



Rita Renjitham Alfred  
Restorative Justice Consultant  
Proposal

**May 19, 2021**

**Proposal: Restorative Justice in Education at Natomas Unified School District**  
**Attn: Dr. Michele Hamilton**

The proposal of trainings and coaching/consulting will introduce Restorative Justice Practices (RJP) and will build capacity of the staff within the Natomas Unified School District to practice RJP in their classrooms and throughout the whole school.

These RJ Practices will mitigate the outcomes associated with using punitive methods that facilitate the school to prison pipeline, the impact on youth when pushed to experience the criminal justice system at a vulnerable stage in their human development, dropout and academic failure. Restorative Justice practitioners are proposing a paradigm shift from our conventional way of interacting with each other to caring enough about each other and the community so that we can create equitable and healing spaces in our schools and communities for **the well-being of all adults and all students**.

The trainings will introduce and invite all district and school site staff to practice the philosophy, principles and practices of Restorative Justice. Through experiential learning, staff is invited to use their own knowledge, experiences and skills to understand and learn the paradigm shift from alienation to belonging in community for both adults and youth; punishment to a restorative ethos and school culture for both adults and youth. What is vital is that everyone engages with their own beliefs about the role of community and a sense of belonging and an examination of our prevalent use of punitive rather than reparative responses to wrong doing such as breaking spoken and unspoken school rules and the Education code. Staff will be invited to tell their own stories and listen to their colleagues' stories in the hopes of searching within each person, with each other and the system for the answers of how to move the schools forward and toward restorative outcomes. The hope is that the participating staff members will be able to vouch for the strength of this process, and lead Restorative Justice Practices in the schools as people who have experienced the RJ philosophy, principles and practices.

This proposal is for 48 hours (four-12-hour sessions) of the **Introductory Restorative Justice** training to be provided on the following dates:

1. One 12-hours summer session (12 hours total- 2 full days) of **Introductory Restorative Justice** covering Intro to RJP & Community Building using RJP Practices for Social Workers districtwide.
  - a. July 29 & 30 from 8:30 a.m. to 3:00 p.m.
  - b. Additional training as needed (TBD) for staff.
  
2. One 12-hour fall session (12 hours total- 4 half days) of **Introductory Restorative Justice** covering Intro to RJP & Community Building using RJP Practices for new staff at Natomas Middle:
  - a. Training TBD
  
3. One 12-hour fall session (12 hours total- 4 half days) of **Introductory Restorative Justice** covering Intro to RJP & Community Building using RJP Practices for new staff at Jefferson School:
  - a. Training TBD
  
4. Restorative Justice Training of Trainers Process (Year Long)
  - a. Training TBD

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The cost for 60 hours of training with 1 trainer is \$3,000 per day for 2 full days (\$6,000): \$2,000 for 8 half days (\$16,000); \$26,000 for the TOT process; the total will be \$48,000 or forty eight thousand dollars. This includes the additional cost of the travel time (3 hours per 12 days); transportation costs to and from the schools, hotel accommodation and per diem. More trainings, coaching or consulting can be added upon request.

**Hold Harmless.**

Each party agrees to and does hereby indemnify and hold harmless the other party and its governing board, officers, employees and agents from every claim or demand made and every liability, loss, damage or expense, of any nature whatsoever, which may be incurred by reason of an injury to or death of any person(s) or damage to or loss of any property caused by any act, neglect, default, or omission of the indemnifying party, or any person, firm or corporation employed by the indemnifying party, either directly or by independent contract, arising out of, or in any way connected with, the services covered by this Contract, whether said injury or damage occurs either on or off the indemnifying party's property. Each party at its own expense, cost and risk shall defend any and all actions, suits, or other proceedings that may be brought or instituted against its governing board, officers, or employees in any action, suit, or other proceedings resulting from activities described above.

Rita Alfred, Founder

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