

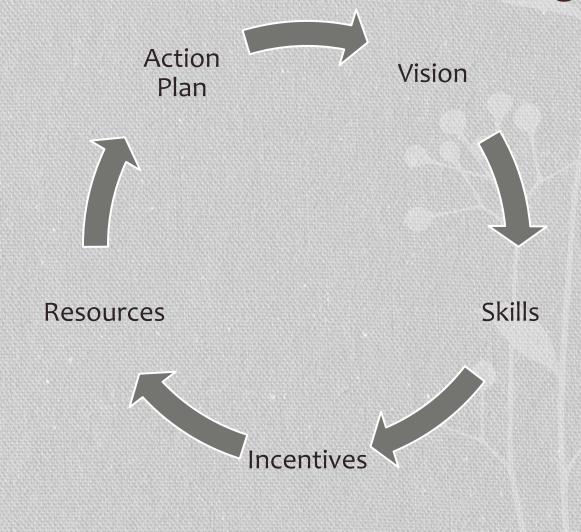


## RESTORATIVE SCHOOL COMMUNITY

Information drawn from
Implementing Restorative
Practices in Schools, by Margaret
Thorsborne and Peta Blood



## Elements of Effective Change

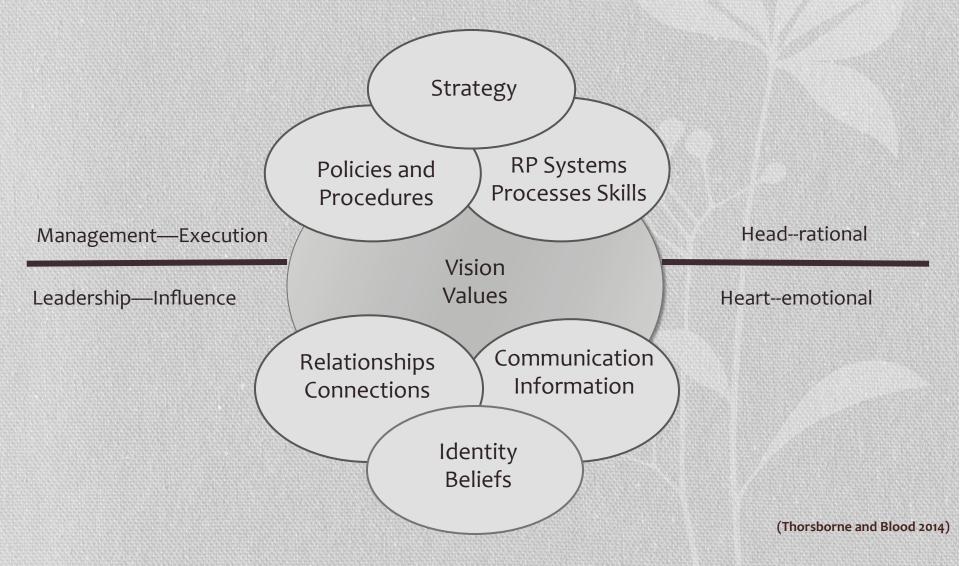


(Thorsborne and Blood 2014)

## Leadership Behaviors for Change

- Challenging the process
- Inspiring a shared vision
- Enabling others to act
- Modelling the way
- Encouraging the heart

Above the Line: What has to be done—System Infrastructure



Below the Line: How it has to be done—Human Infrastructure

Making a case for change

Maintaining the gains

Putting an implementation team together

Keeping the pressure on

## Eight Steps for Change

Creating a vision for the future

Generating shortterm wins

Removing obstacles and empowering action

Communicating the vision to capture hearts and minds

(Thorsborne and Blood 2014)