



REAL  
SCHOOLS

# School Culture Partnership

Transform your school's culture  
by partnering with Real Schools  
to implement Restorative Practices.





# The transformative power of Restorative Practices

If you're reading this I'm assuming you're a school leader who is considering a Real Schools Partnership. You're considering investing your time, money and reputation in this work. Thank you.

There are a bunch of challenges that we work with. Challenges that schools across Australia are facing. Some of which you might be dealing with. We think about these in four areas:

- **Students**  
Behaviour, learning outcomes and engagement
- **Teachers**  
Burnout, retention and inconsistency
- **Community**  
Adversarial parents, school reputation and bullying perceptions
- **Leadership**  
Overwhelm, blame habits and punitive mindsets

That's twelve different challenges overall. As you're reading this document, and considering this work, I invite you to do that in the context of your school, and which of these challenges you're dealing with right now.

How would your school and your role be different if we made a significant dent in a bunch of these with a Real Schools Partnership?

Our fundamental premise is that the best way to deal with these challenges is not through addressing them individually. Rather it's to work on the culture of the school.

If we get that right, then everything gets better.

And actually your most important job as a school leader is to lead the culture of your school.

We'd love to help you with that.

We're currently supporting more than 12,000 teachers in over 250 schools across Australia, directly impacting the wellbeing of more than 130,000 students. It's working. And we'd love to be doing this work in your school too.

Thank you for considering Real Schools and for the invaluable work you do in shaping the future of education.

ADAM

Adam Voigt

CEO and Founder  
Real Schools



**Watch Adam discuss the transformative power of restorative practices**

Sometimes it's best to hear it straight from Adam, our Expert Facilitators, or even the staff and students at some of our partner schools.

So wherever you see the video symbol, just click or tap to watch a video which explains things in more detail, or visit [realschools.com.au/prospectus](https://realschools.com.au/prospectus).



*“We often say there is no magic bullet. But I would actually say, this has been the magic bullet.”*

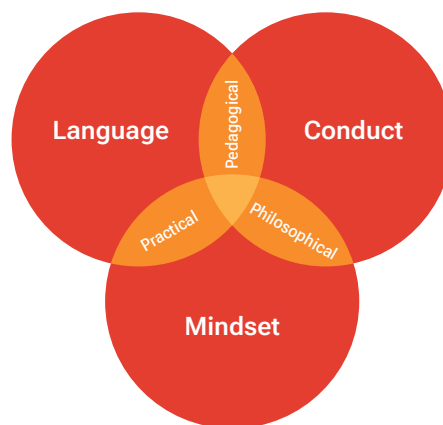
*“We are two years into our partnership with Real Schools and we’ll just keep getting stronger.”*

Principal  
Berrima Public School

# Your school’s cultural transformation journey

**A** partnership with Real Schools is no ‘program’ – it’s a commitment to your school’s future.

Real Schools will work hand-in-hand with your school across three years to implement Restorative Practices as the underpinning framework of your school culture.



Focused on ‘low investment, high return’ changes that trigger both quick wins and sustainable practice commitments, what we call ‘RP2.0’ is a revolution in teacher practice and cultural leadership.

By integrating restorative practices, we aim to foster a strong culture, build effective relationships, resolve conflict in a healthy way, improve student behaviour and reduce bullying incidents.

This approach embeds resilience and positive relationships within the school community. It encourages students to take personal accountability, learn from wrongdoing and restore relationships.

RP2.0 also extends to strengthening teacher-student connections. Learning deepens when students and teachers have a healthy and robust relationship. By focusing on the present and the future, asking the right questions and promoting personal responsibility, RP2.0 empowers students to reflect on their behaviour and take appropriate actions to resolve the resultant harm. It equips students with the skills to be accountable, responsible and independent, laying the foundation for strong, resilient adults.



# What's the difference between a Partnership and a Program?

## Programs

Do it *to* you

PBL | SWPBS | Respectful Relationships

Top-down approach

One day

Burnout and change fatigue

It's what we do when we know we have to

Isolated impact

## School Culture Partnership

We do it *with* you

Restorative Practice 2.0

Bottom-up approach

Three years

Sustainable, incremental change

It's how we behave every day

Significant impact



# What is a Real Schools partnership?

**A** Real Schools partnership is just that – a true partnership between us and your school.

We offer a practical methodology for implementing Restorative Practices in Australian schools tailored to your school's unique demands and challenges.

We'll work with you over a three-year journey to drive positive change, fostering a culture at your school that is strong, relational, and built on trust.

Geography is no barrier – we work with schools all across Australia, from inner city Melbourne to Kalgoorlie and anywhere in between. We also work across all systems including the government, independent and Catholic sectors, as well as special schools.

Each year of our partnership, you can expect a range of valuable services and resources that will empower your leadership team and educators to thrive. In practical terms, this means:

- High quality, annual PL days for your staff
- In-class support for teachers
- Parent engagement sessions
- One-on-one school leader mentoring
- One-on-one teacher coaching
- Unlimited email and phone support for school leaders
- Practical resources and tools, including white papers, videos and podcasts
- Measurement tools so we can track the impact of our partnership on all school stakeholders.

# Our Expert Facilitators

**R**eal Schools' unique advantage lies in the credibility, experience and authenticity of our Expert Facilitators.

A Real Schools Expert Facilitator is appointed to each school for the entire three years of partnership.

What sets them apart is their first-hand experience as accomplished educators and successful former school principals. These professionals have been carefully selected as education experts with the necessary skills, passion and experience in leading school transformation and culture from both the classroom and the office.

We reject the notion that all your school needs is one more snappy workshop. Your leadership team and teachers will have unrestricted access to your school's Expert Facilitator, ensuring ongoing support and guidance.

We are fully committed to making your partnership a success, and our Expert Facilitators play a vital role in that endeavour. Their expertise and accessibility are key to maximising the benefits of the partnership for your school.



Sheila Bollard



Candice Brown



Trish Coelho



Simon Dewar



Cassie Kitani



Kirsty Lush



Ryan Martin



Brenda Quayle



Jemma Rust



Daniel Vella



Marion Walsh-Gay





# Your school's Professional Learning experience

**W**e know that each school has unique needs when it comes to professional learning. That's why we offer core RP2.0 modules in combination with tailored, or elective, modules that are customised to meet your school's specific requirements.

As you progress through your Real Schools Partnership, your school will have more choice around your professional learning journey, allowing the growth and skill acquisition to be adjusted for your school's ambitions, aspirations and challenges.

More than anything, you'll notice three distinct features of the Real Schools Professional Learning Days:

- Our Professional Learning Days are the impetus for the work – not the work itself. We know that Professional Learning Days don't change schools – it's what happens next that matters.

- Our Professional Learning Days are crafted around story and practical application. These experiences are inspiring, provocative and affirming in equal parts.
- Our Professional Learning Days are immediately applicable in the classroom. Practitioners of all types in your school will leave with changes in language, conduct and mindset that they can implement in their classrooms the very next day.

We focus on creating a lasting transformation in school culture, driven by the dedicated efforts of each school's leaders. We are committed to equipping schools with the tools and support they need to successfully implement RP2.0 and foster a positive and inclusive learning environment.







# In-Class Support Day

**T**he In-Class Support Day provides hands-on assistance and guidance to educators within the school setting, an element that is sometimes missing from our behaviour and practice programs.

This dedicated in-class day allows the Expert Facilitator, an experienced leader and practitioner in RP2.0, to directly observe and support your teachers to implement the principles and strategies learned across your Professional Learning Day.

During the In-Class Support Day, your Expert Facilitator works closely with teachers, providing real-time feedback and co-teaching. They will work with your teachers to model effective practices and offer individualised coaching.

Your Expert Facilitator helps teachers navigate challenges, refine their skills and deepen their practical understanding of RP2.0.

This support is tailored to each teacher's specific needs, goals and classroom.

Your Expert Facilitator will prepare for the In-Class Support Day by reviewing your school's context, understanding the specific challenges and areas of focus identified by the teachers and aligning the support with the overall goals of your partnership.

The day concludes with a full Staff Debrief so that lightbulb moments and practice decisions can be shared and nurtured.

In a nutshell, your In-Class Support Day is where the rubber hits the road. It's the day that you'll look back on as being pivotal in your school's transformation.



# Parent engagement

It's important all your stakeholders are engaged as part of your Real Schools partnership. That's why we also provide support through Parent Information Sessions and accompanying materials to ensure teachers and parents/carers are aligned.

During these sessions, we will:

- Introduce parents and carers to the Restorative Practices partnership that your school is undertaking, gaining critical buy in.
- Seek input and different perspectives from across the school community.
- Equip parents with practical strategies they can immediately implement in their own parenting, which align with our school-based intentions.
- Teach how to respond rather than react to their child's behaviour.
- Share effective ways to establish a meaningful partnership with the school.

By engaging parents and providing them with the necessary tools and knowledge, we aim to create a collaborative and supportive environment that nurtures the growth and development of their kids.

We'll also help you communicate with parents about our work to create a sense of excitement and interest among parents and assist in their engagement and commitment to working restoratively.



***“Students feel like they’ve been heard and valued.”***

Teacher,  
Mount View High School

# Leadership mentoring

**Y**our dedicated Expert Facilitator will also provide leadership mentoring to school leaders as part of your partnership.

This will empower and guide school leaders in effectively implementing and sustaining RP2.0 within the school community. It involves ongoing collaboration, feedback and personalised guidance to help leaders navigate challenges, build leadership capacity and create a positive and relational school culture.

Early in your partnership, we will work with you to co-create an Action Plan which outlines the specific actions, timelines and supporting resources, actions and timelines for each year of partnership. We then create a Student Engagement Plan to ensure we integrate RP2.0 into your school's culture and practices.

We will also work with you to develop foundational resources that align with your school's specific context and goals, which will guide your progress throughout our partnership.



# Teacher coaching

**A**longside our leadership mentoring, we also provide coaching for your teachers, which is crucial in accelerating teachers' growth and development at different career stages.

The coaching process is tailored by your Expert Facilitator to meet the unique needs of individual teachers. It involves personalised guidance, feedback and support to enhance their practice and foster a positive and impactful learning environment.

For early career teachers, we provide targeted support to help them navigate the challenges and complexities of the profession. Coaching focuses on building confidence, refining instructional strategies, and developing effective classroom management techniques.

Early-career teachers receive practical guidance, resources, and constructive feedback through one-on-one coaching sessions to accelerate their professional growth and establish a strong foundation for their teaching careers.

For experienced teachers, we aim to change mindsets and facilitate ongoing growth and improvement. The coaching process challenges teachers to reflect on their current practice,

explore new strategies and embrace a growth mindset. Experienced teachers are encouraged to take risks, try innovative approaches and continuously refine their teaching methods to meet the evolving needs of their students.

The Real Schools coaching model fosters a supportive and non-judgmental space for experienced teachers to engage in deep reflection, collaborate with their coach and enhance their impact in the classroom.





## Unlimited phone and email support

**Y**our Expert Facilitator's unwavering commitment to success in your school is paramount. We want the changes we're facilitating in your school to 'stick' just as much as you do.

Through regular contact and tailored support, your Expert Facilitator effectively becomes an additional member of your school's leadership team.

Unlimited phone and email support means just that – you will be practically supported by your Expert Facilitator every step of your partnership.

Many of our partner principals tell us this is the most valuable element of their Real Schools partnership – knowing you can have a confidential chat, a quick check in or brainstorm about how to manage an issue, any time you need it – your Expert Facilitator is just a phone call away.

In addition, the Real Schools CEO and Director of Partnerships are also available to ensure the successful implementation of your partnership.

In times of success and times of challenge, the Real Schools team is present and invested in giving you the fullest response to both.

***“We can get support at a moment's notice – and that's what makes Real Schools different.”***

Swansea Public School

# Practical resources for your school

Every partner school receives comprehensive support and resources to drive positive change in your school.

Alongside in person PL days, in class sessions, mentoring and one-on-one support, we provide practical resources, tools and templates that will help you and your teachers every day as they work to implement a restorative culture.

This includes:

- Access to the Real Schools Membership Portal
- An extensive library of teacher practice articles and cultural leadership articles to inspire and inform your educators (all linked to the AITSL Standards for teachers and principals)
- Restorative practice best practice information
- Lesson plans that are aligned to the Australian curriculum
- Short videos, webinars, eBooks and white papers, to cater to diverse learning styles
- Individual behaviour planning resources, newsletter blurbs and a Student Leadership Program
- Staff Meeting Conversation Starter videos to facilitate productive staff meetings
- Policy support and connections with other partner schools, allowing you to benefit from others' experiences and knowledge.



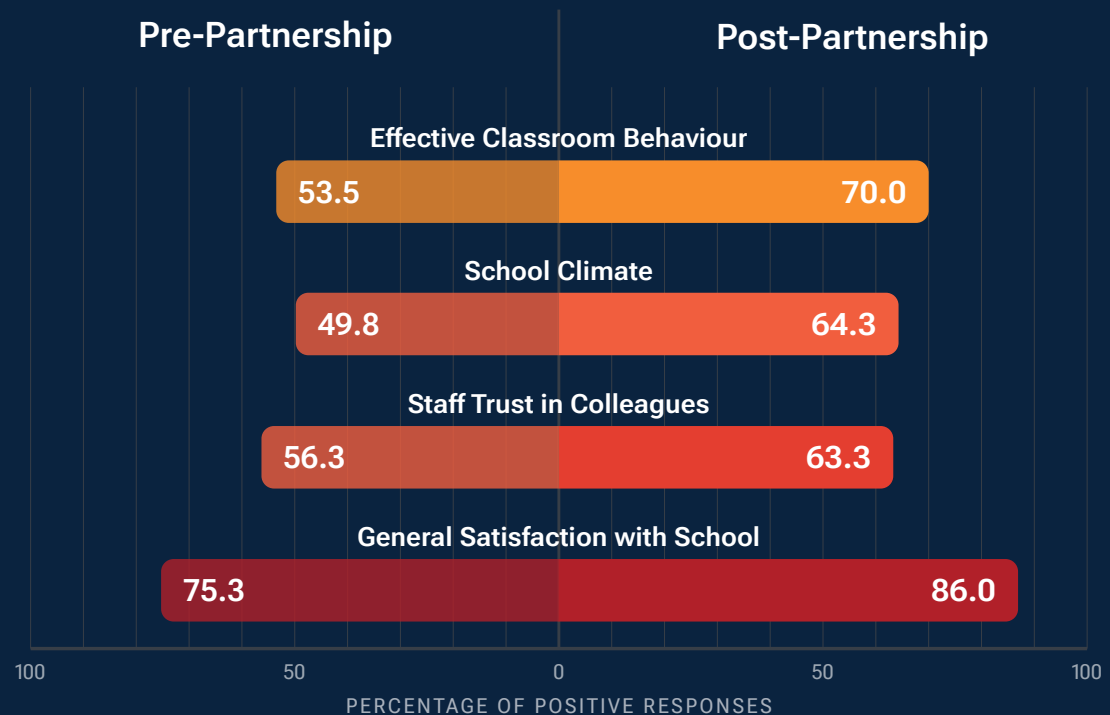
# The impact of partnership

**R**eal Schools is dedicated to facilitating both tangible and intangible transformations. We work with our partner schools to measure the success of our partnership, improve our practice and facilitate continuous improvement.

We utilise key metrics to gauge the success of our partnership, including:

- Learning Outcomes Survey to inform our implementation is based on student needs
- Teacher Competence and Confidence Survey to guide local coaching
- Partner Satisfaction Surveys to understand and improve all aspects of program delivery.

By utilising these metrics, we ensure that our partnership yields tangible results and effectively contributes to the overall improvement of your school's environment and outcomes.



**8.7**  
DAYS

Decrease in days lost to suspension each year

**3.1**  
DAYS

Absenteeism decrease per student each year

Pre and post intervention study with schools on impact of partnership on student behaviour (2021).

# Hear from our partners

## Student Wellbeing

Percentage of Partner Principals who agree or strongly agree with the following statements:

*Real Schools...*

Contributes to overall mental health and wellbeing of students

79

Helps improve our students' connection with their peers

85

Supports better connections between teachers and students

92

Helps students develop confidence and resilience

83

Supports our students' sense of belonging at school

81

Supports students to reach their academic and social potential

81

Percentage of surveyed partner principals who agreed or strongly agreed with the statement (2024).

**D**on't just take our word for it! Watch school leaders, teachers, parents and students talk about the impact that a Real Schools partnership is having on their school.



# Ready to take the next step?

**T**hank you for considering a Real Schools School Culture Partnership for your school.

School culture impacts student engagement, staff morale, stakeholder conduct and the entire effectiveness of the learning environment. Your Real Schools Partnership is an investment in addressing these challenges head-on with a determination to create lasting positive change.

Join a community of hundreds of schools that have witnessed remarkable improvements in student behaviour, staff motivation, parental involvement and learning outcomes through our partnership model.

We appreciate your dedication as a school leader and the impact you have on your community. We're here to support that dedication every step of the way. Your solutions will be tailored, informed and resourced.

We invite you to become part of this network of dedicated educators creating exceptional learning environments across Australia.

Together, we can create a thriving, positive learning environment that lasts beyond even your tenure in your school.

We look forward to supporting you in transforming your school's culture.

*Get in touch*

Book a meeting today to discuss how Real Schools can help you build a positive and restorative culture in your school.

[realschools.com.au/book-a-meeting](https://realschools.com.au/book-a-meeting)