Overview of the Restorative Conference

- Structured problem-solving meeting between the individuals who have been affected/harmed, the person(s) who caused harm, and supporters of both parties
- Focuses on accountability, ownership of behavior, and restoration of harm that was caused
- Provides opportunity for victim(s) to address the person(s) who caused harm, express their feelings, ask questions, and state what he or she would like to be the outcome of the conference
- All conference participants discuss the requested outcome and reach an agreement
- A simple contract is written and signed, and may include contingencies for what happens if the agreement is not upheld
- A restorative conference can be used in two ways:
  - In lieu of traditional disciplinary processes (or, where that is not appropriate, as a supplement to those processes)
  - To assist with reintegration to classroom/school after a situation has occurred

What will the Restorative Conference Facilitator do?

- Gather information about the situation from the contact person
- Determine appropriateness of conference and if it should be facilitated by BCPS or referred to CRC
- Identify core participants (those who were harmed and those who caused the harm)
- Contact all participants to explain the process and invite them to participate
- Ask each core participant to identify a support person for themselves, who will also be invited
- Conduct all preparation for formal conference, including scheduling coordination
  - Walks each person through the conference process, including the exact discussion questions
  - Screens each participant to determine whether a conference is an appropriate intervention for the situation
  - Will inform the contact person if a conference is not appropriate for the situation
- Facilitate the conference using a formal guide established by the Restorative Practices Leadership Team
- Prepare written contract and distribute to all participants
- Follow up with contact person after conference to inquire about agreement outcomes

<table>
<thead>
<tr>
<th>A Restorative Conference Is….</th>
<th>A Restorative Conference Is Not…</th>
</tr>
</thead>
<tbody>
<tr>
<td>Voluntary</td>
<td>Mandatory</td>
</tr>
<tr>
<td>An opportunity to share feelings and perspectives</td>
<td>A punishment</td>
</tr>
<tr>
<td>A way to hold others accountable for their actions</td>
<td>A way to “get out of” consequences</td>
</tr>
<tr>
<td>Structured and allows all participants prep time</td>
<td>Unstructured or held without planning</td>
</tr>
<tr>
<td>Facilitated by a trained, neutral facilitator</td>
<td>A disciplinary or reinstatement meeting</td>
</tr>
</tbody>
</table>

Submit a Request

**Form Link:** [Request a Restorative Conference Facilitator](#)

Use the link above to request a Restorative Conference Facilitator. Referrals will either be assigned to a trained BCPS facilitator or referred to the Conflict Resolution Center of Baltimore County. Requests for facilitation support are considered based on BCPS Conference Facilitator availability

**Interested in Restorative Practices training?** Restorative Practices Trainings are posted on the BCPS registration system. For information about signing in to the system please review the [Professional Development Opportunities Webpage](#).