



REAL
SCHOOLS

School Culture Partnership

Transform your school's culture
by partnering with Real Schools
to implement Restorative Practices
across a three-year journey





The Trans Restorativ

I want to share my journey and the transformative power of Real Schools in enhancing school culture. For over 25 years, I have been privileged to teach and lead schools in some of Australia's most challenging locations. Throughout my career, I have been driven by a deep commitment to positively changing the direction of our students' lives and fostering school cultures that are strong, relational and built on trust.

My experience as an educator and school leader has taught me the incredible potential of Restorative Practices in driving positive change. I have witnessed firsthand the remarkable impact it can have on students and teachers. It improves professional practice and

transformative power of Restorative Practices

enhances overall wellbeing, leading to happier and more fulfilled educators.

Beyond my role as an educator, I have become a passionate advocate for Restorative Practices implementation. As an expert in the field, I have had the opportunity to share my insights and experiences as a school and education commentator in the Australian media. This platform has allowed me to spread awareness about the power of Restorative Practices and its potential to transform education.

But what truly drives me is my unconditional belief in unleashing the potential of every student, parent, teacher and school leader. Education has the power to create a

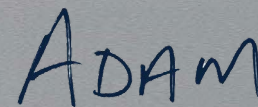
better future and I am dedicated to empowering individuals to make that a reality. I have seen firsthand the positive impact of Restorative Practices in the schools I have led, and it has inspired me to bring this transformative approach to as many schools as possible.

Today, Real Schools is a growing mission-driven organisation committed to transforming education across Australia. We focus on building partnerships and providing experiences that empower schools to reach their full potential. We believe in the transformative power of committed teachers, caring students, and connected communities.

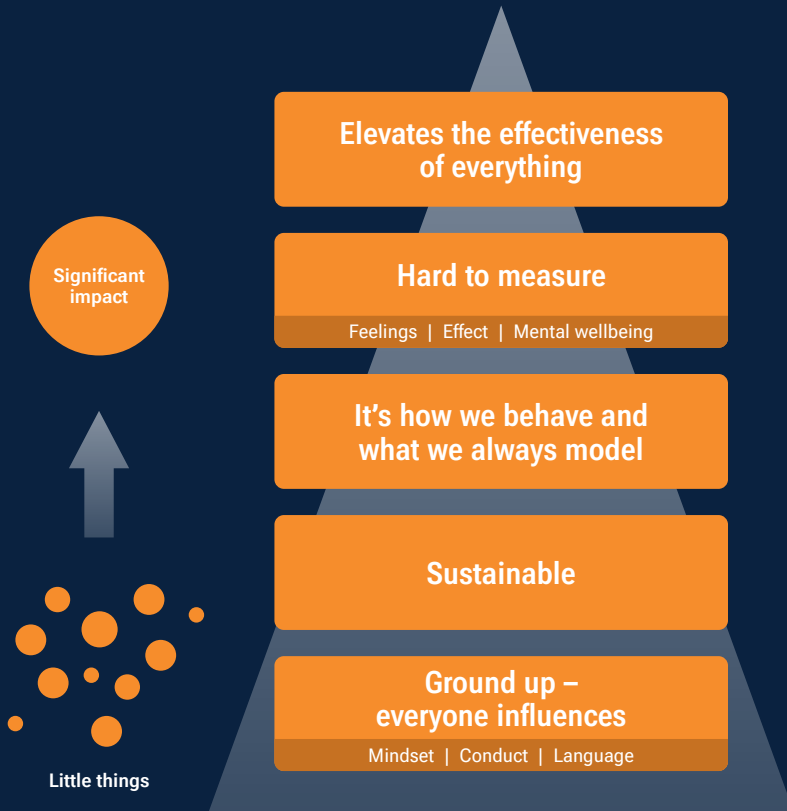
I invite you to join us on this journey. Together, we can foster school cultures that inspire and

empower, where every student thrives and every teacher excels. Let Real Schools be your guide and support in implementing Restorative Practices, fostering strong relationships and creating a culture of trust and growth.

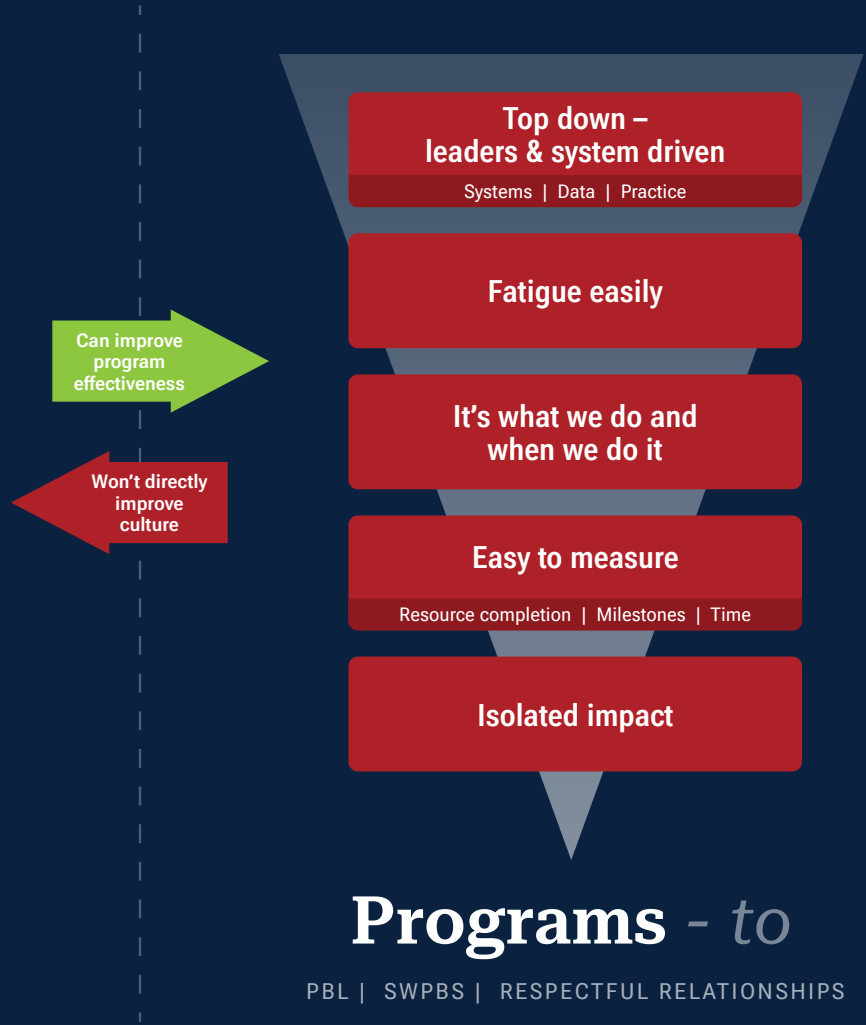
Thank you for considering Real Schools and for the invaluable work you do in shaping the future of education.



Adam Voigt
CEO and Founder



Culture - with
RESTORATIVE PRACTICES



Programs - to
PBL | SWPBS | RESPECTFUL RELATIONSHIPS



The Cultural Transformation Journey

A Real Schools Partnership means working closely with your school over three years to implement Restorative Practices as the foundation of your School Culture. Our upgraded approach, known as RP2.0, respects the demands of modern Australian schools and focuses on making impactful changes that yield both quick wins and long-term commitment. To that effect, it's not stand-alone program; it's a dedication to your school's desired future.

By integrating restorative practices, we aim to foster a strong culture, build effective

relationships, resolve conflict in a healthy way, improve student behaviour and reduce bullying incidents. This approach embeds resilience and positive relationships within the school community. It encourages students to take personal accountability, learn from wrongdoing and restore relationships. It's all about developing empathy and understanding the impact of their actions on others.

RP2.0 also extends to strengthening teacher-student connections. Learning can deepen when students and teachers have a healthy and robust relationship. By focusing on the

present and the future, asking the right questions and promoting personal responsibility, RP2.0 empowers students to reflect on their behaviour and take appropriate actions to resolve the resultant harm. It equips students with the skills to be accountable, responsible and independent, laying the foundation for strong, resilient adults.



Professional Learning Experience

Real Schools offers a practical methodology for implementing Restorative Practice in Australian schools which considers the school's unique demands and challenges.

Our Expert Facilitators work closely with each school's Leadership Team to provide comprehensive support, including training, in-class assistance, parent engagement sessions, leadership mentoring, teacher coaching and a wealth of practical resources for all educators.

As a base commitment, we respect that each school has unique needs when it comes to professional learning. And that's why we offer core RP2.0 modules in combination with tailored, or elective, modules that are customised to meet your school's specific requirements.

Progressing through Partnership, your school will have more choice around your Professional Learning journey, allowing the growth and skill acquisition to be adjusted for your school's ambitions, aspirations and challenges.

More than anything, you'll notice three distinct features of the Real Schools Professional Learning Days:

- 1.** The Professional Learning Days are the impetus for the work, rather than the work itself. We know that Professional Learning Days don't change schools, but that it's what happens next that matters.
- 2.** That our Professional Learning Days are crafted around story and practical application. These experiences are inspiring, provocative and affirming in equal parts.
- 3.** That the Professional Learning Days are immediately applicable in the classroom. Practitioners of all types in your school will leave with changes in language, conduct and mindset that they can use and benefit from straight away.

It warrants re-emphasising that we prioritise implementation over presentation. We focus on creating a lasting transformation in school culture, driven by the dedicated efforts of each school's leaders. We are committed to equipping schools with the tools and support they need to successfully enact RP2.0 and foster a positive and inclusive learning environment.

In-Class Support Day

The In-Class Support day provides hands-on assistance and guidance to educators within the school setting, an element that's been sadly missing from our behaviour and practice programs for too long.

This dedicated day allows the Expert Facilitator, an experienced leader and practitioner in RP2.0, to directly observe and support teachers implementing the principles and strategies learned across your Professional Learning Day.

During the In-Class Support Day, your Expert Facilitator works closely with teachers, providing real-time feedback, co-teaching, modeling effective practices and offering individualised coaching.

Your Expert Facilitator helps teachers navigate challenges, refine their skills and deepen their practical understanding of RP2.0. This support is tailored to each teacher's specific needs, goals and classroom.

Further, your Expert Facilitator prepares for the In-Class Support Day by reviewing the school's context, understanding the specific challenges and areas of focus identified by the teachers and aligning the support with

the overall goals of your partnership. Often the classroom practice and ensuing conversations are recorded, providing fodder for your ongoing implementation, and teachers are routinely released to observe the potentials in context.

Your day concludes with a full Staff Debrief so that lightbulb moments and practice decisions can be shared and cultivated.

In a nutshell, your In-Class Support Day is the day where the rubber hits the road. It's the day that you'll look back on as being pivotal in the transformation you sought for your school.





Parent Engagement Session

Real Schools provides support through Parent Information Sessions and accompanying materials to ensure teachers and parents/carers are aligned in their approach. Our goal is to shift the parental reference point from that of their own experience at school, to the one we're thoughtfully leading together.

During these sessions, we will:

- Introduce the Restorative Practices Partnership that the school is undertaking.
- Seek input and perspectives.
- Equip parents with practical strategies they can immediately implement in their parenting, which align with our school-based intentions.
- Teach how to respond rather than react to their child's behaviour.
- Share effective ways to establish a meaningful partnership with the school.

By engaging parents and providing them with the necessary tools and knowledge, we aim to create a collaborative and supportive environment that nurtures the growth and development of students.

To ensure parents attend our events, we provide supportive collaterals such as flyers, explainer videos and newsletter copy to support schools in their communication efforts. These materials are intended to effectively convey the significance of the events and create a sense of excitement and interest among parents, ultimately increasing the likelihood of their participation.

Leadership Mentoring

Our Leadership Mentoring is a dedicated support mechanism provided to school leaders as part of their partnership. This mentoring aims to empower and guide school leaders in effectively implementing and sustaining RP2.0 within their school community. The mentoring process involves ongoing collaboration, feedback and personalised guidance to help leaders navigate challenges, build leadership capacity and create a positive and relational school culture.

Across the Leadership Mentoring sessions, your Expert Facilitator will work closely with school leaders to develop key documents that serve as foundational resources and guide your progress. These documents are designed to align with the school's specific context and goals, evolving as the partnership progresses.

Early in your partnership, our focus will be to co-create an Action Plan developed collaboratively between Real Schools and the school leaders. This plan outlines the specific resources, actions and timelines for each year. We then create a Student Engagement Plan

to ensure we integrate RP2.0 into the school's culture and practices.

Your time being mentored in the effective leadership of school culture is an investment in your legacy at the school. The Action Plan and Student Engagement Plan are valuable tools in driving the change agenda, facilitating reflection, collaboration and sustained growth.





Teacher Coaching

Our Teacher Coaching is crucial in accelerating teachers' growth and development at different career stages. The coaching process is tailored by your Expert Facilitator to meet the unique needs of individual teachers. It involves personalised guidance, feedback and support to enhance their practice and foster a positive and impactful learning environment.

For early career teachers, we provide targeted support to help them navigate the challenges and complexities of their profession. The coaching focuses on building confidence, refining instructional strategies, and developing effective classroom management techniques. Early career teachers receive practical guidance, resources, and constructive feedback through one-on-one coaching sessions to accelerate their professional growth and establish a strong foundation for their teaching careers.

For experienced teachers, we aim to change mindsets and facilitate ongoing growth and improvement. The coaching process challenges teachers to reflect on

their current practices, explore new strategies and embrace a growth mindset. Experienced teachers are encouraged to take risks, try innovative approaches and continuously refine their teaching methods to meet the evolving needs of their students.

Our Real Schools coaching model fosters a supportive and non-judgmental space for experienced teachers to engage in deep reflection, collaborate with their coach and enhance their impact in the classroom.

We can't abide any teachers, no matter their position on the career continuum, being left behind an implementation barrier. Our Teacher Coaching component of partnership mitigates that risk in every partner school.

Unlimited Phone and Email Support

Your Expert Facilitator's ongoing commitment to success in your school is crucial and a key feature of your partnership. By sustaining contact with the school and supporting its leaders throughout the partnership, your Expert Facilitator becomes, effectively, an additional member of your school's leadership team.

What you'll notice is that your Expert Facilitator is far more interested in driving the implementation journey in your school than delivering or providing mere service. We're confident that it will be evident to you that we want this to stick in your school as much as you do.

Habits of contact have been woven into partnership that ensure you feel practically supported in an ongoing way. You'll have your Expert Facilitator's mobile phone number and email address ... and we expect that you'll use them both. Another habit is our '3-week Rule' meaning that no partner school goes three weeks without hearing from their Expert Facilitator.

Even further, both the Real Schools CEO and Director of Partnerships are available to

you and your Expert Facilitator to ensure the successful implementation of the partnership across all schools. That's a couple more phone numbers and email addresses of former successful Principals for you to pop into your contacts.

In times of success and at times of challenge, you'll notice that the Real Schools team is present and invested in the fullest response to both.



Resourcing the Implementation

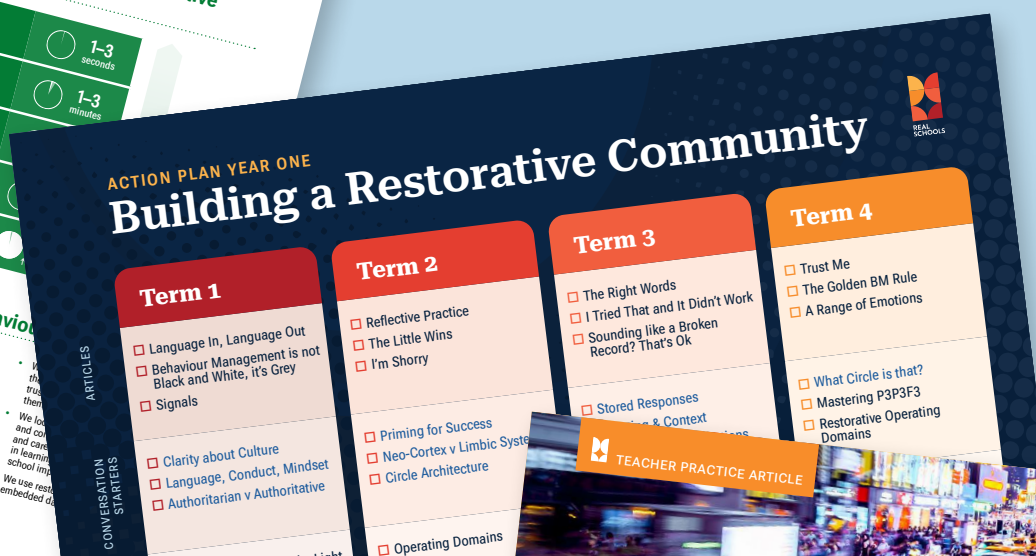
Our partnership focuses on providing comprehensive support and resources to drive positive change. Each year of our partnership, you can expect a range of valuable services and resources that will empower your leadership team and educators to thrive.

In-Person Support:

- A full day of Professional Learning designed to deepen your understanding and equip you with practical strategies.
- An annual In-Class Support Day, working directly with your teachers to strengthen their implementation of RP2.0.
- Dedicated Parent Engagement Sessions to foster a collaborative home-school partnership.
- Leadership Mentoring and Teacher Coaching Sessions will provide targeted guidance and support tailored to your school's needs.
- Continuous communication, including unlimited phone, Zoom, and email contact.

Practical Resources:

- Access to the Real Schools Membership Section and our user-friendly app is provided for all staff, granting them valuable resources at their fingertips.
- An extensive library of teacher practice articles and cultural leadership articles will inspire and inform your educators (all specifically linked to the AITSL Standards for both teachers and principals).
- A collection of White Papers and eBooks will allow educators to delve into critical topics in education.
- Staff meeting Conversation Starter videos to facilitate productive staff meetings that encourage meaningful discussions.
- Policy support and facilitation to connect with other partner schools, allowing you to benefit from their experiences and collective knowledge.
- Graphic design services to create visually appealing materials and newsletter blurbs.
- Various explainer video resources to cater to diverse learning styles.
- Extensive collection of supplementary resources including Student Leadership Programs and templates for individual behaviour planning, providing practical tools to address specific needs.



ACTION PLAN YEAR ONE Building a Restorative Community

Term 1

- Language In, Language Out
- Behaviour Management is not Black and White, it's Grey
- Signals
- Clarity about Culture
- Language, Conduct, Mindset
- Authoritarian v Authoritative

Term 2

- Reflective Practice
- The Little Wins
- I'm Shorry
- Priming for Success
- Neo-Cortex v Limbic System
- Circle Architecture
- Operating Domains

Term 3

- The Right Words
- I Tried That and it Didn't Work
- Sounding like a Broken Record? That's OK
- Stored Responses
- Neo-Cortex v Limbic System
- Restorative Operating Domains

Term 4

- Trust Me
- The Golden BM Rule
- A Range of Emotions
- What Circle is that?
- Mastering P3P3F3
- Restorative Operating Domains

Meet Our Expert Facilitators

Our unique advantage lies in the credibility, experience and authenticity of our Expert Facilitators.

What sets them apart is their first-hand experience as accomplished educators and successful former school principals. They have walked the same path and achieved success in their own careers.

These professionals have been carefully selected as being field experts with the necessary skills, passion and working histories of having led school transformation and school culture from both the classroom and the office. Each Expert Facilitator is passionate about impact in schools and they reject the notion that all your school needs is one more snappy workshop. Rather, they share a sharp collective bias for success through implementation.

Your leadership team and teachers will have unrestricted access to your school's Expert Facilitator, ensuring ongoing support and guidance. We are fully committed to making your partnership a success, and our Expert Facilitators play a vital role in that endeavour. Their expertise and accessibility are key to maximising the benefits of the partnership for your school.



Simon Dewar



Cassie Kitani



Sheila Bollard



Kirsty Lush



Candice Brown



Brenda Quayle

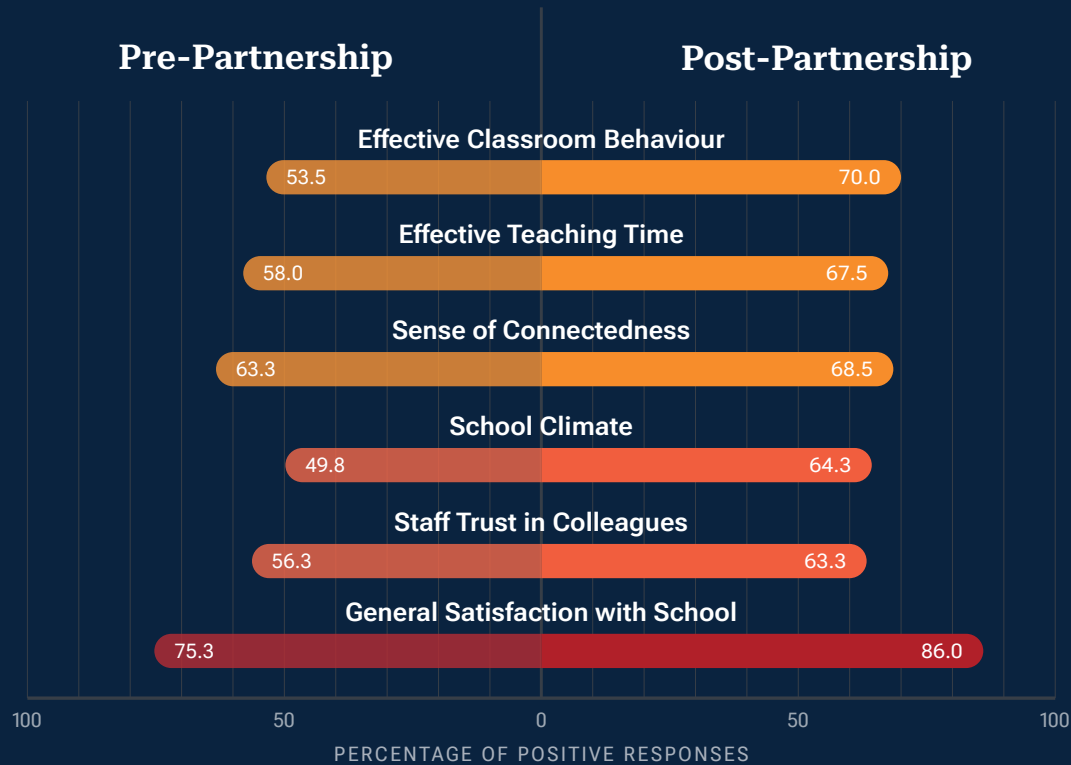


Paul Blinkhoff

Learn more about our Expert Facilitators at realschools.com.au/partnerships/expert-facilitators



What Diffe



8.7
DAYS

Average decrease in total student suspensions each year

3.1
DAYS

Average decrease in absenteeism per student each year

10.5
%

Average growth of Partner Schools measured against the Six Education State Domains

We are dedicated to facilitating both tangible and intangible transformations. As these video testimonials show our partnerships have profoundly impacted teachers and school leaders, leaving them feeling more effective and less stressed.

To gauge the success of our partnership, we use various key metrics, including:

- School Culture surveys conducted for leaders.
- Competence/Confidence surveys for educators.
- Student Surveys focusing on School Climate (students' feelings and opinions about the school) and Social Outcomes (students' feelings and opinions about themselves).
- Alignment with your school's existing strategic objectives.
- Customised parent perception surveys.

By utilising these metrics, we ensure that our partnership yields tangible results and effectively contributes to the overall improvement of your school's environment and outcomes.

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Mount View High School
youtu.be/o4Rpycd1JSU



Ferncourt Public School
youtu.be/euRmFcoixbE



Richmond Primary School
youtu.be/WfpFrT6dHc8



Swansea Public School
youtu.be/HMIM5pgEI6A



Orange Grove Public School
youtu.be/D844HHmy1aE



Geelong Lutheran College
youtu.be/_Vf4Hngypv4



The Decision

Thank you for considering a Real Schools Partnership for your school. We understand the importance of weighing the costs of implementation against the cost of inaction and your stepping into that exercise is appreciated.

School culture impacts student engagement, staff morale, stakeholder conduct and the entire effectiveness of the learning environment. Your Real Schools Partnership is an investment in addressing these challenges head-on with a determination for lasting positive change.

Join a community of hundreds of schools that have witnessed remarkable improvements in student behaviour, staff motivation, parental involvement and learning outcomes through our proven partnership model. We invite you to become part of this network of dedicated educators creating exceptional learning environments across Australia.

We appreciate your dedication as a school leader and your impact on your community. We're here to support that dedication every step of the way. Your solutions will be tailored, informed and resourced.

Let's embark on this journey together. To be clear, the cost of not investing in your school's culture is far greater than the cost of partnership. Together, we can create a thriving, positive learning environment that lasts well beyond even your tenure in your school.

Once more, thank you for your hard work and consideration. We look forward to supporting you in transforming your school's culture.

*Ready to Take
the Next Step?*

Get in touch today to see what your school can achieve through our partnership.

**Book a meeting: bit.ly/2023AV
Email: info@realschools.com.au**