

Impact of Restorative Justice and Restorative Practices 2023-2024

Recommendation 1: Establish a centralized data tracking and monitoring system for behavior incidents, resolutions, and restorative practices.

Opinion	Responsive Action Plan (Provide Narrative Response)	Status of Responsive Action	Estimated Date of Full Implementation of Responsive Action
Concur	<p>We agree that establishing a more aligned centralized data tracking and monitoring system is one important measure for accurately assessing the implementation and impact of restorative practices. Our school system uses Synergy, which may be adapted to better track restorative practices.</p> <p>Traditionally, schools tend to close out or input data in the Synergy system for discipline that require traditional reporting and paperwork that must be legally submitted. These include suspensions and recommendations for expulsion. Other disposition data and response to incident data that is local, such as restorative practices, conferences, detentions are sometimes tracked by school internal systems. These include minor incident report forms (MIRFs), Restorative Approaches Coaches logs, responses within the social worker activity log portal, and grade level team intervention documents.</p> <p>Additionally, restorative practices as a disposition choice have only been added in recent years. Many schools that do apply them do not often update their responses after receiving notice of a violation. According to the evaluation report– of administrators who responded to the survey, 65% reported using Synergy to record RJ responses, while less than half of RJ coaches (48%) reported this. It should be noted that as teacher and support level staff, RJ coaches</p>	Partially Implemented	10/1/2025

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	<p>often carry out the response but school administrators enter the discipline into the system.</p> <p>Several responsive actions are needed:</p> <ol style="list-style-type: none">1. Work with the student data management team to update Synergy to show the full range of restorative practices options within drop down responses.2. Of the current response options available, several are indeed already restorative practices, such as student conferencing, yet they are not labeled or defined as such and therefore are not included as a restorative response within the data analysis. Correct this by labeling each practice in the database.3. In addition to the current Synergy standard operating procedures (SOP) documents for discipline incidents, provide yearly administrator training specifically about best practices for entering discipline data into the Synergy system.4. Continue to send weekly Friday discipline reports to school directors that indicate the close out rate for open incident responses by schools. This has been effective for schools with high numbers of open incidents and has led to a great increase in the number of incidents that are being fully resolved and recorded.5. Provide August/September training to the Restorative Approaches Coaches on how dispositions are closed out so that they may serve as a support to their school community and add this as a component of their data reporting to school leadership teams. (Also add to the coaches orientation video and Canvas page).		
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Recommendation 2: Establish the RJ coach as a stand-alone position in secondary schools.

Opinion	Responsive Action Plan (Provide Narrative Response)	Status of Responsive Action	Estimated Date of Full Implementation of Responsive Action
Concur	<p>We concur. Without fail, every research report and committee recommendation that has been established since 2022 have made similar recommendations to allow for a full time staff member to serve as RJ Coach in each school. Additionally an onsite coach, specialist, or social worker is the number one request from principals to our office.</p> <p>However, this item is budget dependent, with costs nearing seven million dollars in staffing for secondary positions. Due to the inability to fund these positions, here are approaches that have been applied:</p> <ol style="list-style-type: none">1. MCPS provides a \$2,400 stipend to secondary schools to allow for 96 hours of training and support to a teacher that may be identified as a coach.2. Secondary schools with Alternative Level One Teacher support allocated, have Alt teachers serve in dual roles.3. RJ Specialists serve onsite at 8 middle schools two days per week as staff.	Not Yet Implemented	Undetermined

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Recommendation 3: Expand ways to collect implementation of restorative practices.

Opinion	Responsive Action Plan (Provide Narrative Response)	Status of Responsive Action	Estimated Date of Full Implementation of Responsive Action
Concur	<p>The Restorative Approaches Rubric and yearly evaluation in a large part of collecting information on implementation efforts. The evaluation was developed from recommendations shared from the state team and has now been in place for its third year. The evaluation was not explored in depth in this OSA report and individual school results were not published. However, the evaluation has netted key information about local school efforts that have helped to guide strategic work. This includes action planning with schools identified as reactive, placements of specialists at specific school sites two days per week, cluster project initiatives, and specialized training for identified schools.</p> <p>We agree that implementation data should continue to be a priority and should be expanded. In order to do so we will:</p> <ol style="list-style-type: none"> 1. See Recommendation #1 (Centralized data tracking and monitoring system for behavior incidents, resolutions, and restorative practices.) 2. Utilize the cross-functional team structure for 2025-2026 to conduct fall site analysis with feedback, in addition to the spring school self evaluations. 	Partially Implemented	12/22/2025

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Recommendation 4: Continue efforts to increase understanding surrounding RJ and restorative practices among staff and parent/guardians.

Opinion	Responsive Action Plan (Provide Narrative Response)	Status of Responsive Action	Estimated Date of Full Implementation of Responsive Action
Concur	<p>We concur. Once again this recommendation is one that is made in every arena from extensive research reports, local listening sessions, and partner local education authorities (LEA). Understanding amongst parents and the community is specifically an identified district challenge listed in both 2022-2023 and 2023-2024 by our coaches' needs assessments and the annual school evaluation reports. There has been progress made in this arena in recent years.</p> <p>In order to address this:</p> <ol style="list-style-type: none">1. Continue to appropriately include tangible school efforts and family friendly definitions and examples of restorative practices through (Restorative Approaches parent Canvas pages, School Newsletters, Back to School Night presentations, Parent Information sessions, and cluster events).	Partially Implemented	Continuous process

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	<ol style="list-style-type: none">2. Utilize local community partners to help families understand what restorative practices are and how they benefit school communities.3. Utilize local coaches to share impact data quarterly with parents and invite them to have a voice in supporting building restorative school communities.4. Continue to provide paid staff training, whole school training, and job embedded opportunities.		
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Recommendation 5: Explore potential areas for program improvement and strengthening.

Opinion	Responsive Action Plan (Provide Narrative Response)	Status of Responsive Action	Estimated Date of Full Implementation of Responsive Action
Concur	<p>This is always happening and should continue to occur. Research study analysis of programming in 2022, yielded three core areas of our long term plan for program strengthening. These are in alignment with some of the recommendations shared in this report.</p> <p>Commitment:</p> <ol style="list-style-type: none">1. Discuss the role of accountability in the approach2. Plan for sufficient time to understand and adopt3. Share information about progress, goals, and outcome data <p>Consistency:</p> <ol style="list-style-type: none">1. Use unified messaging and protocol2. Tailor to different grade levels3. Plan for students who need additional/extended support <p>Capacity:</p> <ol style="list-style-type: none">1. Integrate RJ into school operations2. Provide exposure to RJ through training and professional development3. Add key staff positions	Partially Implemented	School Year 2027