

How to

# RESOLVE CONFLICT

and use **positive  
discipline** at home

Restorative Practice is the concept that human beings are happier, more cooperative and more productive when those in authority do things with them, rather to them or for them.

Restorative Practices are the ways of communicating that shifts away from a punitive approach and towards building healthy relationships and repairing relationships due to conflict. **Restorative Practices are about learning from our mistakes, taking responsibility for our behavior and making amends so that everyone feels respected.**

## WHAT THIS LOOKS LIKE AT HOME

- Recognizing your role in the conflict with others
- Prioritizing positive relationships with family and friends

# Steps for Successful Family Meetings

## Agree to Ground Rules


- Work to solve the problem by being willing to own your part and participate
- Listen without interrupting
- Treat each other with respect at all times: no insults, sarcasm, threats, or violence
- Tell the truth
- Take responsibility for carrying out your part of the agreement




**RECOMMENDED TOOLS**

- A **TALKING PIECE**, so the person who has it is the only one talking
- A **Spiral NOTEBOOK** or **JOURNAL** can help record what was said. Take turns being the notetaker. Date each meeting


### Key Points:



Listen to each other's perspectives without responding or judging



Ensure the atmosphere is open, focused, positive and caring. Be mindful of body language



Use conversation starters. Example: What is something you are grateful for today?

## Having conversations and solving a problem



### STEPS & STRATEGIES:

**1. Each person says what is happening for them and tells their side of the story**

- It is important that each participant be allowed to speak and not be interrupted.

**2. Each person says how the problem is affecting them**

- Listen and have empathy (put yourself in the other person's shoes). When you find understanding (not agreement), then move on to the next step.

**3. Brainstorm Solutions**

- Write down all the ideas in the journal. Anything goes, even funny ideas!

**4. Choose a Solution**

- Write down what will be done; be specific with times & dates. Make it a meaningful agreement. Pick a time to follow-up to see if agreements are working (example: the next family meeting).



## TIPS FOR SUCCESS WHEN TALKING WITH YOUR FAMILY

- ✓ Restorative conversations work best if everyone is calm and open. Take a break if you need to until everyone is ready to speak kindly.
- ✓ You can have a restorative conversation with family members at any time. Examples of good times to talk are:
  - During or while preparing meals
  - During car rides
  - During bedtime or morning routines
  - Preparing for something stressful
  - Through texting
- ✓ A restorative conversation can also be facilitated, even virtually, through our district Restorative Justice Facilitator. Please feel free to reach out for support, or if you have questions, contact:

**Rita Danna**  
**rdanna@lps.k12.co.us**  
**303-347-4743**

## MEANINGFUL AGREEMENTS

### Agreements should:

- Help someone feel reconnected to the family and/or community
- Be directly connected to the harm caused (logical consequences)
- Support learning and skill-building

### Examples of Meaningful Agreements:



#### Increased Responsibility

- Set the table each night for a week & help with the dishes
- Make the grocery list with a budget and help with the shopping



#### Mending/Building Relationships

- Spend an hour playing a game with their sibling -- sibling's choice!
- "Interview" their family member to learn more about them



#### Closing the Knowledge Gap

- Have them research the impact of their choices (screen time, stress, drugs) and the effect on the brain. Look for possible replacement outlets



#### Closing the Skill Gap

- List three techniques one can use when feeling angry or frustrated
- Learn how to use something new, like the stove or other appliances, and put it into practice, such as making a meal!



#### Develop an Action Plan

- Create a schedule that lays out when they will do schoolwork, chores, band practice, etc., followed by three strategies to help them follow it



#### Affirmations & Appreciation

- Write notes listing things they appreciate about their different family members or siblings
- List five strengths their sibling has and deliver it in a creative way



#### "Redefine" the Role

- Find an activity that helps their reputation/role in the family
- For the one who frequently causes the family to be late - get up early to help others get out the door

