

## DRAFT #2

### Plan the Plan for Conflict Resolution Training

November 12, 2008

Conference call participants: Leslee Sandberg, Pat Carlson, Sue Etscheidt, Dee Ann Wilson

1. Purpose of Conflict Resolution Training?
  - Make certain that people in the field (parents, educators, others involved with the educational setting) have conflict resolution skills and can use them to resolve differences at the earliest and lowest level possible
  - Prepare future AEA Resolution Facilitators
  - Prepare future mediators
  - Maintain and enhance skills of present AEA Resolution Facilitators (including their involvement in resolution meetings after a hearing request, IEP Facilitation, and other opportunities when they may be used)
  - Provide opportunity for IHEs to have skills and curriculum to offer at preservice level for future teachers, administrators, and others in education field
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2. Who should be on the committee in addition to the four of us?
  - Henry Shepherd, UNI preservice (Sue will ask him.)
  - Doug Penno (AEA Resolution Facilitator Coordinator liaison)
  - David Happe
  - Dan Smith (SAI) (Sue will ask him. If he is not available, perhaps Bonnie Boothroy or Kathleen Reyner will represent SAI.)
  - Vicki Robinson (UNI Education Leadership Department) (Sue will ask her.)
  - Glenn Grove
  - Susan Myers, ASK Resource
  
3. Who are our audiences?
  - Lana identified teachers and middle management
  - DE needs to provide training for new mediators (and open up to others)
  - New PEC Coordinators
  - Preservice level (UG, future administrators and present administrators working on degrees)
  - ASK Resource and advocacy representatives
  - IHEs

- The field
- (Don't want to lose sight of Sue's comments about need to distribute what Iowa is doing for other states. CADRE could be one way to disseminate such information.)

4. What can be done so the training will be thought of as including people involved with general education, 504, and Early ACCESS and not entirely special education?

Perhaps this answer can be addressed in greater detail once we get the people identified above (#2) and as the plan of training becomes clearer.

5. Who can be some partners? Who does training so we can appear?

- Iowa Association of School Boards (IASB)
- School Administrators of Iowa (SAI)
- AEA Professional Development Coordinators (or whatever they are called)
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6. Place holder for future discussion: People have “full plates” and are concerned with element of time. Think about indicators for Annual Performance Plan (APR), for example:

- Indicator 1: Graduation
- Indicator 2: Dropout
- Indicator 3: Suspension and Expulsion
- Indicators 4 and 5: LRE
- Indicator 8 Parent involvement
- Indicators 9 and 10 Disproportionality
- Indicator 13: Secondary transition
- Indicators 16-19 (Complaints, hearings, resolution sessions, mediation)

7. What are some think outside the box ideas?

- Example: Free On-Line Course: Managing and Resolving Conflicts Effectively in Schools and Classrooms

Website: [http://www.creducation.org/resources/resolving\\_conflicts/](http://www.creducation.org/resources/resolving_conflicts/)

8. How can we tie in to Iowa Core Curriculum? (Pat Carlson, want to add your suggestions?)

9. What are the training opportunities?
  - Introduction to Mediation
  - Advanced Mediation
  - RESPECT (Recognizing Everyone's Strengths by Peacebuilding, Empathizing, Communicating and Trustbuilding)
  - Refresher courses
  - Creating Solutions: Skills to Effectively Resolve Disputes between Parents and Educators
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#### Other topics discussed

We will need to come up with a solution about identifying the cadre of trainers who will provide the training at the inservice level and the pay issue. Pat Carlson and Leslee will be two members of the cadre and they have agreed to work together, assuming a curriculum is available. Other members of the cadre of trainers could be other AEA staff, such as those involved with professional development, as well as instructors with continuing education. We will be thinking of others who may be able to assist Pat and Leslee.

There was discussion about building capacity through the trainer of trainers' model, such as been done at AEA 10.

We have the dilemma of having a long range, well-thought out plan, plus the need to have training available in the near future.

We are still waiting to hear about Greg's buyout so plans cannot be definitive.

#### Next Steps:

Pat Carlson will contact the new associate dean in charge of continuing education and will touch base with her about a plan for training. She will email us tomorrow with her findings.

Leslee will prepare a draft agenda for either an ICN meeting or phone conference that may include the seven additional people identified in #2 above (plus the four of us). She will complete the draft agenda by Friday, November 14 and will send to the three of us, also including dates she is available for a second conference call. The four of us will have a conference call to finalize the agenda.