



# St. Michael Catholic School

## *Angels Mediation Guide*

*“It’s relationships – not programs that change children. Young people thrive when adults care about them on a one-to-one level, and when they have a sense of belonging to a caring community.”*

### Why are we using a guide?

The intention behind this guide is to unify the way we deal with student issues on the yard and/or introduce a new/different approach to helping students with their issues.

### Where did the guide come from?

The script is based on techniques used by Community Justice Initiatives: a local non-profit organization, known for having started the first Restorative Justice program. They use principles of Restorative Justice: a way of addressing conflict by engaging the person who caused the harm and people who were affected by the harm.

### What’s the philosophy behind the guide?

A consistent approach can support independence and leadership in our students, as well as create a feeling of safety among our students at St. Michael.

### If we use the guide students will:

- participate in solving their own problems
- feel confident that they will have an opportunity to share their story
- be called to consider each other’s feelings
- think about what they can do for others to keep the peace
- experience resolution and forgiveness
- learn to compromise for a peaceful resolution

The fundamental premise of restorative practices is that people are happier, more cooperative and productive, and more likely to make positive changes when those in authority do things **WITH** them, rather than **TO** them for **FOR** them.

— Ted Wachtel, *International Institute for Restorative Practices*



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## *Angels Mediation Guide*

This mediation guide can support independence and leadership in St. Michael students, as well as create consistency in our approach to student concerns.

### ***When students approach with an issue:***

Say: "I'm going to help YOU come up with a solution to your problem."

### **Setting the ground rules**

Explain the rules of how you will work with them:

- Each person will take a turn and share their full story
- No interrupting when someone is sharing their story
- No name calling

### **Getting the facts**

- Ask: "Could you each take a turn to explain what happened?"
- (If someone interrupts – stop the sharing and remind the students of the rules.)*

### **Checking for accuracy**

- Next paraphrase and repeat back to each student what you heard.
- Ask: "Did I get that right?"

### **A chance to be heard**

- Begin with the student who brought the issue to you.
- Ask each student in turn: "What would you like to see happen?"

Note: do not make promises you cannot keep i.e., "He will be suspended."

### **Empathetic Reflection**

- Next, ask each student: "What can you do for the other person?"

### **Problem Solving**

- Next, ask each student: "What do you see as a solution to your problem?"

### **Resolution (if possible/ appropriate to situation)**

- Ask: "Can you *both/all* agree to these solutions?"
- When they agree on a solution ask, "Are you willing and able to keep this agreement?"

*(If they do not agree on something you can make suggestions.)*

IF you think it's appropriate to the situation and the student's sensitivities to shake hands:

Say: "Please shake hands to seal your agreement"

OR if there were apologies necessary

Say: "Please shake hands to show apology and forgiveness and to seal your agreement."