CLEVELAND STATE SCHOOL - 2025 ANNUAL IMPLEMENTATION PLAN

School priority

Enhance staff and stakeholder understanding of restorative practices by providing targeted professional development and fostering consistent practice, to create a positive and supportive learning and working environment.

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Domain 3: Promoting a Culture of Learning:
Broaden staff and stakeholder understanding of how restorative practices foster positive learning and working environments to enhance consistency of, and support for, implementing this approach.

Strategies
- ✓ Build awareness and understanding
- ✓ Strengthen skills and consistency
- ✓ Embed into daily practice
- ✓ Reflect and sustain progress

Actions	$$
Leadership Team Actions ✓ **Stakeholder Engagement** - facilitate parent and community information, sessions to explain the benefits of restorative practices / share examples of successful restorative approaches through newsletters or forums. ✓ **Model Restorative Practices** - consistently use restorative language and strategies when resolving conflicts or leading meetings / share examples of restorative conversations to reinforce expectations. ✓ **Policy and Procedure Alignment** - review and revise school policies to ensure alignment with restorative principles / communicate policy updates clearly to staff, students, and stakeholders / facilitate feedback sessions with staff to address challenges and refine approaches. **Staff Actions** ✓ **Implementation in the Classroom** - use restorative language and approaches during classroom management and conflict resolution / integrate restorative principles into daily interactions and discussions with students ✓ **Utilising Resources** - apply scripts, email starters, templates, and exemplars provided by the leadership team to guide restorative conversations / display and reference restorative practice posters or guides in classrooms ✓ **Collaboration and Peer Support** - participate in peer coaching sessions to practice and refine restorative strategies / share challenges and successes during CTMs or learning circles to foster collective growth. ✓ **Professional Growth** - actively participate in professional development workshops and reflect on how restorative practices enhance classroom culture.	PD / TRS / Resourcing - $90,000

Measurable outcomes (Lag Measures)
90% of student behaviour incidents addressed using restorative approaches

End Semester 1 — Success criteria (Lead Measures)

Students can/will:
- ✓ Demonstrate an understanding of restorative language and processes, as evidenced by student reflections, conversations
- ✓ Participate actively in restorative discussions, showing growth in empathy and problem-solving skills

Teachers can/will:
- ✓ Evidence of restorative principles is visible in daily routines and class interactions
- ✓ Restorative practice posters or guides are displayed in 100% of classrooms and referenced in student interactions

Leadership team can/will:
- ✓ Follow-up coaching or Q&A sessions are consistently offered post-PD to address staff needs
- ✓ Regular communication channels (newsletters, forums) highlight at least one successful restorative practice example per fortnight
- ✓ Updated policies explicitly reflect restorative principles, communicated to staff and stakeholders

Support Staff Can/Will:
- ✓ Actively support the implementation of restorative principles by reinforcing strategies during student interactions
- ✓ Participate in workshops and coaching sessions, applying restorative language and strategies consistently

End Semester 2 — Success criteria (Lead)

Students can/will:
- ✓ Participate actively in restorative discussions, showing growth in empathy and problem-solving skills

Teachers can/will:
- ✓ Peer coaching sessions occur regularly
- ✓ CTMs and learning circles document shared challenges and strategies, fostering a culture of collective improvement

Leadership team can/will:
- ✓ Alignment processes include consultation with staff
- ✓ Regular communication channels (newsletters, forums) highlight at least one successful restorative practice example per fortnight

Support Staff Can/Will:
- ✓ Evidence of restorative principles is visible in daily routines and class interactions

Approvals. This plan was developed in consultation with the school community and meets school needs and systemic requirements.

Principal _(signature)_ **P&C/School Council** _(signature)_ **School Supervisor** _(signature)_