

OAK PARK AND RIVER FOREST HIGH SCHOOL  
201 North Scoville Avenue  
Oak Park, IL 60302

Culture, Climate and Behavior Committee  
December 1, 2016

A Culture, Climate and Behavior Committee (CCB) meeting was held on December 1, 2016. Chair Dixon Spivy called the meeting to order at 7:10 p.m. in the Board Room. Committee members present were Jennifer Cassell, Warden Cormac, Dr. Steve Gevinson, Sheila Hardin, Lincoln Chandler, Lindsay Moore-Fields, Dr. Joylynn Pruitt, Nathaniel Rouse, Sara Dixon Spivy, Andrea Riles, Jonathan Weintraub, Wendy Daniels, Qiana Carswell, and Ralph Martire.

**Public Comment**

None

**Norms**

Mr. Chandler reviewed the Committee's norms and the reflections from the last meeting.

**Presentation on Restorative Justice and CCB Member Feedback from September 2016**

Mr. Robert Spicer spoke about his experiences prior to being in education and then about his experience as being a dean at CPS in 2009, where he did not realize that it was essentially an arm of the police who metes out consequences. The thought was that the harder they were on students, the better their outcomes would be. Then a child was killed in front of Fenger, and it made national news. Mr. Spicer blamed himself and the principal for the situation because he thought they should have done more, but they did not know what more could have been done. He had a very difficult time doing his job with all of the press involved. His evaluation at the end of the year by his principal was pretty good, even though he suspected he would be fired. The principal told him she was unhappy with the zero tolerance policies in place, so she moved him into a new position called "Culture and Climate Coordinator". He didn't know what that meant so he started researching and was unable to find a similar model elsewhere. The principal told him to create the position himself based upon restorative justice.

- Restorative justice is a philosophy, not a program
- Practices are aligned to the philosophy
- J. Braithwaite--- justice that heals is restorative justice

The **culture** of a school is what they practice, promote, and permit. What can OPRF practice, promote, and permit to promote a restorative environment? Even though OPRF is a fantastic place, there are underlying issues that need to be addressed. The larger community is finally beginning to realize that arrest and incarceration is not the answer as that it is failing our communities. We need to make sure that OPRF does a similar turnaround.

The **climate** of a school is how our school makes us feel. "A school's culture determines its climate."

The climate of a school is whether it makes people feel like they belong.

Fenger high school case study

- Creation of the position of culture and climate coordinator
- Peace room
- Restorative conferences
- Family group conference
- Circles
- Peer ambassadors

- Boys' town education
- Model (coaching and support of teachers) SEL curriculum

Fenger's response to intervention model

- Attendance went way up, misconduct went down, and violent misconduct went down between 2010 – 2013
- Freshmen on track rate went way up, graduation rate went up, and college enrollment rate went up, serious misconduct went way down
- Boys town rules—following instructions and listening skills

How do I get started creating a culture and climate department?

- Identify a member of your school team to lead the culture and climate division
- Get training on restorative practices
- Locate a peace room in your school
- Create a peer jury
- Start collecting both qualitative and quantitative data and meet weekly with the administrator
- Bring your staff along for the journey

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### **Update on CCB Mission Statement**

A brief discussion ensued regarding the mission statement with a request for any input from the members

Mr. Chandler reminded the committee to fill out the exit ticket.

The next meeting date is January 19, 2017.

Adjournment

At 8:18 pm, Dr. Pruitt motioned to adjourn; seconded by Ms. Hardin. A voice vote resulted in all ayes. Motion carried.