



Agenda Item Details

Meeting	Jul 25, 2018 - Regular Meeting of the Board of Education
Category	14. REGULAR AGENDA ITEMS
Subject	14.4 Authorize Staff to Enter into an Agreement with International Institute for Restorative Practices (IIRP)
Type	Action
Preferred Date	Jul 25, 2018
Fiscal Impact	Yes
Dollar Amount	130,000.00
Budgeted	Yes
Budget Source	LCAP Goal 4, Action 1
Recommended Action	Authorize staff to enter into an agreement with International Institute for Restorative Practices (IIRP).

Background

During the 2015-2016 school year, Fremont Unified School District began piloting Restorative Practices at Durham Elementary School, Irvington High School, and Robertson High School. Thornton Junior High School and Vallejo Mill Elementary School were added to the pilot in the 2017-2018 school year. Through stakeholder engagement (Restorative Practice Committee, Curriculum and Assessment Committee, and Multi-Tiered Systems of Support Committee, New Initiative Protocol) it was decided to contract with CircleUp for training and implementation. As we move into year 3 of the implementation process, we would like to expand to all secondary school sites and continue with Durham and Vallejo Mill Elementary Schools. To accomplish this, we believe it is beneficial to the District if we change vendors to a larger organization that is capable of training and supporting a greater number of Fremont schools.

Current Status

A recent direction that has developed in public education when addressing bullying behavior is to move away from anti-bullying campaigns and move toward a more holistic, school climate approach. While anti-bullying campaigns have been effective in raising awareness, research tends to be inconclusive on the effectiveness of reducing bullying on school campuses. As a result, school principals and teachers have implemented measures to address building and developing student connectedness with a positive and caring school climate.

Fremont Unified School District would like to enter into contract with International Institute for Restorative Practices (IIRP) to continue the restorative practices implementation in the District. IIRP is the world's largest leading provider of professional development, conferences and symposia in the field of Restorative Practices. They train and engage more than 10,000 people a year through a variety of events around the world.

IIRP will give schools the tools, knowledge and support to help them develop better relationships on their campuses. They will teach all secondary schools plus Durham and Vallejo Mill Elementary School staffs how to set high expectations while being supportive, practice how to give direct feedback and ask questions that foster accountability. Using Circles, staff will learn the process of building social capital, resolve social problems, and respond when harm occurs. At Restorative Conferences, staff will also learn how to conduct a formal scripted circle to address serious offenses.

2018-2019 Implementation Plan:

Each principal will dedicate at minimum of one staff meeting to Restorative Practices (RP) this school year. The principal, administrative team and the site's RP team will inform their staff about the purpose and rationale for bringing RP to their site.

Staff	Type of Training	Date/s	Place
All Assistant Principals	Facilitating Restorative Conferences Training	August 13 & 14	Robertson Library
Teachers	Introduction to Restorative Practices/Using Circles Effectively Training: <ul style="list-style-type: none"> Each principal will be able to select up to three teachers to attend this training All sub costs will be covered 	September 18 and 19 (tentative)	Tech Room
Principals	Restorative Leadership Development	September 17	PDC
Counselors	Facilitating Restorative Conferences Training of Trainers	October 9-11 (tentative)	Tech Room
Teachers	Using Circles Training of Trainers	Nov. 5-7 (tentative)	PDC, Tech and CMR

The costs associated with this training for the 2018-2019 school year are:

- A. Contracted amount with IIRP: \$90,000
- B. Estimated sub costs for trainings: \$40,000

Long Term Vision and Plan:

Restorative Practices implementation is a process. The long term vision is to make Restorative Practices sustainable and part of the community at 13 designated sites (all secondary schools plus Durham and Vallejo Mill Elementary Schools). The development of a safe and restorative school culture will enhance the equity work within the District and will assist our sixth graders as they transition to our middle schools. At some point, expanding Restorative Practices into other

elementary schools may happen, but concentrating our immediate support and resources on the secondary level is the best way to proceed.

Benchmarks:

Even though schools and districts have been implementing RP within the last ten years, according to research, collecting qualitative data is relatively new. However, an article from IIRP chronicling districts attempts to measure the effectiveness of RP implementation staff feels that we can track these five measures for our quarterly benchmarks:

1. Number of suspensions
2. Number of referrals written by teachers
3. Number of detentions
4. Number of conflict mediations (circles) performed by counselors and admin
5. Percentage of recidivism from the circles
6. Track demographic information on students receiving suspensions and detentions

Staff will communicate with site administrative teams to keep track of this information and would like to collect the data and compile it on a quarterly basis.

After consulting with the the office of Assessment & Accountability, it was determined that the best metrics to measure the effectiveness of RP would be through the California Healthy Kid Survey (CHKS) and the Olweus Survey.

Policy Implications

The action supports LCAP Goal 4, Action 1 in training staff in ways to establish school climates that are more inclusive and fosters healthy relationships at each campus.

Prepared by: Matt Campbell

Motion & Voting

Authorize staff to enter into an agreement with International Institute for Restorative Practices (IIRP).

Motion by Desrie Campbell, second by Michele Berke.

Final Resolution: Motion Carries

Yea: Michele Berke, Desrie Campbell, Ann Crosbie, Yang Shao, Larry Sweeney



Agenda Item Details

Meeting	Jun 24, 2021 - Regular Meeting of the Board of Education - Virtual
Category	15. REGULAR AGENDA ITEMS
Subject	15.9 Authorize Staff to Enter into an Agreement with International Institute for Restorative Practices (IIRP) for the 2021/2022 School Year
Type	Action
Fiscal Impact	Yes
Dollar Amount	203,500.00
Budgeted	Yes
Budget Source	Expanded Learning Opportunity Grant
Recommended Action	Authorize staff to enter into an agreement with International Institute for Restorative Practices (IIRP) for the 2021/2022 school year.

Background

During the 2015-2016 school year, Fremont Unified School District piloted Restorative Practices at Durham Elementary School, Irvington High School, and Robertson High School, and during the 2017-18 school year, Thornton Junior High School and Vallejo Mill Elementary School were added. Through stakeholder engagement (Restorative Practice Committee, Curriculum and Assessment Committee, and Multi-Tiered Systems of Support Committee) and most recently receiving community and staff feedback, the District would like to expand Restorative Practices training to all secondary teachers.

Current Status

A recent direction that has developed in public education is to move toward a more holistic, school climate approach. While short term school climate campaigns have been effective in raising awareness, research tends to be inconclusive on the effectiveness of long term effects of building a positive school climate on school campuses. As a result, school principals and teachers have implemented measures to address building and developing student connectedness with a positive and caring school climate.

The International Institute for Restorative Practices (IIRP) is the world's largest leading provider of professional development, conferences and symposia in the field of Restorative Practices, training and engaging more than 10,000 people a year through a variety of events around the world.

IIRP will provide schools the tools, knowledge and support to help them develop better relationships on their campuses. They will teach school staffs how to set high expectations while being supportive, practice how to give direct feedback and ask questions that foster accountability. Using Circles, staff will learn the process of building social capital, resolve social problems, and respond when harm occurs. Staff will also learn how to conduct a formal scripted circle to address serious offenses.

Restorative Practices implementation is a process. The long term vision is to make Restorative Practices sustainable and part of the community. The development of a safe and restorative school culture will enhance the equity work within the District.

Type of Training	Description	Quantity	Unit Price	Line Total
Core Training	Using Circles Effectively (20 instructors to train 900 staff members)	20	\$ 3,450.00	\$ 69,000.00
Core Training	Introduction to Restorative Practices (20 instructors to train 900 staff members)	20	\$ 3,450.00	\$ 69,000.00
Materials	Restorative Question Cards (per 100 staff members)	9	\$ 10.00	\$ 90.00
Materials	Restorative Practices Handbook	900	\$ 14.95	\$ 13,455.00
Materials	Restorative Circles in Schools	900	\$ 14.95	\$ 13,455.00
Shipping Expenses	Shipping Cost	1	\$ 500.00	\$ 500.00
Travel	Travel Expenses	20	\$ 1,900.00	\$ 38,000.00
			TOTAL	\$203,500.00

The Board of Trustees is asked to authorize staff to enter into an agreement with International Institute for Restorative Practices (IIRP) for the 2021/2022 School Year.

Policy Implications

The action supports LCAP Goal 4, Action 1 in training staff in ways to establish school climates that are more inclusive and fosters healthy relationships at each campus and is in support of the FUSD Expanded Learning Opportunity Grant (ELOG) goal for professional development for staff as we return to in person learning.

Prepared by: Greg Bailey

Motion & Voting

Authorize staff to enter into an agreement with International Institute for Restorative Practices (IIRP) for the 2021/2022 school year.

Motion by Dianne Jones, second by Desrie Campbell.

Final Resolution: Motion Carries

Yea: Rachel Zhang, Vivek Prasad, Desrie Campbell, Larry Sweeney, Dianne Jones

Product Family	Product	Line Item Description	Sales Price	Quantity	Total Price
Core Trainings	Restorative Practices for Educators	Onsite, two-day training, 6.5 hrs. ea. day, for up to a max of 45 staff w/ 1 instructor	\$6,900.00	5.00	\$34,500.00
Materials	Restorative Practices Handbook		\$14.95	200.00	\$2,990.00
Materials	Restorative Circles in Schools		\$14.95	200.00	\$2,990.00
Materials	Restorative Question Cards (per 100)		\$10.00	2.00	\$20.00
Travel Expenses	Travel Expenses	Estimated	\$2,800.00	5.00	\$14,000.00
Shipping Expenses	Shipping Cost	Estimated	\$300.00	1.00	\$300.00

Total Price \$54,800.00

Please provide billing and shipping information

Bill To Name: Fremont U.S.D. Ship To Name: _____
Bill To Address: Attn: Student Support Services Ship To Address: SAME
4210 Technology Dr.
Fremont, CA 94538

Terms and Conditions

To move forward, please fill out and sign this quote prior to the expiration date.

We will need your purchase order or signed contract 30 days prior to the start of your first event. If you are unable to provide this information within this time frame, we will work with you to reschedule your event. Invoices will be emailed to you upon the completion of each event.

It is understood by both parties that this is a good-faith effort to provide services amid COVID disruptions, changing guidelines and with an abundance of care for our employees. If the assigned instructor falls ill or has a critical family emergency, the IIRP will endeavor to provide 10-day notice of the need to postpone an event, substitute an instructor, or transition to online delivery and revise this proposal.

The undersigned agrees to the costs and terms of the quote.

[Signature] 2/6/23
Agency Authorized Signature Date

Jamie Kaintz 2/7/2023
IIRP Authorized Signature Date

Daniel Hillman, Associate Superintendent Jamie Kaintz, Dean of Student Services
Print Name and Title Print Name and Title