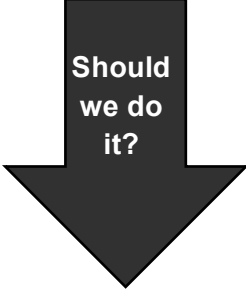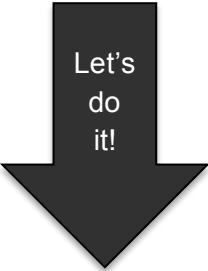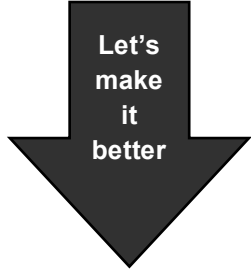# San Mateo County: Restorative Justice Practices Implementation Strategic Planning

Implementation Science Stage	Implementation Feature	Strategic Planning Implementation Action Steps
Exploration *Working "WITH" the school district community* Stakeholder engagement Making a commitment to the implementation of restorative practices with fidelity. **Should we do it?**	**Initial Introduction of RJP and Stakeholder Engagement** (Identify key stakeholders for outreach and inclusive decision making)	
	Assessment of Leadership Commitment	
	Assessing & Allocating Available Funds and Resources	
	Other:	

Implementation Stage	Implementation Feature	Strategic Planning Implementation Action Steps
Installation Building the infrastructure Training & professional development Coaching support systems and structures. **Let's get ready to do it!**	**Strategic Steering Committee for Oversight**	
	Implementation Team Development of a core group/team to implement and collect and data.	
	Implementation Strategy & Roll-out Plan	
	Initiative Integration • Alignment with other priority school climate/academic initiatives that share similar goals/outcomes • MTSS framework	
	Professional Development & Skill Building Content (Inclusive of all stakeholder groups)	
	Establishing Coaching and Implementation Supports	
	Baseline Data Collection	
	Implementation Supporting Resources and Materials	

Installation stage cont.	Youth Leadership and Practice	
	Other:	

Implementation Stage	Implementation Feature	Strategic Planning Implementation Action Steps
Initial Implementation Adoption of practices into all systems within the school. Staff, students, parents are actively engaged. Clear evidence of implementation is visible. Data collection is on-going. Let's do it!	**Application of Practice**	
	Intentional Relationship Building	
	Launch of Systems of Support	
	Continued Stakeholder Engagement: • Introduction to RP • Implementation updates • Story Sharing	
	Policy Review: Restorative Discipline Systems and Structures	
	Conflict Resolution Plan for Adults	

| | Progress Monitoring & Data Collection
• Implementation integrity (fidelity review)
• Progress monitoring | |

Implementation Stage	Implementation Feature	Strategic Planning Implementation Action Steps
Full Implementation Data has been collected and reviewed with all stakeholders. On-going professional development for all staff. Benefits are present. Adjustments are made as needed. **Let's make it better**	**Data based decision Making:** • Implementation review cycle of inquiry • Modify implementation strategy/rollout plan as needed	
	Implementation Communication & Reports • Stakeholder reports • Newsletters • Story telling	
	Policy Review and Modifications	
	Sustainability Professional Development & Coaching Plan / Trainer of Trainers	
	Human Resources: Updating job descriptions to include RP	
	Celebrating Successes	