

## Repairing the Harm Circle

Repairing the Harm Circle is a Tier II strategy that promotes reflection and accountability to resolve conflict/harm. Traditional punitive discipline practices, such as the removal of a student from the learning environment and suspension prevent the opportunity for growth, reflection, and restoring relationships. Repairing the Harm Circle is a strategy that embeds preventative measures for future incidences and escalation through check-ins and monitoring of agreements in place.

**The Repairing the Harm Circle process should not and cannot occur immediately. Additionally, participation in a Repairing the Harm Circle is voluntary. It may take several days or sometimes weeks for participants to be ready to come together in circle. Continue to regularly check in with all individuals involved.**

Positive Behavior Interventions and Supports/Restorative Practices provide a framework in which the harm can be addressed for all involved by putting multiple supports in place. Restorative conferences are held before conducting a Repairing the Harm Circle, and each party involved is prompted to reflect.

Restorative Questions are strongly encouraged during restorative conferences, to help individuals better understand their own behavior and how it impacted others. Restorative conferences also provide an opportunity to gather information regarding the incident which will support the development of a Repairing the Harm Circle plan.

After the Repairing the Harm Circle has taken place, it is important to follow through to achieve a resolution and progress-monitor established agreements. Follow-up includes planning check-ins with participants to monitor their social emotional well-being.

A successful Repairing the Harm Circle includes four stages and provides a sequence of actionable steps to effectively resolve conflict and restore learning communities.

# 4 Stages of Repairing the Harm Circles

## Stage 1 – Discernment

Determine whether the referral is suitable for a Repairing the Harm Circle and gather pertinent information. Participation must be voluntary, and any person who caused harm must accept responsibility for their role.

*Use Attachments 1A and 1B  
at this stage.*

## Stage 2 – Preparation

Assign a circle keeper(s) to meet with all individuals involved to gain a broader understanding of their perspectives. Restorative conferences and restorative questions should be used at this time.

*Use Attachments 1B and 1C  
at this stage.*

## Stage 3 – Conduct the Circle

Conduct the circle giving participants the opportunity to get acquainted, build trust & understanding, address the harm experiences & accountability, develop a plan for resolution and establish mutual agreements.

*Use Attachments 1C and 1D  
at this stage.*

## Stage 4 – Follow-Up

Check in with all participants and monitor their progress. Determine if there is a need for further dialogue and if the agreements have been meeting the needs of all involved.

*Celebrate successes.  
Use Attachment 1E at this stage.*

For more information, please reach out to the PBIS/RP team at [pbis-rp@lausd.net](mailto:pbis-rp@lausd.net)

## Attachments

[Repairing the Harm Circle Preparation Checklist Attachment 1A](#)

[Repairing the Harm Circle Preparation Worksheet Template Attachment 1B](#)

[Sample Repairing the Harm Circle Attachment 1C](#)

[Repairing the Harm Circle Template Attachment 1D](#)

[Repairing the Harm Circle Agreement Form Attachment 1E](#)

[Repairing the Harm Circle Agreement Follow-up Form Attachment 1F](#)