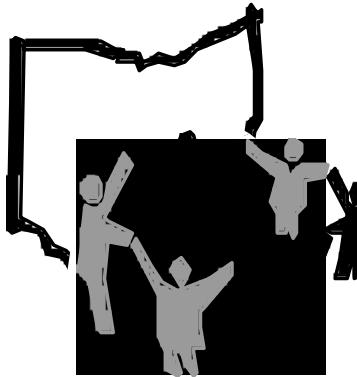


Resolution

The Ohio Commission on Dispute Resolution & Conflict Management Electronic Newsletter

Issue No. 05, 2005



Welcome to *Resolution* the Commission's electronic newsletter. *Resolution* is published semi-annually by the Commission on Dispute Resolution and Conflict Management, 77 South High Street, 24th Floor, Columbus, Ohio 43215-6108. It is available online through the Commission's Web site at: www.disputeresolution.ohio.gov. The Commission welcomes your comments, news, calendar events, and suggestions for future issues.

Commissioners and Staff www.disputeresolution.ohio.gov/commissn.htm#commissioners

Highlights In This Issue...

Education – K-12 Schools & Higher Education

- Commission Receives \$1.3 Million Grant for School Conflict Management
- Statewide Speaker's Bureau Helps to Curb School Bullying
- Commission Offers Peer Mediation Training for Ohio Schools
- Over 340 Ohio Schools Use Mediation to Address Truancy

Community and Court

- Community Mediation Success Stories
- Stark County Mediation Program Partners with Police

State and Local Government

- Elected Officials Learn Effective Tools for Managing Public Disputes
- Ohio's Workplace Mediation Program

Contributions

- Ohio Adopts Uniform Mediation Act
- Revised Model Standards of Conduct for Mediators

Mark Your Calendars! Plans Underway for 10th Annual Conflict Management Week Education – K-12 Schools and Higher Education

[1] Commission Receives \$1.3 Million Grant to Support School Conflict Management

The Commission, in partnership with Vanderbilt University has been awarded a \$ 1.3 million Education Grant from the U.S. Department of Education, the Institute of Education Science. This three-year grant will allow the Commission to provide comprehensive school conflict management training packages to over 12,000 middle school staff and students in the state of Ohio. The initiative will serve as a national pilot to develop a school-based conflict management model that can be used nationwide to reduce school violence, bullying and discipline challenges, improve teacher classroom management strategies, and as a result, improve overall student academic achievement. Each participating middle school will receive \$3,300 for program design and implementation, three days of school conflict management training for a team of 6-8 teachers and administrators, and on-site staff development to integrate non-violent conflict resolution skills and concepts into classroom management. Schools also receive age-appropriate lesson plans and resource materials to assist in program implementation.

Commission in partnership with the Ohio Department of Education are currently offering competitive grants to Ohio middle schools to implement school-based conflict management programs during the 2006-07 and 2007-08 school years. The grant announcement and application are available on the front page of the Commission's Web site at www.disputeresolution.ohio.gov. Any public school or joint vocational school, grades 5th – 8th, is eligible and encouraged to apply. Applications are due to the Commission December 16th, 2005.

[2] 2005-06 Regional School Conflict Management Workshops Scheduled

To ensure greater institutionalization of school conflict management programs in Ohio schools, the Commission is once again sponsoring regional staff development workshops during the 2005-2006 school year. The workshops focus on conflict management as a classroom management tool. Approximately six workshops will take place across the State. For more information on dates and locations, please visit the Commission's Web site at: www.disputeresolution.ohio.gov/professionaldevelopmentscm.htm.

[3] Statewide Speaker's Bureau Helps to Curb School Bullying

The Commission has teamed with the Ohio Mental Health Network for School Success and the State Suicide Prevention Team to create a Speaker's Bureau to curb bullying. The Bureau will provide a broad base of well-trained youth and adult speakers capable of presenting information about bullying prevention, suicide, and mental health needs across the State under the auspices of the Ohio Suicide Prevention Foundation. These speakers will be provided at no cost to Ohio schools and youth-serving agencies. To schedule a youth or adult speaker to come to your school or organization, or to become a speaker, please contact Elnora Jenkins at the Ohio Department of Mental Health at: JenkinsE@mh.state.oh.us.

[4] International Network on Conflict Resolution Education

The Commission continues to work with teams of government and non-governmental organizations on the development of an international network on conflict resolution education. Participants include, but are not limited to: Armenia, Australia, Bulgaria, Canada, Colombia, Cyprus, England, Germany, Ghana, Ireland, Israel, Jordan, Kenya, Lebanon, Northern Ireland, Norway, Russia, Sierra Leone, Thailand, and the Ukraine. Please check the Commission's Web site at: www.disputeresolution.ohio.gov for a summary of the international work being done in conflict resolution education.

[5] Pre-Service Teacher Education Project (CRETE) Enters Second Year

The Conflict Resolution Education in Teacher Education (CRETE) project is a collaboration between the Commission, Temple University, and Cleveland State University. Its goal is to educate pre-service teachers in conflict education and social and emotional learning to increase teacher satisfaction and teacher retention. The

project was created to address teacher attrition and unsafe, conflict-ridden learning environments – serious problems at both the state and national level. Second year trainings for pre-service students took place August 26th - 27th, September 9th - 10th and September 24th. Training topics include conflict management, classroom management, mediation, cultural competency, bullying prevention and curriculum integration.

The George Gund Foundation and the U.S. Department of Education's Fund for the Improvement of Post-Secondary Education fund the project. For more information on the project, please visit the Commission's Web site at: www.disputeresolution.ohio.gov/schools.

[6] Annual Conflict Resolution Education Institute – December 9th - 10th

The Commission will hold its 8th Higher Education Institute for Education faculty December 9th and 10th in Cleveland. The goal of the Institute is to assist faculty in providing future educators with the conflict resolution skills they will need to be leaders in creating safer, more supportive learning environments.

The Commission believes that for future educators to be effective in today's schools they need the knowledge of conflict resolution options, the skills to model effective conflict resolution in their classrooms, the ability to handle conflicts with colleagues, and the ability to teach young people how to resolve disputes and manage conflict. The Institute will prepare faculty participants to achieve these objectives by: (1) examining personal conflict resolution skills, (2) illustrating successful integration of conflict resolution content and skills into higher education courses, and (3) developing strategies for institutionalizing conflict resolution in the professional preparation curricula of Ohio colleges and universities. The two-day Institute will provide skills and information that are responsive to the current NCATE standards (national teacher education standards).

[7] Colleges and Universities Invited to Attend January Basic Mediation Training

The Ohio Commission on Dispute Resolution and conflict Management will host a basic mediation skills training for Ohio colleges and universities January 4th - 6th in Cleveland. Administrators, faculty, staff and students from Residence Life, Student Activities, and Human Resources interested in learning effective strategies for mediating conflict in higher education and the skills to implement these strategies are encouraged to attend. Space is limited to 24 participants and participants are encouraged to attend in teams. Priority attendance will be given to those planning to implement a mediation program in their college or university. The training is offered at a significantly reduced cost of \$60 per person for the three-day training.

Training Topics include: identifying your conflict style, a model for managing conflict, active listening skills, cultural influences, an overview of mediation models including facilitative, community, and transformative; Ohio's Uniform Mediation Act, and ethical issues in mediation. The training will be conducted by the Cleveland Mediation Center. A registration form is posted on the Commission's Web site at: www.disputeresolution.ohio.gov.

[8] Commission Offers Peer Mediation Trainings to Ohio Schools

Following the national standards for peer mediation programs developed by the Association for Conflict Resolution, the Commission will host two peer mediation trainings for school teams - one in Northeast Ohio (date and location TBA) and one in Columbus, Ohio, April 7th - 8th. Trainers from the Winning Against Violent Environments program, affiliated with the Cleveland Municipal School District, will conduct this 18-hour training. The training will cover the nature of conflict, conflict escalation, the importance of feelings, anger issues, communication skills, perception, bias awareness, and steps in the mediation process. Teams from schools including 1-2 adults and 5 students are invited to attend. The fee for the two-day training is \$180 per team. Registration information is available at www.disputeresolution.ohio.gov.

[9] Over 340 Ohio Schools Use Mediation to Address Truancy

The Truancy Prevention Through Mediation Program (TPMP) offers Ohio students, families, schools and juvenile courts the option of using mediation to address the root causes of student truancy and tardiness. For the 2005-2006 school year 26 Ohio counties, 85 school districts and over 340 schools are participating in the Truancy Prevention Through Mediation Program. To read more see, [Truancy Mediation](#).

New Programs: This fall new programs were implemented in Seneca and Marion Counties. With funding from both the Department of Youth Services and the local juvenile courts, these counties are providing truancy mediation services in three schools and anticipate that this number will grow as the school year progresses. A basic mediation skills training is scheduled for early December to train an estimated 20 mediators in Seneca, Marion, and other Counties in this general area. The training will take place in Marion and is funded by the Supreme Court of Ohio's Dispute Resolution Section. For more information on training dates and locations, please contact Ed Krauss, Director of Court and Community Programs.

This fall the Alliance school district has decided to join the Canton school district in implementing a Truancy Prevention Through Mediation Program. Five elementary schools, one middle, and one high school will participate in the Alliance program. The Stark County Juvenile Court will be providing the mediation services for this new program.

Community and Court

[1] Mediation Stories

Read real life stories describing how the hard work of Ohio mediators and community mediation centers is benefiting parties far beyond the mediation table. To read these stories please visit [Mediation Stories](#).

[2] Stark County Mediation Program Partners with Canton Police Department to Address Neighborhood Disputes

A pilot program between the Community Mediation Center and Canton City Police Department was established in 2004 to refer neighborhood disputes for mediation. Seventy-one cases were referred, tracked, and evaluated from January 1 to December 31, 2004. The program's purpose is to: reduce the number of chronic neighbor complaints to the police and City Prosecutor; reduce the possibility of violence and to de-escalate situations; reduce the number of police service hours per complaint; and provide a referral source to the law enforcement community. To read more about this pilot project, please visit [Stark County Pilot](#).

[3] The Ohio Community Mediation Association (OCMA)

Learn more about the Ohio Community Mediation Association www.ohiocommunitymediation.org -- its mission, goals, membership information, and upcoming events.

State and Local Government

[1] Elected Officials Learn Effective Tools for Managing Public Disputes

Fifty-six county commissioners, township trustees, municipal officials and judges convened at Mohican State Park for this year's annual Conflict Resolution Services (CRS) for Government Officials training. The event included three days of intensive negotiation and mediation skills training designed to improve inter-governmental relations in Ohio. It was co-sponsored by the Ohio Municipal League, The Ohio Township Association, the County Commissioners Association of Ohio, and the Supreme Court of Ohio, and was

coordinated by the Ohio Commission on Dispute Resolution. Presenters included representatives from the Federal Mediation and Conciliations Service (FMCS), the Ohio State University Extension Service and the Ohio Commission on Dispute Resolution.

The 2006 CRS training is scheduled for April 5th –7th. For more information on the April training or the CRS program please contact Maggie Lewis at (614) 752-9595 or visit www.disputeresolution.ohio.gov/crsmap.htm.

[2] Ohio's Workplace Mediation Program

The Ohio Workplace Mediation Program (WMP) provides all state employees with access to mediation services to resolve non-contract workplace disputes. The Program represents a fast, free and confidential way for employees to address workplace disputes. Administered by the Ohio Commission on Dispute Resolution, the Program is endorsed by the Ohio Civil Service Employees Association (OCSEA) and Service Employees International Association (SEIU) 1199.

In an effort to provide employees with improved access to the WMP, the Commission on Dispute Resolution sponsored a two-day, advanced mediation training for twenty workplace mediators in southwest Ohio on October 17th and 18th. Selected by both labor and management leaders, these individuals have been identified to serve as mediators and advocates for the implementation of the Workplace Mediation Program in state agencies serving southwest Ohio. The Program is now accepting referrals for mediation throughout southwest Ohio. A similar training program will be offered in northeast Ohio during spring 2006.

The Commission also sponsored a “UMA compliance” program for all Workplace Program mediators on November 15. The program was designed to highlight the changes in law and discuss the effect of these changes on the mediation practice of Workplace Program mediators. The program was attended by workplace mediators from central and southwest Ohio, as well as representatives of the Department of Rehabilitation and Corrections (DRC) and Ohio State University Workplace Mediation Program.

For more information or to refer a case to the Workplace Mediation Program, please contact the Ohio Commission on Dispute Resolution (614 752-9595).

[3] Annual Workshop Series for State Officials: Improving Public Policy Through Collaboration

This fall the Commission is conducting its annual workshop series for state government officials on topics related to the field of ADR. To date over 100 state officials have attended workshops. The next workshop will be held Friday, December 16th. Workshop descriptions along with times and locations are available at www.disputeresolution.ohio.gov/pdfs/Workshop%20Announcement05

Contributions

[1] Ohio Adopts Uniform Mediation Act – View Two Articles on the UMA

[The Uniform Mediation Act, by Harold Paddock, Esq.](#)

[Uniform Mediation Act, by C.Eileen Pruett, Esq.](#)

[2] Revised Model Standards of Conduct for Mediators – View Article on Revisions

[Model Standards of Conduct for Mediators --The New 2005 Revision: What Has Changed By Elizabeth Stanfield-Barber](#)

Other News

[1] Plans Underway for 10th Annual Conflict Management Week - May 7th –13th

Conflict Management Week 2006 is scheduled for the week of May 7th 2006. During this week the Commission and its Ohio partners in the field of ADR are encouraging schools, courts, communities and state and local government to help spread the word about effective approaches to preventing and resolving conflicts. The week is designed to raise public awareness of appropriate dispute resolution (ADR) methods that offer a variety of options for individuals and organizations to prevent and resolve conflict.

The Commission has tentatively planned the following events for this week and will be encouraging participation at the local level as well: a bullying prevention symposium – May 9th, a program on workplace mediation – May 10th, a program on effective classroom management – May 11th, and the Ohio Mediation Association will hold its annual conference on Friday May 12th. For more information on Conflict Management Week 2006, please contact the Commission at (614) 752-9595 or visit the Web site at www.disputeresolution.ohio.gov.

[2] Online Resources Learn More About Ohio's New Uniform Mediation Act on Commission Web Site

Ohio's Uniform Mediation Act became effective October 29th, 2005. The Act governs the practice of mediation in this state and provides mediation participants and mediators with a privilege regarding communications made during a mediation. The UMA is codified in the Ohio Revised Code (ORC), Sections 2710.01 - 2710.10.

Below is a link to the Act, as well as links to a variety of UMA resource materials developed by the Commission on Dispute Resolution and the Supreme Court of Ohio, with the assistance of a number of professionals committed to this education effort. For questions concerning Ohio's UMA, please contact the Commission at (614) 752-9595. For information on the UMA please visit: www.disputeresolution.ohio.gov/UMA303.htm.

[3] Ohio Mediation Association (OMA) Annual Conference Scheduled for May 12th

The Ohio Mediation Association, a statewide member organization for mediators will hold its annual conference on Friday, May 12th, 2006 in Columbus. Nationally recognized mediation expert Robert Benjamin will conduct a daylong advanced mediation skills training. Robert Benjamin, M.S.W., J.D. is a negotiation, medication and conflict management consultant, teacher and practitioner. He presents courses nationally and internationally and is a Fellow at the Straus Institute for Conflict Resolution, Pepperdine University School of Law, an Adjunct Professor at Washington University, GWB School of Social Work, and Southern Methodist University, Conflict Resolution Department. He is the author of many articles and book contributions and an editor and frequent contributor to Mediate.com.

Members and nonmembers are welcome to register for this exciting event. For information please contact OMA President Shirley Cochran at: scochran@insight.rr.com or visit the OMA Web site: www.mediate.com/ohio. OMA regular meetings are held on the first Friday of the even numbered months in at the MCL Cafeteria in Columbus. The next regular meeting is scheduled for Friday, Feb. 3rd.

[4] Commission Welcomes Student Intern

Elizabeth Stanfield-Barber has joined the Commission as a student intern. Elizabeth is a third-year law student at The Ohio State University Moritz College of Law. She is earning a certificate in dispute resolution as part of her legal studies and is working primarily in the Commission's Education program area.

[5] To view statewide training opportunities in dispute resolution and conflict management, please visit the Commission's Web site at

<http://disputeresolution.ohio.gov/trainings.htm>.

The views expressed by contributing authors do not necessarily reflect the views of the Commission on Dispute Resolution and Conflict Management. If you would like to receive future editions of this newsletter electronically, please send an email with your email address to portia.gray@cdr.state.oh.us.

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