



# Restorative Supervision

Presented by Nora Jacob

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## Quick Survey

You have mostly experienced  
being supervised as...

- 1) Almost non-existent
- 2) Filled with judgmentalness
- 3) Punitive
- 4) Supportive encouragement



## WORKSHOP GOAL:

For us to explore  
principles and practices of  
**RESTORATIVE  
SUPERVISION.**



## PURPOSE of TRADITIONAL SUPERVISION

**To guide your subordinates with  
the tools and tasks that will achieve  
the goals of the objective.**

**- Robert Damant**

***(What does this even mean?!)***



## ACTIONS INCLUDED IN TRADITIONAL SUPERVISION

- Directing or telling what to do.
- Commanding to ensure a unified view.
- Overseeing to ensure a unified product.
- *(What else would you add?)*



## PURPOSE of RESTORATIVE SUPERVISION

**“To empower one another in roles to achieve shared organizational goals. We create better employees, better leaders, and a more impactful organization this way.”**

**- Nora Jacob**



## ACTIONS INCLUDED IN RESTORATIVE SUPERVISION

- Teaching
- Coaching
- Mentoring
- Directing & redirecting
- Modeling restorative practices



# 1 – HOW DO WE DO IT?!

- **BEFORE HIRING:**

- The Job Interview**

- **Ask questions that address what you really need.**
    - **Ask questions to help you *know* the person and their potential.**





## 2 – HOW DO WE DO IT?!

- **BEFORE HIRING:**
  - Your Own Preparation**
  - **Make sure the job specs fit what you need! (If not, help to change them.)**
  - **Dream of where you want your program to be in 1 - 5 - 10 years..**



### 3- HOW DO WE DO IT?!

- **DURING THE HIRE & ON-BOARDING**
  - **Know what you want (not just need) to cover, and how to present the work.**
  - **Get to know the new employee as a human being. (Relationship-building!)**



## 4 - HOW DO WE DO IT?!

- **AS TIME GOES BY...**
  - **Praise and thank them in public. Correct and re-direct them in private.**
  - **Evaluations (three-month, six-month, and annual) are your friend.**



## 5 - HOW DO WE DO IT?!

- **AS TIME GOES BY...**
  - **Role-model compassion, inclusivity, and effective boundaries.**
  - **Role-model good self-care!**



**BREAK (15 min)**



**THE TOUGH STUFF:**

# **Restorative Discipline**



# 1 - WHY USE RESTORATIVE DISCIPLINE?

- Promotes understanding of the impact of the behavior.
- Repairs the harm that was done to people and relationships.



## 2 - WHY USE RESTORATIVE DISCIPLINE?

- Repairs (to an extent) to create a path forward, even while knowing that the road may be broken.
- Avoids imposing on students or staff intentional pain, shame, embarrassment, and discomfort.





**FINAL THOUGHT:**

***NO ONE SUCCEEDS ALONE.***

- TITLE OF ROBERT REFFLIN'S BOOK