

**Acknowledge that  
relationships are  
central to building  
community**

**Build systems that  
address  
misbehavior and  
harm in a way that  
strengthens  
relationships**

**Focus on the harms  
done rather than  
only on rule  
breaking**

**Give voice to the  
person harmed**

# **Engage in collaborative problem solving**

# **Empower change and growth**

# **Enhance responsibility**

**Prevent students  
from breaking  
school rules**



**Discipline is most  
effective when  
meted out by an  
authority figure**

**If the person  
harmed participates  
in disciplinary  
decisions, it is likely  
that “revenge” will  
be difficult to avoid**

**Too many people  
involved in  
disciplinary  
decision-making  
can dilute  
responsibility**

**One purpose of  
discipline is to  
ensure school  
policies are  
maintained over  
time**

**Discipline that  
builds relationships  
with those causing  
the harm, sends  
mixed messages  
about acceptable  
behaviors**