

Colorado Restorative Justice Council Recommended Guidelines for Training in Restorative Practices

The Voluntary Guidelines of Practice for Trainers and Training Organizations of Restorative Practices Training, hereafter referred to as the Guidelines, adopted August 28, 2009, was created to identify minimum standards for training practice. These recommendations apply primarily to trainings of facilitators of restorative practices. Item 7 below notes that exceptions to these guidelines apply to presentations, such as keynote speeches or community member orientations, that are primarily informational and are not for skill development purposes.

The RJ Council provides a list of those trainers, both individuals and organizations, that provide training in restorative practices and have committed to observe these Guidelines.

As the Guidelines are voluntary, the RJ Council takes no responsibility for training providers or the quality of their training.

1. Training is expected to be delivered in accordance with *Principles and Values* (Colorado Forum, 2004) and *5 R's of Restorative Practice* (Beverly Title, Teaching Peace, 1999).
2. Trainers should be able to demonstrate a good working knowledge of a wide range of restorative practices.
3. Trainers are responsible for maintaining their own professional development on evidence based and emerging practices.
4. Trainers should be experienced restorative practitioners able to demonstrate their skills and provide evidence of their work and ongoing development as a practitioner.
5. Training will be delivered over a time period sufficient to equip participants with the appropriate knowledge, skills and confidence to provide safe and quality restorative practice.
6. Training for facilitation skill development must include practical applications and experiential activities, including role plays. There should be one trainer for every group of approximately 12 participants or fewer. Every participant must be given the opportunity to practice and observe facilitation skills and receive feedback.
7. Foundational or awareness training that is content focused may be done in large groups without the experiential component.

8. Trainers are encouraged to assist organizations to develop sustainability through a training for trainers model.
9. Prior to training, it is recommended that trainers work with clients to find out the learning needs of the participants and prepare appropriately. At the same time trainers should advise clients on setting up ongoing organizational support and professional development opportunities for staff following training.
10. Initial facilitation training should be followed by additional direct mentorship through co-facilitation opportunities.
11. Following training, the trainers will give feedback to the client on the progress of individual participant when there are concerns and provide recommendations for any further training needed. This arrangement should be organized and agreed before training commences. Trainers should provide a way for participants to evaluate the course and share that feedback with the client.
12. Trainers will make themselves available to participants for feedback and advice where possible and appropriate.
13. Training providers in restorative practice should make references and evaluations from previous courses available to potential clients.