IT TAKES A VILLAGE

Engaging Community Partners to Build and Expand Your Restorative Practices Program

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LEARNING OBJECTIVES

1. Learn a framework for developing and sustaining program partnerships.

2. Prepare key talking points to engage potential partners and supporters for your restorative practices program.
Please share:

• Your name
• Where you are from
• Name one goal you hope to achieve through developing or enhancing partnerships around restorative practices
WHAT MAKES A PROGRAM?
FAIRFAX COUNTY ALTERNATIVE ACCOUNTABILITY PROGRAM
REPAIRING HARM FROM YOUTH OFFENSES IN THE COMMUNITY

**School RJ**
For Discipline, Non-Criminal
Fairfax County Public Schools—FCPS

**Police Referrals**
Alternative Accountability Program (AAP)
For pre-diversion following arrest
Fairfax County Police Department—FCPD

**Juvenile Courts**
Formal Diversion
Fairfax County Juvenile & Domestic Relations District Court—JDRDC

**School Administrator**
Reviews Incident / Issue(s); Refers to FCPS RJ Specialist

**Police Officer**
Reviews Incident and Arrest; Refers to RJ Inbox at JDRDC Intake

**Complaint Filed with Court**

**FCPS RJ Specialist**
Reviews Referral

**JDRDC Intake Staff**
Reviews Referral

**JDRDC Intake Staff**
Reviews Complaint; May Select RJ Diversion

- **Not suitable for RJ**
  - School applies traditional discipline approach
  - FCPS Staff provides service or refers to NVMS for service

- **Suitable for RJ**
  - Intake returns inquiry to referring Officer
  - NVMS provides service for Patrol Officer referrals (with trained Court staff)
  - FCPS provides service for SRO Referrals or refers to NVMS for service

- **Ineligible for RJ**
  - Ineligible for RJ

- **Eligible for RJ**
  - Ineligible for RJ
  - Eligible for RJ

- **Court applies non-RJ Diversion or traditional justice approach**

- **NVMS provides Service (with trained Court Staff)**

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PARTNERSHIP DEVELOPMENT STEPS

- Set goals
- Find an entry point/ally
- Get cooperation for a pilot
- Show your stuff
- Build buy-in and support
- Build common purpose
- Set policies and procedures
- Ongoing teambuilding/collaboration
- Ongoing evaluation

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ADDITIONAL CONSIDERATIONS

• What are the costs of the problem you want to address?
  • Costs to society?
  • Costs to partners?
  • Costs to individuals you want to serve?

• What value does your proposed program deliver to local stakeholders?
PLAN BEFORE APPROACHING POTENTIAL PARTNERS

Prepare your pitch before approaching any potential partners. Before you contact anyone, you should be aware of their mission, interests, goals to the extent possible and how those may overlap with your program’s goals.
What’s In It For Me?

• We all need motivation in order to change our practices or try something new.

• Consider your motivations and those of each of your prospective partners before approaching anyone about building a program.
ACTIVITY: PREPARING TO APPROACH PARTNERS

• Consider one potential partner for the Restorative Practices Program you currently work with or would like to create/expand.

• Complete the Partner Engagement Worksheet for that Partner.

• You may work in pairs if you came with a colleague or don’t have a program of your own in mind.
INTERNAL ALIGNMENT AND SUPPORT

• Identify your team

• Build and maintain alignment to share the workload and support one another for a long-term project
THE MECHANICS OF A PARTNERSHIP

Procedures

Policies

Funding

MOU/Contracts

Records

Confidentiality

Evaluation

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YOUR MISSION
Throughout the planning and implementation of your Restorative Practices Program Partnership, remember your original purpose.

Engage communities in restorative practices
PARTNERSHIP BUILDING LESSONS

• Your potential partners have other important responsibilities and may need gentle reminders of how you can help them achieve their goals. Be persistent.

• You can’t change the world alone and will need buy-in from key stakeholders to go the distance. Be respectful.

• It always takes longer than you’d like to develop and grow a program. Be patient.

• Things may not develop in the way you would have liked. Be flexible.

• Building a program is a long term commitment. Create a team to support you and the program; and take care of them and yourself along the way.
NVMS (Northern Virginia Mediation Service) is a 501(c)3 nonprofit conflict resolution organization founded in 1990 to help individuals, groups, and organizations discuss and create solutions for issues important to them. NVMS’ Restorative Justice program launched in 2008.

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