



Akoben

Leading in the Struggle to Serve

Howard County Public Schools

“Building a Restorative School Culture” Professional Development Proposal

Summary and Scope of Work

The Howard County Public School System, located in a suburban community in the Baltimore-Washington corridor, serves more than 55,000 students in grades PK-12. Through training and support in a set of specific and relevant best practices by Akoben, “Restorative Champions” in targeted schools within Howard County Public Schools will support our students by being more restorative, trauma informed, culturally responsive and asset-builders. This aligns with HCPSS’s Strategic Call to Action: Learning and Leading with Equity – The Fierce Urgency of Now. Specifically, the desired outcome that “equity and relationships are at the foundation of all decisions and actions.”

Objectives and Measures of Success

The objective for the project will be to:

- Continue to build staff capacity by training and coaching in the implementation of restorative practices, asset building, trauma informed care and cultural responsiveness to effectively address the academic and social-emotional needs of students.

The measures for this project will be:

- Participant Evaluations report higher levels of engagement and implementation of interventions with their students and increased level of professional support.
- Internal and external using the “Akoben Restorative Practices Implementation Rubric” indicates increased integration of RP within the school environment.
- School leaders communicate improved support and guidance on effectively training staff to address the social-emotional needs of students.

Value for Howard County Public School System

The value that the school district will derive from the successful completion of this project will include, but not be limited to:

- Support of personnel investment for staff through coaching in trauma-informed care, restorative practices, cultural responsiveness and asset building.
- Capacity building for staff to effectively serve all students using current resources

Project Details

In Phase Two of this Initiative, a team of professional trainers and practitioners from Akoben will work directly with targeted “Champions” and the expanded staff to teach, practice and support best practices in restorative practices. This Phase of the project includes two essential elements:

- **Professional Development Trainings:** These full-day interactive sessions will be conducted by experts from the Akoben team and typically run 6 hours for up to 50 participants. All trainers have advanced and/or doctoral degrees and extensive experience both in the field and presenting on our core and specialty topics across the US and internationally. Additionally, all of our PD sessions explicitly use and are rooted in restorative methodology and format. Akoben and the District will partner to select the most relevant PD topics for this project:
 - a. “Developing a Restorative and Strengths-Based Approach (Part 1&2)
 - b. Why Do These Kids Keep Acting Up: Understanding Behavior Through a Trauma Informed Lens” (TIC-100)
 - c. Being Trauma Informed and Restorative: Two Keys to Success (TIR-100)
 - d. Circles: A Powerful Way to Connect and Heal our Community (CIR-100)
 - e. Building a Stronger School Community: One Relationship at a Time (SSC-100)
 - f. As Tough as We Need to Be: Classroom Interventions to Build Accountability and Community (CLA-100)
 - g. We Can Save Our Boys of Color: Best Practices from the Field (WCS-100)
 - h. We Can Save Our Boys of Color: Restorative Practices as a Key Element (WCS-101)
 - i. Understanding Youth in Poverty (UYP-100)
 - j. Awakening the Dynamic Spirit of Black Boys (ADS-100)
 - k. Calling on the Village: Working with the Family and Support System (FSS-100)

- **Coaching and Support:** To be truly effective, participants need follow-up and support outside of professional development sessions. This project incorporates an in-person follow-up/coaching element to deepen the learning and collectively problem solve challenging issues. Coaching sessions are designed to be flexible, but typically include one/one sessions, small group professional development and circle/classroom observations/problem solving. Additionally, participants would have access to ongoing coaching via phone with an Akoben team member throughout the project.

In Phase Two, we will build on the knowledge and skill attainment in Phase One to deepen the impact of this work with the school environment and champions by facilitating Work-Study Circles, conducting micro-learning workshops for staff throughout the school year in PLCs, department meetings and monthly staff meetings.

Delivery Details

The following outlines the elements and fees for the project based on 5 participating schools:

Training/Workshops	2 full days or equivalent
Coaching	10 full days or equivalent (2 days/school)
Total Days	12
Fees	\$24,000

We look forward to partnering with Howard County Public Schools to serve our beautiful youth through this “Building a Restorative School Culture” Project.

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For Akoben:

For: Howard County Public School System

Abdul-Malik Muhammad
President



Name: _____

Title: _____

Date: 8/7/19

Date: _____