



BE RP HIVE; GUIDED PROFESSIONAL LEARNING COMMUNITY (PLC)

Facilitator Guidelines
(Connect RP Top 10 Tips)

Recommendations

1. 5 Key Components of a Be RP Hive (PLC)

- a. Promotes supportive relationships (Community Gatherings)
- b. Shared norms & values (RESPECT/FRIENDS – illustrated on no 8 below)
- c. Acquisition of knowledge & skills (Restorative Me Lessons)
- d. Collaborate to reinvest practice (Restorative Me Quests)
- e. Reflective dialogue (Restorative Me Connect & Reflect Moments)

2. Use a Guide/Focus for Support

A Be RP Hive is far more about a 'being' than a 'doing' space but it can be helpful to have a support for our practice. [Connect RP Schools](#) and [Restorative Us Teams](#) will already all have access to [Restorative Me \(self-paced course\)](#) or you can sign up individually [here](#). The Lessons and Quests can be used as a compass to Connect & Reflect in community. *if this is not possible / available to you, give yourself permission to go 'loosey-goosey' on your restorative journey, using the guidelines below as a support as the most important thing is the power of connecting and reflecting in community.

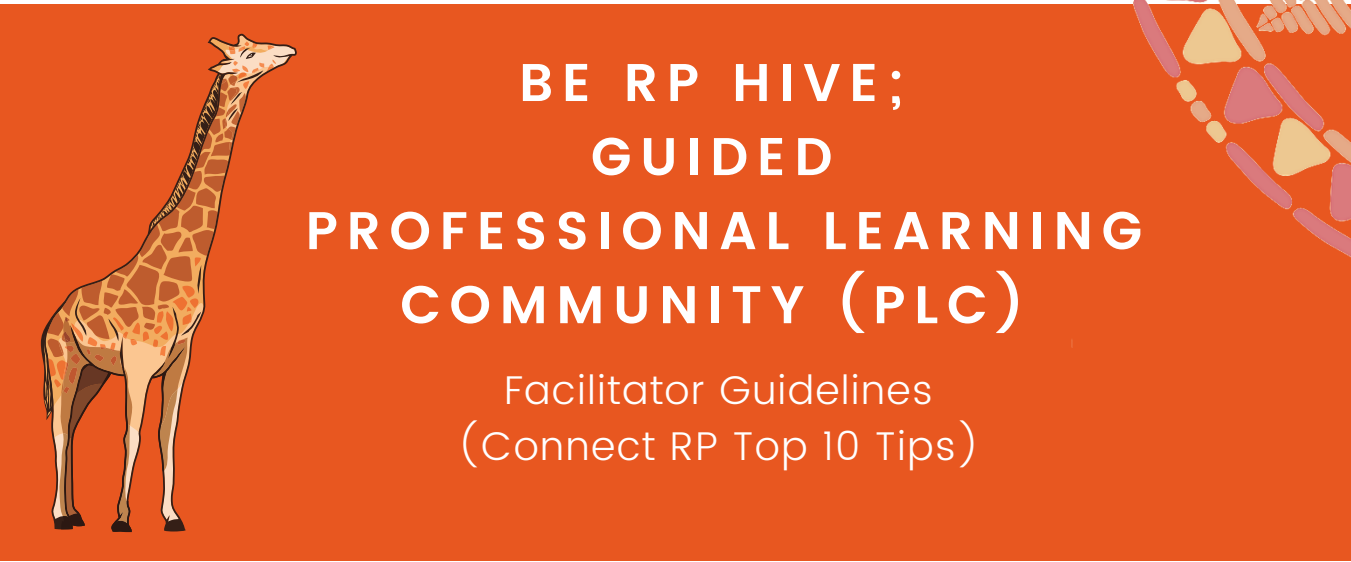
3. Suggested Format:

Layer 1 - Connect In - Check In & laugh with some light, low-risk, feel good questions, to set a positive tone (suggestions outlined in Be RP Hive).

Layer 2 - Connect Deeper - On a 1-10 how is 'Restorative Me' (or Restorative Practice) going? Successes? Challenges? Solutions? *not to measure or judge, but to honour one another's experience (Vaandering)

Layer 3 - Connect Out - Targets (use Restorative Me Quests or what emerges organically) - set them as invitational & end on a low-risk positive check out.





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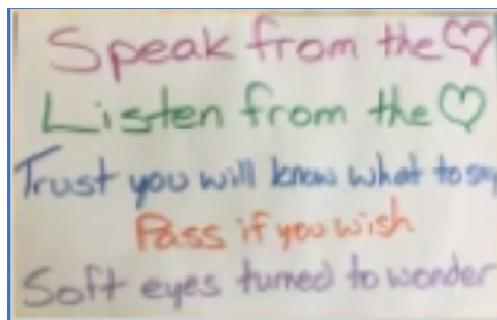
4. Relational Warm Space:

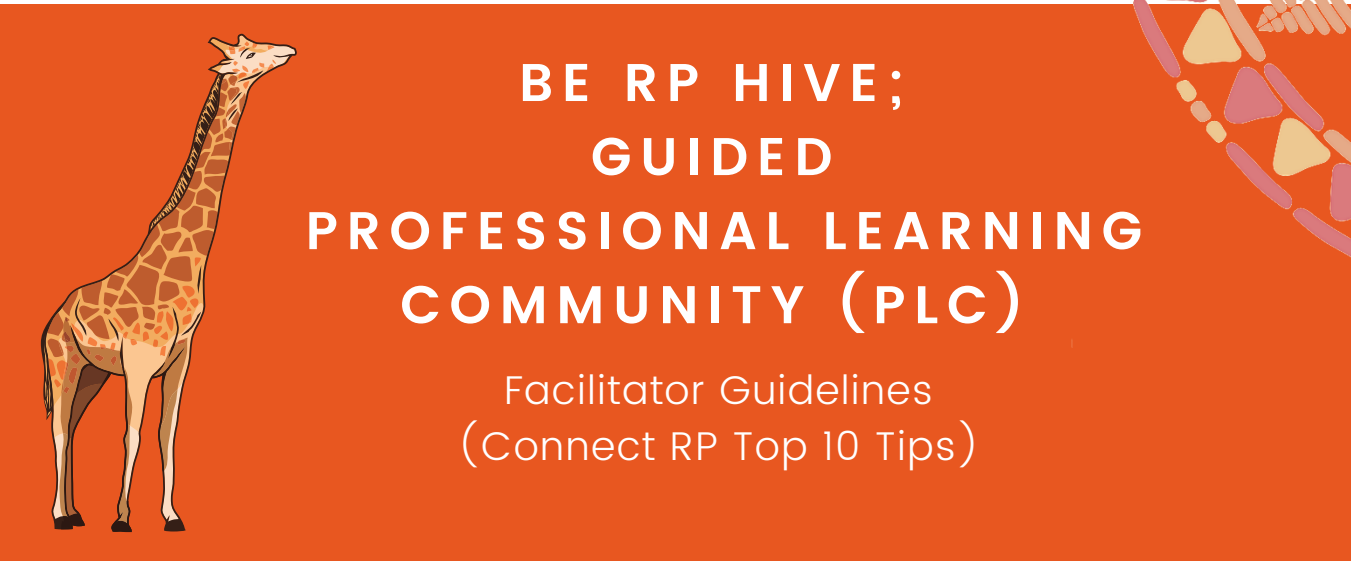
It's essential that we co-create a relational, warm space, where we feel connected and safe to share. I recommend gatherings of 4-10 people for regular 30 min sessions. In my experience, tea / bread / biscuits can be a huge part of this community-building experience, so put the kettle on and perhaps offer the group a shared responsibility around this to make it sustainable (*even if this needs to be done virtually at this time). Remember this is about offering a relational experience for us all, not getting to the end of a topic or ticking a box! Timing can be important – it is only sustainably on our own free time of course – often people use a lunch time or pre-school breakfast gathering, for example we facilitated our session every Monday lunchtime for 3 years! Invite the community to consider a time that may work best but actually scheduling the gatherings will be key!!!

5. Establish an Agreement (Norms & Protocols) as a Community:

Remember that the values always light the way:

Establish an agreement as a group – shared norms and protocols which centre around living these values in our Be RP Hive, just as we would with our students for our circles.





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6. Our Compass – Values & Principles

Use the values and guiding principles as a compass for reflection, especially when considering people's focus on 'success criteria' – Did it 'work'?, Usher reflections around our relational thinking, such as – 'Who do I want to be in this situation?' as opposed to the focus on 'behaviour management'.

FOUNDATION PRINCIPLES OF CONNECT RP

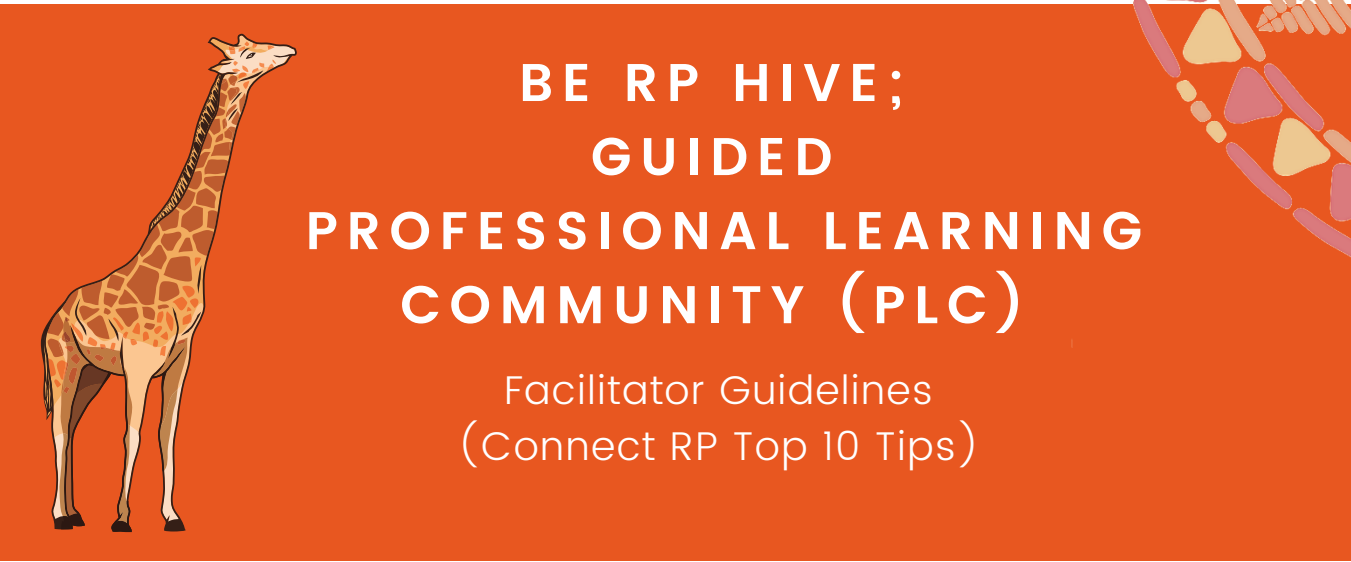
RESTORATIVE PRACTICE

| | | |
|---|--|--|
|  Positive Relationships We are profoundly relational, we are seen and heard, we know we matter! |  Caring Culture We flourish in environments where we seek the best in ourselves and others, and where our values and actions |  Connected Communities We are interconnected and co-creating relational working and learning spaces. |
|---|--|--|

7. Intentional Focus:

It might be a good idea to invite participants to choose a Case X for intentional practice. Consider who may be a Case X – a relationship(s) that may benefit from the use of RP to intentionally practise our relational thinking and skills development in an explicit and focused way. Encourage 'soft eyes turned to wonder' (Parker Palmer), especially when meeting challenges. Invite the group to be curious, empathic, and solution-focussed when possible.





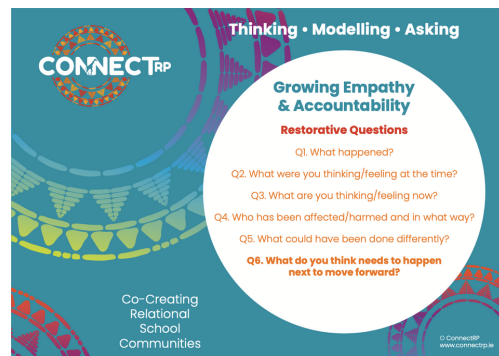
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8. Nurturing Relationships Through Positive Communication

Practise the 5:1 Relationship SCALE as a compass for proactively building relationships as much as considering responsive strategies such as the restorative questions...



9. 3 x Key Reflective Lenses:

Remember this is not about conformity or compliance – ‘Do what I say but I will ask you nicely’ kind of thing... I recommend that reflections are broadened and orientate around the process and impact of our practice using three lenses:

- What they notice about their Case X
- What they notice about their own internal landscape/how they feel / their own wellbeing
- What they notice about the rest of community / students in the class experience of the space

10. Collective Wisdom

Focus on the collective wisdom. Do not feel the pressure to have all of the answers as a facilitator or team leader. Remember...most importantly...

Values & Implementation in Schools



...If you want to go fast, go alone,
If you want to go far, go together!...

(African Proverb)

