

**TABLE 5.1 ■ Punitive Versus Restorative Approach to Discipline**

Punitive Approach	Restorative Approach
School rules are violated.	People and relationships are violated.
Justice focuses on establishing guilt.	Justice identifies needs and obligations.
Accountability is defined as punishment.	Accountability is defined as understanding the effects of the offense and repairing any harm.
Justice is directed at the offender; those harmed are ignored.	The student who may have caused harm, those harmed, and school staff all have direct roles in the justice process.
Rules and intent outweigh the outcome.	Students who may have caused harm are held responsible for their behavior, repairing any harm they've caused and working toward a positive outcome.
No opportunity is offered for the offender to express remorse or make amends.	Opportunities are offered for offenders to express remorse or make amends.

*Source:* Adapted from San Francisco Unified School District (n.d.).