Restorative Practices**. These agendas are designed to help you facilitate conversations that build both **connection and challenge—because together, they create real change.**

Use this page as a tool to **spark learning, reflection, and action** in your community. However you choose to engage, remember: Restorative Practices are not just something we implement—they are something we live. Let's keep building together!

CHAMPION MEETING AGENDA

GROUP AGREEMENTS & IDEAL COMMUNITY SESSION 1

DURATION: 45 MINUTES

1 Purpose (5 minutes)

- ✓ Establish group agreements for trust and collaboration.
- ✓ Explore the purpose of implementation through visioning our ideal community.

2 Group Agreements (5 minutes)

3 Connection Before Content (10 minutes)

4 Exploration

Activity: Ideal Community Visioning

Discuss in small groups or pairs:

- ✓ What does our ideal restorative environment look like?
- ✓ What are the benefits of this environment?
- ✓ What assets/gifts can we contribute?
- ✓ What doubts or sacrifices might arise?

5 Close & Next Steps (5 minutes)

Closing Circle:

Discuss in small groups or pairs:

- ✓ Share one word about how you feel after the session.
- ✓ Facilitator will thank the group and reinforce the importance of building our ideal restorative community.

CHAMPION MEETING AGENDA

GROUP AGREEMENTS & IDEAL COMMUNITY SESSION 1

DURATION: 45 MINUTES

1 Purpose/Objective (5 minutes)

- ✓ Establish the foundational agreements that will guide the group's interactions and set the tone for restorative practices.
- ✓ Determine purpose of implementation through ideal community activity.
- ✓ Emphasize that these agreements will support trust, accountability, and a collaborative spirit in all Champion meetings.

2 Group Agreements (5 minutes)

- ✓ Review the **4 Agreements** from The Four Agreements by Don Miguel Ruiz:
 - Take Nothing Personal
 - Make No Assumptions
 - Be Impeccable with Your Word
 - Always Do Your Best
- ✓ Invite participants to share brief thoughts or examples of how one of these agreements resonates with them or could apply to their work.
- ✓ Encourage clarity, active listening, and engagement. These group agreements will be referenced throughout the session.

3 Connection Before Content (10 minutes)

Ideal Community Visioning Activity

- ✓ Break participants into pairs or triads. Provide each group with a question from the Ideal Community Activity to discuss. You may ask the team to also include a drawing to answer the question:
 - What does our ideal restorative environment look like?
 - What would be the benefits of having an environment like this?
 - What assets/gifts can we contribute to making this a reality?
 - What doubts do we still have in implementing this work?
 - What sacrifices are we willing to make for this to be a reality?
- ✓ Rotate questions among groups and allow 2-3 minutes per question. Reconvene for a brief share-out.

4 Close & Next Steps (5 minutes)

Closing Circle - One Word Reflection

- ✓ Each participant shares one word that describes how they are feeling about the session and their next steps.
- ✓ Facilitator thanks participants for their time and commitment.
- ✓ End on a note of gratitude and empowerment. Reiterate the importance of co-creating and maintaining the ideal restorative environment.

CHAMPION MEETING AGENDA

GROUP AGREEMENTS OF THE WORK-STUDY CIRCLE (SESSION 2)

DURATION: 45 MINUTES

1 Purpose (5 minutes)

- ✓ Review the agreements that guide our group.
- ✓ Reflect on implementation rubric.

2 Group Agreements (5 minutes)

- ✓ Review the **4 Agreements**
 - Take Nothing Personal
 - Make No Assumptions
 - Be Impeccable with Your Word
 - Always Do Your Best

3 Icebreaker (10 minutes)

- ✓ Two Truths and a Lie or Speed Meet and Greet.

4 Exploration (15 minutes)

- ✓ Assess & Discuss current phase on the Implementation Rubric.
- ✓ Share one action step to move forward.

5 Closing Circle (5 minutes)

- ✓ Share one word about the session
- ✓ Next Steps

Handout: Implementation Rubric

CHAMPION MEETING AGENDA

GROUP AGREEMENTS OF THE WORK-STUDY CIRCLE (SESSION 2)

DURATION: 45 MINUTES

1 Handouts or Digital Copies

- ✓ Implementation Rubric

2 Purpose/Objective (5 minutes)

- ✓ Introduce participants to the foundational agreements that will guide the group's interactions and set the tone for restorative practices.
- ✓ Reflect on and discuss the Akoben Implementation Rubric.

3 Group Agreements (5 minutes)

- ✓ Review the **4 Agreements** from The Four Agreements by Don Miguel Ruiz:
 - Take Nothing Personal
 - Make No Assumptions
 - Be Impeccable with Your Word
 - Always Do Your Best
- ✓ Invite participants to share brief thoughts or examples of how one of these agreements resonates with them or could apply to their work.
- ✓ Ask if anyone is opposed to the group agreements listed.
- ✓ Ask the team if they want to add any additional agreements to the above.

4 Connection Before Content (10 minutes)

Activity: *Getting to Know You Icebreaker - Two Truths and a Lie*

- ✓ Each participant shares two truths and one lie about themselves. The rest of the group guesses which statement is the lie.

5 Alternative Option

Speed Meet and Greet

- ✓ Divide participants into pairs and have them spend 1 minute introducing themselves by sharing
 - One reason they are excited about being part of the group.
 - One strength they bring to restorative practices.
 - Rotate pairs every minute until time is up.

Facilitator Note: *Use this time to help participants feel connected and engaged.*

6 Exploration (15 minutes)

- ✓ Reflect on the Akoben Restorative Practices Implementation Rubric.
- ✓ Pose these questions for group or pair discussion:
 - Where are you currently on the rubric?
 - What's one action step you or your organization could take to move to the next phase?
- ✓ Share these action steps with the group or write them on sticky notes for a shared accountability wall.
- ✓ Reflect on the Akoben Restorative Practices Implementation Rubric.
- ✓ Ask participants to identify one personal or organizational action to move from their current phase (Beginning, Emerging, Maturing, Refining) to the next level.
- ✓ Share these commitments with the group or write them on sticky notes for a shared accountability wall.
- ✓ Encourage practical and achievable commitments that align with the theory of change connection + challenge = change, as well as the Four Pillars.

7 Close & Next Steps (5 minutes)

Activity: Closing Circle - One Word Reflection

- ✓ Each participant shares one word that describes how they are feeling about the session and their next steps.
- ✓ Facilitator thanks participants for their time and commitment.
- ✓ End on a note of gratitude and empowerment. Reiterate the importance of co-creating and maintaining the ideal restorative environment.

THE FOUR AGREEMENTS

(AS OUTLINED IN JOHN RUIZ'S BOOK: THE FOUR AGREEMENTS)

1 Take Nothing Personal:

- ✔ Speak with integrity. Say only what you mean. Avoid using the word to speak against yourself or to gossip about others. Use the power of your word in the direction of truth and love.

2 Make No Assumptions:

- ✔ Find the courage to ask questions and to express what you really want. Communicate with others as clearly as you can to avoid misunderstandings, sadness and drama. With just this one agreement, you can completely transform your life.

3 Be Impeccable with your word:

- ✔ Nothing others do is because of you. What others say and do is a projection of their own reality, their own dream. When you are immune to the opinions and actions of others, you won't be the victim of needless suffering.

4 Always Do Your Best:

- ✔ Your best is going to change from moment to moment; it will be different when you are healthy as opposed to when you are sick. Under any circumstance, simply do your best, and you will avoid self-judgment, self-abuse and regret.

CHAMPION MEETING AGENDA

CONNECTION + CHALLENGE = CHANGE SESSION 3

DURATION: 45 MINUTES

1 Purpose

- ✓ Explore the role of connection in behavioral change.
- ✓ Address barriers to meaningful connection.
- ✓ Reflect on key concepts from The Restorative Journey.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content

- ✓ Two Things in Common: Pair up and find two shared traits or experiences.

4 Activity & Discussion

- ✓ Discuss key points from Chapter 3
 - Connection + Challenge = Change
 - Authentic vs. superficial connection
 - Connection in trauma-informed care and social capital
- ✓ Identify causes and solutions for barriers to connection.

5 Closing & Next Steps

- ✓ Share one takeaway or action item.
- ✓ Next Session: Read Chapter 4 of The Restorative Journey.

CHAMPION MEETING AGENDA

CONNECTION + CHALLENGE = CHANGE SESSION 3

DURATION: 45 MINUTES

1 Purpose/Objective (5 minutes)

- ✓ Understand how bonds and relationships drive behavioral change.
- ✓ Explore barriers to connection and develop solutions.
- ✓ Reflect on the power of connection in restorative practices and trauma-informed care.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

Activity: Two Things in Common

- ✓ Break into pairs or small groups and find two things you have in common that are not immediately obvious. Share findings with the larger group.
 - Connection + Challenge = Change
 - Authentic vs. superficial connection
 - Connection in trauma-informed care and social capital

4 Book Study/Activity (25 minutes)

Part 1: Discussion (10 minutes)

- ✓ Reflect on key points from Chapter 3 of The Restorative Journey:
 - Human beings change behavior through bonds and relationships.
 - Connection allows for meaningful challenges that lead to change.

5 Discussion Questions:

- 1 How does Connection + Challenge = Change look in your organization and for you personally?
- 2 What is the difference between authentic and superficial connection? What does each accomplish?
- 3 How does connection relate to trauma-informed care?
- 4 What is social capital, and why is it important?

Part 2: Barriers Activity (15 minutes)

- ✓ Review common barriers to meaningful connection:
 - Questions feel generic or random.
 - People feel hurried when answering.
 - Someone uses the opportunity to drive disconnection.
 - Something offensive is shared.
- ✓ Work in teams to identify possible causes and practical solutions for each barrier.

Use the table below:

Barrier	Cause	Solution
Questions feel generic.		
People feel hurried.		
Disconnection is driven.		
Something offensive shared		

Share and discuss as a group.

6 Closing & Next Steps (5 minutes)

- ✓ Share any action items identified during the session.
- ✓ **Closing Circle:** Each participant shares one takeaway or commitment from the session.
- ✓ **Preparation for Next Session:** Read Chapter 4 of The Restorative Journey and journal/reflect on how personal accountability strengthens relationships.

Book Study

Bundle Two

During-Reading Content Bundle:
Deepening Your Restorative Practice

CHAMPION MEETING AGENDA

SESSION 4: THE TWO PARADIGMS

DURATION: 45 MINUTES

1 Purpose

- ✓ Explore the shift from the Punitive Model to the Restorative Model.
- ✓ Reflect on how each model handles harm and creates change.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content

- ✓ **Quick Dilemma:** Share a time you solved a problem by focusing on relationships instead of rules. or Reflecting on your youth, what's one example of a time an adult helped you solve a problem by focusing on the relationship/connection instead of the rules.

4 Activity & Discussion

- ✓ **Scenario (Pair Share):** Juan and Leo's disagreement disrupts a meeting.
 - 1 How would the Punitive Model handle this?
 - 2 How would the Restorative Model handle this?

✓ **Discussion Questions:**

- 1 How does the Punitive Model compare to the criminal justice system?
- 2 How does the Restorative Model compare to functional family systems?
- 3 Why should restorative work focus 80% on being proactive and 20% on being responsive?

4 Activity & Discussion

- ✓ Share one takeaway or action item.
- ✓ **Next Session:** Read Chapter 3 of The Restorative Journey.

Guiding Reminders

- Implementing Restorative Practices requires a paradigm shift away from the current Punitive Model's emphasis on punishment.
- Although the Punitive Model is expedient due to its standardization, it fails to create meaningful behavior change on the part of people who cause harm.
- The Restorative Model is not a quick fix. It requires individualized, non-standard responses to infractions. It also requires a belief that people can change. (this can go on the side)

CHAMPION MEETING AGENDA

SESSION 4: THE TWO PARADIGMS

DURATION: 45 MINUTES

Guiding Reminders

- Implementing Restorative Practices requires a paradigm shift away from the current Punitive Model's emphasis on punishment.
- Although the Punitive Model is expedient due to its standardization, it fails to create meaningful behavior change on the part of people who cause harm.
- The Restorative Model is not a quick fix. It requires individualized, non-standard responses to infractions. It also requires a belief that people can change. (this can go on the side)

1 Purpose/Objective (5 minutes)

- ✓ Understand the paradigm shift from the Punitive Model to the Restorative Model.
- ✓ Explore the differences in handling harm using each model.
- ✓ Reflect on how restorative practices create meaningful change.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

Activity: Quick Dilemma

- ✓ In pairs or small groups, discuss:
 - What's one example of a time you solved a problem by focusing on relationships instead of rules? Or...
 - Reflecting on your youth, what's one example of a time an adult helped you solve a problem by focusing on the relationship/connection instead of the rules.
- ✓ Share insights with the larger group.

4 Book Study/Activity (25 minutes)

Scenario Activity:

- ✓ Imagine this scenario:
 - Juan and Leo get into a shouting match during a staff meeting. Profanity is used and it ends when both storm out of the room separately. The incident takes away 10 minutes from the meeting, which doesn't leave time for special presentation that LeSean prepared to give.
- ✓ Discuss the following:
 - How might the Punitive Model handle this? What are the outcomes? Who is excluded?
 - How might the Restorative Model handle this? Who was harmed? What needs were created? What steps could make things right?

✓ Discussion Questions:

- 1 How does the Punitive Model relate to the criminal justice system? What are its strengths and weaknesses?
- 2 How does the Restorative Model relate to highly functional family systems? What are its strengths and weaknesses?
- 3 Why should 80% of restorative work be proactive and only 20% responsive?

5 Closing & Next Steps (5 minutes)

- ✓ **Action Items:** Identify one takeaway or step to apply restorative principles in your work.
- ✓ **Closing Circle:** Share one word about how this session influenced your perspective.
- ✓ **Preparation for Next Session:** Read pages 63 – 69 of The Restorative Journey and reflect on building meaningful relationships as a foundation for change.

CHAMPION MEETING AGENDA

APPLYING THE AKOBEN SOCIAL DISCIPLINE WINDOW SESSION 5

DURATION: 45 MINUTES

1 Purpose

- ✓ Understand the Social Discipline Window using familiar characters.
- ✓ Reflect on how it applies to your life and work.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content

- ✓ Pop Culture Match-Up

4 Activity & Discussion

- ✓ Identify additional characters for each box and reflect on how you relate to them.
- ✓ **Discussion Questions:**
 - 1 Where do you operate most often in the Social Discipline Window?
 - 2 How does gender influence which box people operate from?
 - 3 How do the boxes relate to Lose/Lose, Win/Lose, Lose/Win, and Win/Win?
 - 4 Discuss motivations for each box.

1 Closing & Next Steps

- ✓ Closing Circle
- ✓ **Preparation for Next Session:** Read/review pages 76–83 in The Restorative Journey

Guiding Principles:

- Understanding how we use our authority is one of the most restorative insights we can have.
- Restorative Practices require us to operate from the WITH mindset. This does not come naturally to most of us.
- Both personal and systemic factors influence which of the four approaches is our default.

CHAMPION MEETING AGENDA

APPLYING THE AKOBEN SOCIAL DISCIPLINE WINDOW SESSION 5

DURATION: 45 MINUTES

Guiding Principles:

- Understanding how we use our authority is one of the most restorative insights we can have.
- Restorative Practices require us to operate from the WITH mindset. This does not come naturally to most of us.
- Both personal and systemic factors influence which of the four approaches is our default.

1 Purpose/Objective (5 minutes)

- ✓ Explore the Social Discipline Window through familiar characters.
- ✓ Reflect on how the window applies to your personal and professional life.
- ✓ Discuss motivations and outcomes for operating in different boxes.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

Activity: Pop Culture Match-Up

- ✓ As a series of circle rounds or pair-shares, respond to the following:
 - Name 1 – 2 of your favorite movies
 - Name 1-2 of your favorite characters
 - Turn and talk to the person next to you about your favorite characters and what you like about them and share briefly how you feel about the character and whether your feelings about them changed over time.

4 Book Study/Activity (25 minutes)

Part 1: Reflection Activity

- ✓ In small groups, create a Social Discipline Window on chart paper
- ✓ Identify additional characters and their characteristics and categorize them for each box in the Social Discipline Window.
- ✓ Reflect on how you relate to and differ from these characters.

Part 2: Group Discussion

- 1 What box do you find yourself in most of the time with those you serve? With staff? At home? How about the approach of our supervisor?
- 2 How does gender impact expectations around which box people operate from?
- 3 Discuss how the boxes relate to the concepts of Lose/Lose, Win/Lose, Lose/Win, and Win/Win.
- 4 Discuss the table **“Motivations for Each Box.”**

5 Closing & Next Steps (5 minutes)

- ✓ **Closing Circle:** Share one word or thought about how you plan to apply the Social Discipline Window.
- ✓ **Preparation for Next Session:** Read/review pages 76–83 in The Restorative Journey

CHAMPION MEETING AGENDA

UNDERSTANDING SHAME & EMPATHY SESSION 6

DURATION: 45 MINUTES

1 Purpose

- ✓ Explore the role of shame in disconnection and how to build shame resilience.
- ✓ Reflect on personal and professional experiences with shame responses.
- ✓ Discuss empathy as a restorative tool for fostering connection.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content

Defining Connection & Disconnection

- ✓ **Pair-Share:** Reflect on a time you felt truly connected to someone or a group.
- ✓ Discuss Brene Brown's definition of connection and how it aligns with Restorative Practices.

4 Activity & Discussion

The Compass of Shame

- ✓ Review the four shame responses:
 - Attacking Others
 - Avoidance
 - Attacking Self
 - Withdrawal

- ✓ Discuss how these patterns show up in personal and professional life.

Video & Reflection

- ✓ **Watch:** PBS Interview – Shame and Empathy (Brené Brown)

- ✓ **Discussion Questions:**

- 1 What are your reactions to the video?
- 2 If shame leads to disconnection, how do we reconnect?
- 3 What forms of “**acting out**” have you observed as shame responses?
- 4 How do you practice shame resilience?
- 5 If shame cannot survive empathy, how can we foster more empathy in our relationships?

5 Closing & Next

- ✓ **Closing Circle**

- Share one word or thought on how you plan to apply shame resilience and empathy in your work.

- ✓ **Preparation for Next Session:**

- Read/review pages 88–94 in *The Restorative Journey*.
- Reflect on how shame impacts relationships in your professional and personal life.

Guiding Principles:

- Understanding how we use our authority is one of the most restorative insights we can have.
- Restorative Practices require us to operate from the WITH mindset. This does not come naturally to most of us.
- Both personal and systemic factors influence which of the four approaches is our default.

CHAMPION MEETING AGENDA

UNDERSTANDING SHAME & EMPATHY SESSION 6

DURATION: 45 MINUTES

Guiding Principles:

- Understanding how we use our authority is one of the most restorative insights we can have.
- Restorative Practices require us to operate from the WITH mindset. This does not come naturally to most of us.
- Both personal and systemic factors influence which of the four approaches is our default.

1 Purpose/Objective (5 minutes)

- ✓ Explore the role of shame in disconnection and how to build shame resilience.
- ✓ Reflect on personal and professional experiences with shame responses.
- ✓ Discuss empathy as a restorative tool for fostering connection.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

Activity: Defining Connection & Disconnection

- ✔ **Pair-Share:** What does connection mean to you? When have you felt most connected to a group or individual?
- ✔ Read aloud **Brene Brown's** definition of connection:

"The energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship."
- ✔ **Discuss:** How does this definition align with Restorative Practices?

4 Book Study & Reflection Activity (25 minutes)

Book Study & Reflection Activity (25 minutes)

- ✔ Review the four shame responses:
 - Attacking Others
 - Avoidance
 - Attacking Self
 - Withdrawal
- ✔ In small groups, discuss and give real-life examples of these responses in personal, professional, or student interactions.
- ✔ How can recognizing these patterns help us approach others with empathy?

Part 2: Video & Discussion (Large Group)

- ✔ **Watch:** PBS Interview – Shame and Empathy (Brené Brown)
<https://youtu.be/EvNmhfLtLfo>
- ✔ **Discussion Question:**
 - 1 What are your reactions to or thoughts about the video?
 - 2 If shame leads to disconnection, how do we reconnect?
 - 3 What forms of "acting out" have you observed as shame responses?
 - 4 What is your understanding of shame resilience? How do you practice it?
 - 5 If shame cannot survive empathy, how can we foster more empathy in our relationships?

5 Closing & Next Steps (5 minutes)

Closing Circle

- Share one word or thought on how you plan to apply shame resilience and empathy in your work.

Preparation for Next Session:

- Read/review pages 88–94 in *The Restorative Journey*.
- Reflect on how shame impacts relationships in your professional and personal life.

CHAMPION TEAM MEETING AGENDA

DEVELOPING AFFECTIVE LANGUAGE & EMOTIONAL EXPRESSION SESSION 7

DURATION: 45 MINUTES

1 Purpose (5min)

- ✓ Explore how affective language helps express emotions.
- ✓ Practice using affective statements to improve communication.

2 Group Agreements (5 min)

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 min)

- ✓ Pair-share discussion on emotional expression.

4 Activity: Affective Statement Challenge (15 min)

- ✓ Practice using affective statements in a group guessing game

5 Group Discussion

- ✓ Reflect on emotional vs. behavioral vocabulary and affective statements.

6 Closing & Next Steps (5 min)

- ✓ **Closing circle:** Share one word or phrase.
- ✓ Observe how emotions are expressed in daily interactions.

CHAMPION TEAM MEETING AGENDA

DEVELOPING AFFECTIVE LANGUAGE & EMOTIONAL EXPRESSION

SESSION 7

DURATION: 45 MINUTES

Guiding Principles:

- Affective language helps us express emotions and communicate authentically.
- Many people struggle to use affective language, particularly for negative emotions.
- Without emotional vocabulary, emotions are often expressed through behavior.

1 Purpose/Objective (5 minutes)

- ✓ Understand the role of affective language in emotional expression.
- ✓ Explore how affective statements help communicate emotions effectively.
- ✓ Practice using affective statements to strengthen emotional awareness and connection.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

Pair-Share: Language & Emotion

- ✓ In pairs, discuss:
 - Do you find it easier to express positive or negative emotions? Why?
 - How did your family or community influence the way you express emotions?
- ✓ Brief whole-group reflection:
 - How does culture, gender, or personal experience shape emotional expression?

4 Activity: Affective Statement Challenge (25 minutes)

Step 1: Emotion Brainstorm (5 minutes)

- ✓ In groups of four, each participant writes down five emotions on separate slips of paper.
- ✓ Encourage a mix of common and creative emotions (e.g., melancholy, frantic, relieved, exasperated).
- ✓ Each participant circles their 4th listed emotion—this is the emotion they will describe first.

Step 2: Affective Statement Guessing Game (15 minutes)

- ✓ One person starts by making an affective statement about their circled emotion without saying the emotion itself.
 - Example: If the emotion is overjoyed, they might say,

"I felt extremely happy when I heard that my children were coming home for the holidays."
- ✓ The person to their left gets one attempt to guess the emotion.
- ✓ If incorrect, the next person takes a turn guessing, continuing around the circle.
- ✓ If no one can guess, the speaker reveals the emotion, and the turn moves to the next person.
- ✓ If time allows, repeat with more emotions from each participant's list.

Step 3: Group Reflection & Discussion (5 minutes)

- ✔ What made this activity challenging or easy?
- ✔ Did you notice patterns in the way emotions were described?

5 Group Discussion (10 minutes)

Discussion Questions:

- ✔ Emotional & Behavioral Vocabulary
 - What is meant by an emotional vocabulary and a behavioral vocabulary?
 - How do they relate to each other?
- ✔ Affective Statements
 - What are the three key ingredients of an affective statement?
 - Why are all three important?
- ✔ Examples & Reflection
 - Share examples of affective statements (both positive and negative).
 - Discuss what is being communicated in each example.

6 Closing & Next Steps (5 minutes)

Closing Circle:

- ✔ Share one word or phrase about how you plan to use affective language in your personal or professional life

Preparation for Next Session:

- ✔ Observe your own and others' use of affective language.
- ✔ Reflect on moments when emotions were expressed through behavior rather than words.
- ✔ Read/review pages 102-112 in The Restorative Journey.

CHAMPION TEAM MEETING AGENDA

EFFECTIVE USE OF RESTORATIVE QUESTIONS SESSION 8

DURATION: 45 MINUTES

1 Purpose (5min)

- ✓ Explore how restorative questions help unpack thoughts, emotions, accountability, and needs.
- ✓ Identify effective questioning techniques that promote restoration.

2 Group Agreements (5 min)

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 min)

Pair-Share Discussion:

- ✓ Think of a time you made an assumption about someone's actions.
- ✓ What changed when you asked questions instead?

4 Activity: Rating Restorative Question Techniques (15 min)

Step 1: Private Reflection

- ✓ Rate each technique on a scale of 1 (harmful) to 3 (restorative).

Technique	Rating (1-3)
Interrupting to confirm details	
Interrupting to confirm truth	
Using a detached tone	
Using an overly friendly tone	
Allowing processing time	
Modeling responses	
Not modeling responses	
Sticking to a rigid process	
Skipping some questions	
Rushing through questions	
Sitting while facilitating	
Standing while facilitating	

Step 2: Group Discussion

- ✓ Compare ratings and discuss which techniques support accountability and restoration

6 Closing & Next Steps (5 minutes)

- ✓ **Discussion:** How do restorative questions promote accountability?
- ✓ **Closing Circle:** Share one word about today's learning.
- ✓ **Next Steps:** Observe how you use restorative questions in daily interactions.

CHAMPION TEAM MEETING AGENDA

EFFECTIVE USE OF RESTORATIVE QUESTIONS SESSION 8

DURATION: 45 MINUTES

Guiding Principles:

- Restorative questions help unpack thoughts, emotions, accountability, and needs.
- The goal is not to determine if someone's actions were right or wrong, but rather to focus on the harm caused and how to repair it, while supporting emotional processing and accountability development.
- The antidote to assumptions is curiosity—approaching others with a mindset of understanding rather than judgment.

1 Purpose/Objective (5 minutes)

- ✓ Explore the role of restorative questions in addressing harm.
- ✓ Reflect on how different questioning techniques impact the restorative process.
- ✓ Identify best practices for using restorative questions effectively.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

Activity: Exploring Judgment vs. Curiosity

- ✓ **Ask participants:** Think of a time you assumed someone's actions were intentional or harmful. What shifted when you asked questions rather than made assumptions?
- ✓ Share insights in pairs or small groups.
- ✓ Discuss how this shift from judgment to curiosity applies to Restorative Practices.

4 Activity: Rating Restorative Question Techniques (25 minutes)

Part 1: Private Reflection (5 minutes)

Each participant privately rates the following techniques on a scale of 1 to 3:

- ✓ 1 = Likely to do further harm
- ✓ 2 = No impact
- ✓ 3 = Supports restoration

Technique	Rating (1-3)
Interjecting during the retelling of events to confirm details.	
Interjecting during the retelling of events to confirm truth.	
Using a removed tone in the delivery of questions.	
Using an overly friendly tone in the delivery of questions.	
Allowing processing time/not feeling obligated to fill spaces of silence	
Modeling responses.	
Not modeling responses	
Having in mind a set way in which a restorative question session should unfold	

Not completing all of the restorative questions.	
Rushing through the restorative questions.	
Sitting down for the delivery of restorative questions	
Standing down for the delivery of restorative questions	

Part 2: Group Discussion (10 minutes)

- ✓ Compare individual ratings and discuss different perspectives.
- ✓ Which techniques are most effective for facilitating accountability and repair?
- ✓ How do delivery, tone, and presence impact the process?

Part 3: Role-Play (Optional, Time Permitting) (10 minutes)

- ✓ Volunteers practice asking restorative questions using techniques rated as most effective.
- ✓ Debrief on what felt natural, challenging, or surprising.

6 Closing & Next Steps (5 minutes)

✓ Discussion Question:

- 1 What are the Restorative Questions? How does each one contribute to repairing harm?
- 2 How does the sequence of the questions build toward accountability?

✓ Closing Circle:

- Share one takeaway about the power or usefulness of restorative questions.

✓ Preparation for Next Session:

- Reflect on how you currently use restorative questions in your work.
- Identify one area where you can improve your approach.
- Read/review page 130 in The Restorative Journey.

CHAMPION TEAM MEETING AGENDA

PROACTIVE CIRCLES & BUILDING COMMUNITY SESSION 9

DURATION: 45 MINUTES

1 Purpose (5min)

- ✓ Understand how Proactive Circles build relationships and strengthen community.
- ✓ Explore how strong connections help resolve conflicts.
- ✓ Develop and practice creating circle questions.

2 Group Agreements (5 min)

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 min)

- ✓ Reflect on how Proactive Circles help build community.
- ✓ Discuss key takeaways from The Restorative Journey (pg. 130).

4 Activity: Creating Circle Questions (15 min)

- ✓ **Brainstorm (Whole Group):** What makes a healthy community?
- ✓ **Small Groups:**
 - Select 2-3 key elements from the list.
 - Develop 3-5 go-around circle questions.

5 Discussion & Reflection (10 min)

- ✓ Share circle questions.
- ✓ Discuss how circles support connection, inclusion, and leadership

6 Closing & Next Steps (5 min)

- ✓ **Closing Circle:** Share one word about today's learning
- ✓ **Next Steps:** Observe how Proactive Circles function in your environment.

CHAMPION TEAM MEETING AGENDA

PROACTIVE CIRCLES & BUILDING COMMUNITY SESSION 9

DURATION: 45 MINUTES

1 Purpose (5min)

- ✓ Proactive Circles build relationships and social capital.
- ✓ Explore how strong community Understand how connections help resolve conflicts and minimize harm.
- ✓ Develop and practice creating circle questions to strengthen group cohesion.

2 Group Agreements (5 min)

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 min)

Reflection on Proactive Circles

- ✓ Read page 130 in The Restorative Journey before the session.
- ✓ Discuss key takeaways:
 - Proactive Circles strengthen relationships and community.
 - These connections help resolve conflicts more effectively.
 - Proactive Circles can take anywhere from a few minutes to under an hour.

4 Activity: Designing Proactive Circle Questions (15 min)

- ✓ **(Brainstorming Whole Group, 5 min)**

- **Ask:** What are critical elements of a healthy community in your environment (school, class, workplace, etc.)?
- **Possible answers:** trust, communication, care, encouragement, accountability.
- Write responses on a chart or board.

✓ **Small Group Work (10 min)**

- into Divide groups of 2-3 people (if possible).
- Each group selects 2-3 elements from the brainstormed list.
- Develop 3-5 go-around circle questions to encourage discussion about these elements.
- Ensure questions guide participants toward understanding and integrating these values into their community.

5 Discussion & Reflection (10 min)

- ✓ Groups share one or two of their best circle questions.
- ✓ Facilitator-led discussion on the role of circles
 - 1 How are circles a natural structure in traditional and modern societies?
 - 2 What are other examples of using circles outside of restorative practices?
 - 3 How do Circles promote engagement, inclusion, trust, connection, and leadership?

6 Closing & Next Steps (5 min)

- ✓ **Closing Circle:** Share one word about today's learning.
- ✓ **Next Steps:** Observe and reflect on how Proactive Circles function in your environment

CHAMPION TEAM MEETING AGENDA

USING RESPONSIVE CIRCLES FOR CHALLENGE

SESSION 10

DURATION: 45 MINUTES

1 Purpose (5min)

- ✔ how Responsive Understand Circles address conflict and harm.
- ✔ Observe and analyze a real-life Responsive Circle.
- ✔ Reflect on personal comfort with facilitating these circles

2 Group Agreements (5 min)

- ✔ Take Nothing Personal
- ✔ Make No Assumptions
- ✔ Be Impeccable with Your Word
- ✔ Always Do Your Best

3 Connection Before Content (10 min)

- ✔ **Pair -Share:** Reflect on a time when conflict was left unresolved. How might a Responsive Circle have helped?

4 Activity: Observing a Responsive Circle (20 min)

- ✔ **Watch:**Teacher-Student Restorative Justice Circle ([YouTube Link](#)).
- ✔ Use the Circle Observation Form to analyze the facilitation and process.
- ✔ **Group Discussion:** What worked well? What could be improved

4 Discussion & Reflection (10 min)

- ✓ What preparation is needed for an effective Responsive Circle?
- ✓ How comfortable are you with facilitating one?
- ✓ What do you expect as an outcome of a Responsive Circle?

5 Closing & Next Steps (5 min)

- ✓ **Closing Circle:** Share one word about your key takeaway.
- ✓ **Next Steps:** Reflect on when and how a Responsive Circle could be used in your work.
- ✓ Read pages 124–129 in *The Restorative Journey* before the session.

CHAMPION TEAM MEETING AGENDA

USING RESPONSIVE CIRCLES FOR CHALLENGE SESSION 10

DURATION: 45 MINUTES

Guiding Principles:

- Responsive Circles are used to address a specific event or challenge and aim to unpack, explore, and resolve harm with all impacted participants.
- Unlike Proactive Circles, these require more time and involve the use of Restorative Questions rather than just affective statements.

1 Purpose/Objective (5 minutes)

- ✓ Understand the purpose of Responsive Circles in addressing harm.
- ✓ Analyze a real-life example of a Responsive Circle.
- ✓ Reflect on readiness and challenges in facilitating these circles.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

- ✓ **Reflection Prompt:** Think about a time when conflict was not properly addressed. How might a Responsive Circle have changed the outcome?

- ✓ **Pair-Share:** Discuss with a partner how unresolved conflicts impact individuals and relationships.

4 Activity: Observing a Responsive Circle (20 min)

Step 1: Observation (10 min)

- ✓ Locate the Circle Observation Form in the Resources section of the manual.
- ✓ **Watch:** Teacher-Student Restorative Justice Circle ([YouTube Link](#)).
- ✓ Use the Observation Form to evaluate:
 - Facilitator's approach
 - Use of Restorative Questions
 - Engagement of participants
 - Effectiveness of the process

Step 2: Group Discussion (10 min)

- ✓ What did you notice about the facilitation of the Responsive Circle?
- ✓ How did the participants engage with the process?
- ✓ What was effective, and what could have been improved?

5 Discussion & Reflection (10 min)

- ✓ What level of preparation is important for Responsive Circles to be effective?
- ✓ How comfortable do you feel facilitating a Responsive Circle when conflict occurs? What would help build confidence?
- ✓ What are your expectations for outcomes of a Responsive Circle?

6 Closing & Next Steps (5 min)

- ✓ **Closing Circle:** Share one word about your key takeaway.
- ✓ **Next Steps:** Observe or reflect on a real-life situation where a Responsive Circle could be beneficial.
- ✓ Read pages 124–129 in *The Restorative Journey* before the session.

CHAMPION TEAM MEETING AGENDA

FACILITATION BEST PRACTICES

SESSION 11

DURATION: 45 MINUTES

1 Purpose (5min)

- ✓ best practices for Circle facilitation. Explore
- ✓ Identify different facilitator roles and their impact.
- ✓ Discuss structural elements of effective Circles

2 Group Agreements (5 min)

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 min)

- ✓ Reflect on how Circles foster engagement, trust, and leadership.
- ✓ **Pair-share:** What makes Circles a powerful tool for change?

4 Activity: Exploring Facilitator "Hats" (15 min)

- ✓ Review and discuss different facilitation styles and their impact on the Circle.
- ✓ **Self-reflection:** Which "hat" do you recognize in your own facilitation style?

5 Discussion & Reflection (10 min)

- ✓ What are the most important structural elements of a Restorative Circle?

- ✓ When might you use Sequential, Non-Sequential, or Fishbowl Circles?
- ✓ How can we address concerns about not having enough time for Circles?

6 Closing & Next Steps (5 min)

- ✓ **Closing Circle:** Share one key takeaway.
- ✓ **Next Steps:** Reflect on how you can step into the role of the Circle Keeper in future facilitation.

CHAMPION TEAM MEETING AGENDA

FACILITATION BEST PRACTICES

SESSION 11

DURATION: 45 MINUTES

Guiding Principles:

- Circles are a natural and powerful structure for fostering change through connection and challenge.
- They promote engagement, equity, trust, and leadership while adapting to different needs and settings.
- Effective facilitation requires self-awareness of the different "hats" facilitators may wear.

1 Purpose/Objective (5 minutes)

- ✓ Reflect on best practices for Circle facilitation.
- ✓ Identify common facilitator roles and their impact on the Circle.
- ✓ Discuss structural considerations when leading Circles.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

Reflection & Pair-Share

- ✓ Discuss: What makes Circles a powerful tool for engagement and change?
- ✓ Share one personal experience (or observation) of an effective Circle.

4 Activity: Exploring Facilitator "Hats" (15 min)

Step 1: Group Discussion (10 min)

- ✓ Review the different facilitator roles below and discuss their impact:

Facilitator "Hat"	Characteristic
The Moralist	Attempts to sway participants toward a particular ethical stance.
The Permissive	Allows anything to happen in the Circle with little structure.
The Dictator/Shamer	Regulates how people sit, speak, or express emotions.
The Enforcer	Focuses only on rules rather than engagement
The Apathetic	Facilitates Circles without believing in their impact.
The Fixer	Tries to "fix" individuals or the Circle community.
The Circle Keeper	Models the process, encourages connection, and embraces challenge.

Step 2: Self-Reflection (5 min)

- ✓ Which of these "hats" do you recognize in your own facilitation style?
How does self-awareness impact the success of a Circle?

5 Discussion & Reflection (10 min)

- ✓ What structural elements of a Restorative Circle are most important to you?
- ✓ When might you use Sequential, Non-Sequential, or Fishbowl Circles?
- ✓ The most common objection to Circles is limited time. How would you respond?

6 Closing & Next Steps (5 min)

- ✓ **Closing Circle:** Share one key insight about your facilitation approach.
- ✓ **Next Steps:** Reflect on how to intentionally step into the role of the Circle Keeper in your future facilitation.

CHAMPION TEAM MEETING AGENDA

REFLECTION ON THE RESTORATIVE JOURNEY SESSION 12

DURATION: 45 MINUTES

1 Purpose (5min)

- ✓ Reflect on personal and organizational growth in Restorative Practices.
- ✓ Identify successes, challenges, and areas for improvement.
- ✓ Discuss how Restorative Practices align with equity and social justice.

2 Group Agreements (5 min)

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 min)

- ✓ Reflect on your journey with Restorative Practices.
- ✓ **Pair-share:** What has changed in your mindset, approach, or environment since beginning this work?

4 Activity: The Restorative Journey Reflection Chart (15 min)

- ✓ Complete the chart below individually, then contribute to a group discussion.

Oops (Mistakes
learned from)

Wow (Successes along the
journey)

Things that have changed
because of this work

5 Discussion & Reflection (10 min)

- ✓ How does Restorative Practices connect to equity and social justice?
- ✓ What's one area where you or your organization can grow?
- ✓ What's one next step to strengthen this work?

6 Closing & Next Steps (5 min)

- ✓ **Closing Circle:** Share one insight or commitment from today's discussion.
- ✓ **Next Steps:** Identify one specific action to apply moving forward.

CHAMPION TEAM MEETING AGENDA

FACILITATION BEST PRACTICES

SESSION 11

DURATION: 45 MINUTES

Guiding Principles:

- Implementing Restorative Practices requires self-reflection and confronting personal biases.
- It is essential to align initiatives and seek harmony within our restorative work.
- Restorative Practices should remain accessible to all and not be overly professionalized.

1 Purpose/Objective (5 minutes)

- ✓ Reflect on personal and organizational growth in implementing Restorative Practices.
- ✓ Identify successes, challenges, and ongoing areas for improvement.
- ✓ Discuss how Restorative Practices align with equity, social justice, and bias awareness.

2 Group Agreements

- ✓ Take Nothing Personal
- ✓ Make No Assumptions
- ✓ Be Impeccable with Your Word
- ✓ Always Do Your Best

3 Connection Before Content (10 minutes)

- ✓ Reflection Prompt: Think back to when you first began implementing Restorative Practices. What has changed in your mindset, approach, or environment?
- ✓ **Pair-Share:** Discuss key shifts in personal or organizational practice.

4 Activity: The Restorative Journey Reflection Chart (15 min)

Step 1: Individual Reflection (5 min)

- ✓ Complete the chart below to identify key moments from your journey.

Oops (Mistakes learned from)	Wow (Successes along the journey)	Things that have changed because of this work

Step 2: Group Discussion (10 min)

- ✓ Share individual reflections and construct a collective chart as a group.
- ✓ What themes emerge? What lessons have been most valuable?

5 Discussion & Reflection (10 min)

Step 1: Individual Reflection (5 min)

- ✓ How does Restorative Practices align with initiatives already in place in your environment?
- ✓ How does it relate to social justice, confronting bias, and promoting equity?
- ✓ Using the Akoben Restorative Practices Implementation Rubric (pg. 6):
 - Where would you place your own practice in each domain?
 - Where would you place your organization?
- ✓ What work still needs to be done, and how will we accomplish this?

6 Closing & Next Steps (5 min)

- ✓ **Closing Circle:** Share one insight or commitment from today's discussion.
- ✓ **Next Steps:** Identify one specific action to strengthen Restorative Practices in your environment.