

# Mediation: When Personalization is not enough

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Media Arts and Communications  
Academy

# Agenda for Today

- Group Reflection
- Overview of Year One at MACA
- Experimental Mediation
- Video and Share Out
- Program Development at MACA
- Resources

# What is Conflict?

- At your table:
  - Introduce yourself
  - Make a chart with two columns
    - What is conflict?
    - Where is conflict in your school?

# Year One at MACA

- “A One Horse Town”
- Student Demographics
  - 55% Free and Reduced
  - 63% male
  - 1/8 has a family relative incarcerated
- Staff
  - 10 female, 2.5 male
  - 3 new teachers

# “Just give me my punishment!”

- School Culture Challenges
  - Non-traditional discipline

Student Stress

Staff Stress

Parents

Community



# The “Other” School

- Proximity to the other High School
  - Shared Space
  - Lunch Crossover
- Bullying
  - Student-Student
  - Teacher-Teacher
- District Issues

# Experimental Mediation



# What is Mediation?

**Mediation is a process that enables people in conflict or disagreement to resolve their differences with the assistance of an impartial third party - the mediator.**

# What does a mediator do?

Mediators help establish direct communication between individuals, listen to the concerns of all involved, and facilitate a constructive problem-solving process.



# What does a mediator not do?

Act as a:

- Counselor
- Judge
- Jury
- Attorney
- Referee
- Solve the parties' problems

# Types of Conflicts

- Student-Student
- Student-Teacher
- Student-Parent
- Everyday conflicts in a formal or informal process

# Two Essential Points

- Participation in mediation is voluntary
- Bullying, sexual harassment, and physical intimidation should not be dealt with through mediation

# A Five Stage Process

1. Establish Procedural Guidelines
2. 2 Minute Storytelling
3. Agenda Building and Identifying Issues/Interests
4. Exploring Options
5. Reaching Agreement

# Sample Agreement

Travis	Teacher
<ol style="list-style-type: none"><li data-bbox="243 351 904 465">1. Will greet Ms. Jones at the beginning of class.</li><li data-bbox="243 479 904 651">2. Will respond to redirection by getting back to task in 20 sec.</li><li data-bbox="243 665 904 893">3. Will take a 3-5 minute break outside the room when told, "Travis take 5."</li><li data-bbox="243 922 904 1093">4. Will not receive consequences for step 3.</li><li data-bbox="243 1108 904 1279">5. Will participate in a follow-up mediation March 4 at 3:30</li></ol>	<ol style="list-style-type: none"><li data-bbox="967 351 1615 465">1. Will greet Travis at the beginning of class.</li><li data-bbox="967 479 1638 651">2. Will redirect Travis privately by whispering, "Attention."</li><li data-bbox="967 665 1649 836">3. Will redirect Travis privately the 3rd time by saying, "Travis take 5."</li><li data-bbox="967 851 1619 1022">4. Will not give consequences for step 3</li><li data-bbox="967 1036 1541 1208">5. Will participate in a follow-up mediation March 4 at 3:30</li></ol>

# About Agreements

- Mediated agreements are signed
- Copies are distributed to each party
- A follow up mediation is scheduled

QuickTime™ and a  
H.264 decompressor  
are needed to see this picture.

# Benefits

## Relationship

- Nonviolent
  - Provides Voice for students and teacher
  - Validation of feelings
  - Mutual understanding of the issues
  - Concrete agreements
  - Follow-up
- 
- Allows for deeper exploration
  - Agreement buy-in for parties
  - Transformation of relationship

# Individual Benefits

## Individual

- Re-focus on student success/learning
- Learning CR tools
- Ownership of the problem
- Safe
- Empowerment
- Supports new teachers

# School Benefits

- School Structure and Culture
- Leadership Development
- Equity and Social Justice

# Challenges

- ❑ Time
  - ❑ Training of mediators
  - ❑ Cultural shift
  - ❑ Not traditional Discipline
  - ❑ Staff/Student buy-in
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- ❑ School wide commitment
  - ❑ Sustainability of program

# Sustainability of Conflict Resolution at MACA

## Student Level

- Advisory Curriculum
  - Negotiation
  - Active Listening
  - Competition/Collaboration
  - Empathy
  - Peace Studies
- Project Based Learning Integration
  - Relevant Application
- Integration of CR Language Across the Curriculum
- Junior- Freshman Mentors
- Latina Support Group

# (Sustainability Continued)

## Engaging Parents and Community

- Parent Conflict Resolution Team
- Community Partners
- District Piloting

# Resources

- [Oregon Mediation Association](#)
- [Harvard Negotiation Project](#)
- [Olweus Bullying Prevention](#)
- [Colorado Blueprint Project](#)
- [Mediate.com](#)
- [Schoolmediation.com](#)

# Contact Information

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