



FIND YOUR “A-HA!” MOMENT: BE THE CHANGE

A Message from PLC’s Chair

I clearly remember the Sunday morning when PLC representatives Don Austin and Margene Woida came to my church to talk about PLC’s mission, its impact on children’s lives, and its vision for a more tolerant and inclusive community. It was one of those “A-ha!” moments. PLC’s hands-on workshops provided tools and strategies to empower children to speak in healthy ways, to develop empathy, to listen patiently, to tolerate differences, to resolve conflicts without physical violence or humiliation. Early evaluations showed that kids were really using the tools they had learned and practiced at PLC. Teachers reported that behaviors and classroom climates were improving. I knew right then that I absolutely had to work with this group. No excuses!

Fast forward nine years. PLC has grown in so many ways: expanded curriculum, additional staff members, active new board members, more workshops, increased interest from community violence prevention groups, and best of all, more students served! To date, PLC has touched the lives of over 5,000 Milwaukee area children - equipping them with tools to work through conflict with

words, not fists, and empowering them to take control of their lives in non-violent ways. To think that if each of our students used just one peace tool on two different occasions, an astonishing 10,000 conflicts would have been handled in a healthier, more peaceful way. Now THAT is some powerful change! As PLC moves forward to help schools build more tolerant and inclusive classroom communities, and to help children practice nonviolent conflict resolution skills, we begin to see the long-term impact the investment of collaborative youth violence reduction programming has on the Milwaukee community: less youth violence, fewer school drop-outs, decreased bullying, less classroom disruptions. It is possible and it IS happening! We invite you to have an “A-ha!” moment with us - visit a workshop, host a round-table discussion and include us, support us through volunteering or financial giving, promote us among your neighborhood school staff and PTO organization.

That “A-ha!” moment will change the way you see things, just like it changed me!

Karen Swanson
Chair, PLC Board of Directors

Peace Learning Center of Milwaukee, Inc.
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Experiential Learning Process Gathers Results

Young Students Really Do Learn, Retain and Use PLC's Tools

PEACE TOOL PRACTICE



“I Don’t Want to Fight” (IDWTF) is a PLC peace tool teachers frequently ask for their students to practice during PLC’s two booster sessions in the classroom. As a safety exercise, IDWTF offers students a nonviolent way to de-escalate physical confrontation with a peer without “losing face.” The combination of body movement, eye contact and verbal communication assists in mitigating any physical contact and redirects focus to managing conflict peacefully.

Proof. Evidence. Evaluation. We are often asked about the foundation of information which supports our work and curricula. Research conducted by Ian M. Harris, internationally recognized leader in peace studies, professor emeritus with UWM, and PLC co-founder, provided the background and promise for PLC’s focus and approach in 2001. Among his numerous publications are “Peace Education: Cooling the Climate of Schools,” paper presented at the American Educational Research Association Annual Convention, Rhonda B. Jeffries and Ian M. Harris, April 1996, and “Peace Education,” Second Edition, Ian M. Harris and Mary Lee Morrison, McFarland & Company, Inc., 2003.

The University of Wisconsin-Milwaukee Center for Urban Initiatives & Research performed program evaluations for PLC’s Peacemakers’ Workshops on two different program years. Results revealed significant student improvement: “Students showed measurable improvement in their apparent knowledge of conflict management skills... [and their] retention of facts, concepts and skills was substantial.”

Perhaps the most persuasive research, however, comes from the feedback received from participating students themselves. From submissions to writing contests, to thank-you notes, to class projects, Milwaukee area students are deeply affected by their experiences with Peace Learning Center of Milwaukee. And not just for a moment in time, but for the long run.

It’s Up To Us to Form a Community

by Jacob Skinner, Grade 7, Woodlands School

When someone says "hero," people usually think of Superman or Spider-Man. But I think of Martin Luther King. Martin Luther King had a dream, and in this dream he saw people of all different races helping each other and not judging them by the color of their skin. He judged them by what is inside of them. He experienced racism early in his life and he wanted to make the world a better place. He wanted to see kids of all the same colors in one school. Dr. King wanted to see the world be a better and fairer place.

If Dr. King were alive today, he would probably like to see my school because we have kids of all races. He would like to see our "Time For Living" class because we learn about respecting each other and trustworthiness.

We also learn about social justice. When I was in fifth grade, our class went to the Peace Learning Center for a field trip. We learned about how to be peaceful to others. I learned about Martin Luther King, Mother Teresa, Gandhi and Cesar Chavez. These great people were peace mentors. We played a jump rope game that helped us learn about teamwork and cooperating with others.

The church I belong to has a social justice and economic justice program. I help make crafts to sell to raise money for UNICEF. I also donated kids books to help the Cass Street School because they don't have as many books for kids as some other schools have in Milwaukee. Also, my school and my church have food drives to help the Hunger Task Force provide food for the hungry families and people in need.

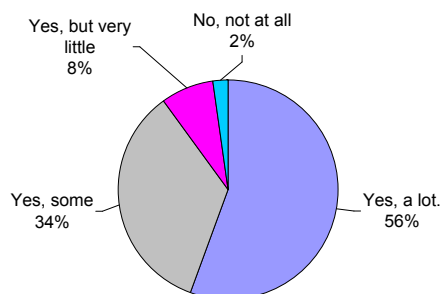
When I am in high school, I will be in the youth group at my church and then I can go to a Habitat for Humanity program. There, I will help to build houses for families in need. Dr. King would probably think that Habitat for Humanity is very helpful to people in need.

I'm learning in my school, church and family that we are all part of a community of all different races. Leaders like Dr. King influence and help us learn how to get along and respect others. Leaders like Dr. King help kids like me learn how to be a part of a community. This is our world. This is our neighborhood. This is our brotherhood.

Third Place Essay, Grade 7-8, Milwaukee Teachers' Education Association and the Milwaukee Journal Sentinel's 28th Annual Rev. Martin Luther King Jr. Writing Contest, Contest Theme: "The World: A Neighborhood, A Brotherhood."

PLC Student Survey Responses, 2007-2011

Question: At the Peace Learning Center, did you learn anything that you will really do at school or at home?



**DPI's Heart
of the Matter
Conference:
Building Safe and
Drug-Free Schools**



PLC WORKSHOP MODELS BEST PRACTICES FOR HEALTHY CLASSROOM ENVIRONMENTS AT STATEWIDE EDUCATORS' CONFERENCES

"This is by far one of the best conference sessions I have ever attended. I will use this in my own school and am so glad I came to this. [I am] very excited to give these tools to my students. Awesome! Thank you."

PLC continued to raise its public profile among educators by participating in outreach at three well-attended events throughout the state. PLC hosted an informational booth at Milwaukee Public Schools' School Social Workers Resource Fair in late August, and hosted professional development sessions at the WI Department of Public Instruction's (DPI) *The Heart of the Matter Conference* in December 2010, and the Educators' Network for Social Justice (ENSJ) *Anti-racist, Anti-bias Teaching Conference* in April 2011.

The WI Department of Public Instruction (DPI) *Heart of the Matter Conference: Building Safe and Drug-Free Schools*, held in Wisconsin Dells, provided educators across the state with access to information and specific examples of best practices in prevention and intervention currently used with children in schools throughout Wisconsin. DPI State Superintendent Tony Evers cited the best practices offered in the conference's modules/sessions as "innovative approaches to successfully address two barriers, drug use and violence, which prevent students from achieving success."

Fifth grade students from Herman School, a rural school serving six small communities about 45 minutes north of Milwaukee, joined PLC Executive Director Tara Serebin and Herman School teacher Jill Scharf to present and demonstrate some of PLC's key peace tools and nonviolent conflict resolution strategies to session participants.

Participants first joined students and leaders in team-building activities to introduce concepts of cooperation and tolerance in order to build respectful and inclusive classroom communities. Adults then watched intently as students demonstrated PLC's peace tools of *I-Messages*, *Rephrases*, *Full-Apologies*, and the conflict resolution strategy, *Ready-Set-Go*. While Herman School students were notified before the conference that they would be demonstrating Ready-Set-Go (RSG), they were not given the description of the real-life conflict scenario they would model. Demonstrating the RSG tool, the students' reaction to and processing of RSG was a genuinely authentic example of students working through conflict without adult intervention.

Teacher Jill Scharf rounded out the session by talking about her students' PLC experience and the positive impact it's had on student learning and her classroom climate.

Attendees' reaction was overwhelmingly positive, with PLC receiving follow-up requests for curriculum and workshop availability for 2011-12. *(continued on page 6)*

"The Peace Learning Center really makes a difference to my students and the community of my classroom."

VOLUNTEER SPOTLIGHT

By virtue of a class assignment, Rachael Goldman finds a calling

Since 2003, PLC has been very fortunate to have the help of college service learning students from the University of Wisconsin-Milwaukee Department of Communication's Introduction to Mediation classes.

Developed by professors Nancy Burrell, PhD, and Evelyn Ang, JD, the service learning component of the Mediation curriculum requires their UWM students to participate in PLC's Peacemakers' Workshop activities with area elementary school students. Their involvement allows for more individualized direction throughout the workshop through small-group facilitation and discussion. Younger students benefit from interacting with these young adults pursuing higher education (positive role models), and the young adults benefit by realizing that peaceful conflict resolution is a powerful tool that can be taught and used at a young age.

One notable UWM volunteer, Rachael Goldman, continued to volunteer even after graduating from UWM. Thank you, Rachael, for your commitment to PLC!

We asked Rachael about her experiences with PLC:

"First and foremost, I am incredibly blessed to have had this opportunity... I leave after every workshop feeling lighter, happier, and just more joyful

about life. Volunteering at PLC was what I needed in my life...as soon as my first day ended, I knew it was something I had to continue to be a part of."

Q: What is it about the experience at Peacemakers' Workshop that keeps you coming back to volunteer?

A: I keep coming back because volunteering my time to teach children how to better communicate and express themselves is fulfilling for me; I'm helping them learn lifelong skills... if I can help just one child see what it's like living in someone else's shoes before they say something or do something to hurt their classmate... I will have made a difference.

Q: What has been your favorite experience at a Peacemakers' Workshop?

A: A favorite experience is when we challenge a class in the helicopter rescue activity to work together as a team. When I see the students stop thinking as individuals and start thinking and acting as a well-functioning group, I am witnessing a most amazing transformation! When they realize that by working together they will conquer the task we set out for them, it's an incredible feeling...it makes my heart race watching them work it out! Second to watching the



Rachael Goldman
volunteer

kids come together is bonding with the kids... watching them evolve throughout the day is really special.

Q: How do the experiences at PLC translate into your everyday life?

A: I'm now a student at Mount Mary College pursuing my Masters of Science in Clinical Mental Health Counseling; my official job title will be Psychotherapist. My personal philosophy resonates very closely with the lessons that PLC teaches children: compassion, empathy, accountability for and ability to name feelings, etc. I'm teaching my clients compassion, appropriate expressions of feelings, and empathy. The whole PLC program reminds me to be aware and use what I'm teaching - to be patient, kind, empathetic, and to remember that the person in front of me may be having the worst day of their life, so I should treat them with respect and understanding even if they aren't giving it to me.

North Shore Presbyterian Church: In-Kind Gift Sustains




PLC Executive Director Tara Serebin enjoys office space at NSPC.

Instead of piling student workbooks, media kits, brochures, student certificates, envelopes, paper, and office supplies in a corner of a kitchen table, PLC's Executive Director now enjoys donated office space to organize resources, fundraise, host meetings, process requests, and make copies, all through the generosity of the leadership and congregation of North Shore Presbyterian Church (NSPC) in Shorewood.

This in-kind gift makes a significant difference in the ability for PLC to function more efficiently. The office space serves as a central location where the ED, PLC Directors or visitors can collaborate on projects, collect resources or prepare documents through the church's networked computer system and copy machine. Beginning in Fall 2011, a PLC intern will also be utilizing this space.

PLC extends its heartfelt gratitude to the NSPC community for this gift and the ongoing support it provides in the form of volunteers, financial contributions, staff & Board members and promotions.

PLC WISH LIST	SPONSORSHIPS	WORKSHOPS	OFFICE
	<p>Bus transportation for students (\$200)</p> <p>PLC Workshop+ for one classroom (\$1000)</p> <p>Student Peace Education Workbooks (\$500)</p> <p>Booster Sessions for one classroom (\$100)</p> <p>Set of laminated classroom posters and peace tools (\$50)</p>	<p>Gift Cards to purchase snacks</p> <p>60# Card Stock for Student Certificates</p> <p>Blue-Green-Red-Black Sharpie markers</p>	<p>72" folding, fabric covered table-top display board</p> <p>Color ink-jet printer + ink cartridges</p>

Staff Notes

PLC welcomed Tracy Ebert as a new facilitator this year. Tracy is a certified teacher, and in addition to facilitating workshops for PLC, she serves as a substitute teacher for the Whitefish Bay Public Schools. Tracy joins current facilitators Darrell Smith, George Wortz, Ingeborg Kemper-Carpenter, Jennifer Skinner, and consultant Olusegun Sijuwade.

We congratulate PLC facilitators Teri Kovars, Paul Moriarity and Jacqueline Yeager who have taken full-time jobs in Milwaukee. Jacqueline and Paul are employed in Milwaukee area schools as full-time teachers and Teri as a school guidance counselor. We wish them the best of luck in their future endeavors and hope to see them bring their own classes of students to PLC. Once PLC facilitators, always PLC ambassadors!

New Curriculum: Peacemakers' Workshop II

This year PLC expanded opportunities for learning by adding a new workshop, *Peacemakers' Workshop II*, specifically for classes returning to PLC for a second consecutive year. The new curriculum offers an older audience more in-depth discussion of topics introduced at our original *Peacemakers' Workshop*.

While our primary focus remains on 4th and 5th grade students, our facilitators have created workshop curricula for both older and younger students. Sessions range from a one-hour in-school lesson with 2nd grade students, through full-day, off-site workshops for 8th grade students. The flexibility of PLC's curriculum to speak to different grade levels, and our professional facilitators' ability to tailor discussion and activities appropriate to each age group, is both remarkable and effective. Our research indicates that PLC's experiential workshops ARE making a positive impact on the way students manage conflict. One eighth grade student reflected, "*This really taught me how to bring peace; thank you,*" and another said, "*Thanks for showing some examples of self-control.*" We will continue to adapt PLC workshops to meet the needs of the teachers and students with whom we work.

Marquette Legal Initiative for Nonprofit Corporations (M-LINC) Selects PLC for Partnership

PLC of Milwaukee, Inc. was selected as the 2010 Marquette Legal Initiative for Nonprofit Corporations (M-LINC) partner organization for its annual comprehensive strategic analysis. M-LINC coordinates *pro bono* legal services for qualifying nonprofits through the help of volunteer lawyers, Marquette University law school students and other legal professionals.

Through M-LINC's strategic analysis, a number of PLC's internal governance structures were identified for review and revision, including PLC's by-laws, governance policies, volunteer guidelines, employee manual and board handbook. Of particular interest to the M-LINC team were PLC's by-laws, which follow consensus decision-making, something not commonly found in other nonprofit organizations. PLC's Executive Director Tara Serebin met with M-LINC Director Karin Werner, J.D. and Marquette law students' interdisciplinary team to review and discuss many of the unique facets of PLC's existing policies. As a young 501(c)(3), PLC is now poised for further growth.

"*The M-LINC program provided an invaluable service to our organization,*" said Serebin. "*We are now on much firmer ground after having their advice.*" Many thanks to M-LINC Director Karin Werner, the volunteer attorneys, and Marquette law students Ariane Stromborn, Nathan Imfeld, Timothy Femal, and Laura Hawkins for providing their expertise.

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PLC programming?
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pre-addressed
envelope is enclosed.
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Honor that Special Someone
Give a Gift that Gives

Honor a teacher or school administrator, thank a tutor or librarian, congratulate a graduate or retiree. Special cards are available from PLC to be given to the gift recipient for this purpose. Memorials or bequests can also be arranged.

Contact us at 414.350.4721

PLC Board of Directors

as of June 2011

Chair: Karen Swanson

Vice Chair: Molly Zillig

Treasurer: Bob Ferriday

Secretary: Anne Davis

Historian: Phyllis Berntsen

Donald Austin

Amy Gigure

Nancy Theoharis

Jacqueline Yeager

Many thanks to those who served PLC in a variety of capacities in 2010: Kim Apfelbach, David Braeger, Kathleen Dunn, Larry Hoffman, and Nicole Robinson.

(continued from page 3)

Standing-Room Only Crowd for Two PLC Sessions

"I would love to be able to have our 5th grade participate in this [Peacemakers' Workshop] training. I have been part of my previous district's peer mediation, but I really like how your approach empowers [all] the kids involved."

- ENSJ Conference Participant

For the third consecutive spring, PLC was invited to present its workshops to area teachers attending the Educators' Network for Social Justice's (ENSJ) *Anti-Racism, Anti-Bias Teaching Conference* held at the Indian Community School in Franklin, WI.

PLC Executive Director Tara Serebin and PLC Board Chair Karen Swanson presented an overview of *Peacemakers' Workshop* curriculum to over-capacity crowds during two different sessions throughout the day. The question-and-answer format allowed attendees to talk about their experiences and frustrations with student conflict. PLC leadership provided feedback on effective strategies to empower students to de-escalate confrontation and work through conflict.

Despite challenges that educators face on many fronts, these discussions demonstrated that teachers remain committed to changing the lives of their students and to creating positive classroom environments where disruptions are minimized and instructional time is enhanced.

Flourishing Partnerships with Milwaukee's Faith Community

In many ways, Milwaukee area faith communities have been the driving force of the Peace Learning Center of Milwaukee from its inception to the present. While PLC's *Peacemakers' Workshop* and other programs are not religious-based curricula, the lessons of peaceful conflict management, honest communication and fair play are integral elements to the workshop. These elements speak to the major world faiths' concern for justice and peace - a shared common vision.

PLC of Milwaukee welcomes partnerships with congregations of all faiths. We offer:

- **Speakers to illustrate and educate your group about the mission of PLC.**
- **A workshop for your Education class.**
- **A twenty-five minute video showing our *Peacemakers' Workshops* in action or short video clips highlighting the workshop in action.**
- **Intergenerational activities to strengthen relationships in your faith community through play and dialog.**
- **Volunteer opportunities.**

What can you do for the PLC?

- **Learn of the important work of the PLC.**
- **Designate PLC as a mission beneficiary of your congregation.**
- **Invite PLC to participate in your Alternative Gift Market or other awareness activity.**
- **Donate to PLC.**
- **Volunteer.**

To learn more about PLC, visit our website
www.peacelearningcentermilwaukee.org
visit us on Facebook or call 414.350.4721



Alternative Gift Markets

"The Market is a perfect way to get into the real spirit of the [holiday] season and to find gifts that not only honor special people on your gift list but help people in the world who aren't on anyone's gift list." - M. Harp, Kansas

The Peace Learning Center gladly participated in these Alternative Gift Markets in December 2010: Friends Meeting International Gift Fair, Immanuel Presbyterian Church, North Shore Presbyterian Church, Wauwatosa Presbyterian Church, and Outpost Natural Food's Alternative Gift Fair/Buy Local. In this process, we raised money to provide *Peacemakers' Workshops* to numerous MPS elementary school students, shared information and spread awareness about the mission & goals of PLC.

By hosting Alternative Gift Markets, faith-based congregations and other sponsoring organizations can highlight alternative ideas for gift-giving during the holiday season. Gifts purchased are either services that provide life-giving support to those in great need both locally and internationally (like food, medicine, shelter, clean water, education, agriculture), or they are goods made by local artisans and business people who partner with local nonprofits for the benefit of both. Shoppers can give gifts of symbolic value while benefitting a meaningful cause either locally, nationally or internationally.

2010 Statement of Activities

Revenues	Amount	%
Contributions-Individuals & Organizations	\$49,526	79%
Special Events Income	\$3,493	6%
Program Fees	\$10,023	16%
Miscellaneous Income	\$41	
TOTAL INCOME	\$63,083	100%
 Expenses		
Program:		
Program Administration	\$17,560	
Workshop Facilitator Salaries/Fees	\$14,734	
Workshop Supplies	\$968	
Total Program Expense	\$33,262	73%
Support Service Expenses:		
Organization Administration Expense	\$4,390	
Bank/payroll/paypal/accounting service fees	\$959	
Licenses/permits/other fees	\$901	
Insurance	\$2183	
Postage and Printing	\$809	
Telephone/Internet	\$824	
Fundraising/Marketing Supply	\$291	
Special Events	\$1,547	
Travel/Education/Recognition	\$106	
Total Support Services Expenses	\$12,010	27%
 TOTAL EXPENSES	 \$45,272	 100%
INCREASE (DECREASE) IN NET ASSETS	\$17, 811	
NET ASSETS AT END OF YEAR	\$32,467	

2010 Donor Analysis

22% of income was generated through individual donations	\$13,770
•29% of total - individual giving = \$1,000	\$4,000
•34% of total - individual giving: \$250-\$500	\$4,700
•24% of total - individual giving: \$100-\$249	\$3,340
•13% of total - individual giving: \$10-\$75	\$1,730
23% of income was generated through organizational donations	\$14,542
•majority of this came from faith-based organizations	
32% of income was generated from Foundation/Trust/Grants	\$20,000
Less than 16% of income was generated through program fees	\$9,823
Nearly 7% of income was generated from special events/promos	\$3,493

2010 PLC PROGRAMMING WAS MADE POSSIBLE THROUGH THE GENEROSITY OF:

Thomas & Louise Aiken	Clare Lewis
Robert & Carla Allison	Guy & Mary Steiner Lord
Evelyn Ang	Daniel Maguire
Eise Ankel	Peggy March
Anonymous	Kant & Carolyn Muchhala
Ed & Kim Apfelbach	Susan McGovern & James Rowen
G Leonard Apfelbach	George Mee
Constance Arnosti	Chris & Beth Meece
Susan Artinian	Milwaukee Meeting of the
Donald Austin	Religious Society of Friends
Donna Bartolone	Milw Mennonite Church Inc.
Ann Baynton	Mary Mowbray & Roland Schroeder
Charles & Amanda Baynton	Kant Muchhala
Frank & Phyllis Berentsen	Matt & Megan Murphy
David Braeger	Jane Nicodem
Shirin Cabraal	Rebecca North & Adolph Paul
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-Anonymous	Don Sargent & Judy Hall
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Eleanor Harris & George Owen	Judith Grace Scott
Ian Harris & Sara Spence	St. Robert Catholic Church
Susan Hawkins & Steve Gayner	Dan & Tara Serebin
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Charles & Judith Klawitter	Sally von Briesen
Russ Klisch/Lakefront Brewery	Wauwatosa Presbyterian Church
Herbert H. Kohl Charities, Inc.	Wells Fargo Foundation
Tim & Teri Kovars	Mary Margene Woیدا
Jay Larkey & Lois Malawsky	Mary Zelenka
Jessica Laub	Molly Zilling

PLC uses your financial gifts to provide effective programming to engage Milwaukee area students in activities promoting peaceful problem-solving, community building, and stewardship of the environment.

2010-2011 school year: 32 workshops • 57 booster sessions • 15 schools • 836 students
Over 5,000 Milwaukee area students served since 2002-03

As PLC enters its 10th season in 2011-2012, we thank you for your continued financial support. Come visit a workshop and get a sense of what your gift provides. You ARE making a difference!



PEACE LEARNING CENTER OF MILWAUKEE, INC.

3224 North Gordon Place
Milwaukee, WI 53212

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PLC Workshops Complement MPS' Positive Behavioral Interventions and Supports (PBIS)

In 2009, Milwaukee Public Schools began implementation of PBIS in its schools as a joint effort between the MPS Department of Parent and Student Services and the Milwaukee Teachers' Education Association to effectively reduce classroom disruptions and student suspensions through a school-wide, three tiered intervention approach.

Many teachers and school administrators have asked us if PLC programming competes with PBIS. The answer is NO. PLC programming *supports* PBIS. We believe *Peacemakers' Workshop* and our subsequent booster sessions complement



PEER
Educators
I will like to
Thank Paul, Tara, and
all for a great
Time at the
Peace Learning Center
Lee School loved
abt

PBIS very effectively.

Experiencing a PLC workshop at the beginning of the school year can serve as a dynamic immersion experience to kick-off implementation of PBIS in classrooms. Students practice healthy communications skills and are given six easy tools to help them deal with conflict nonviolently. This focused session helps strengthen peer relationships, promotes tolerance, enhances self-esteem, fosters connection to the environment, and sets the tone for a positive, inclusive classroom culture.

PLC curriculum aligns with PBIS through focusing on:

- **Respect:** Students learn to communicate respectfully to one another, using I-Messages, Rephrases, Full Apologies and by avoiding Fouls;
- **Responsibility:** Students learn that they are accountable for their own actions using: a) PLC's catch-phrase, "The only thing controlled by you is what you say and what you do," b) active listening through Rephrasing, and c) full apologies;



- **Safety:** Students learn safe ways to de-escalate confrontation with peers using our "I Don't Want to Fight" tool. *Peacemakers' Workshop* supports the WI Department of Public Instruction's Comprehensive School Counseling Model through its nine Model Academic Standards. Its curriculum is designed to adapt easily to meet the needs of teachers for their classroom, while offering a rich, didactic experience for students to practice and extend learning.

For more information on how PLC can support your schools' PBIS implementation or similar construct, contact 414.350.4721 or peacelearning@sbcglobal.net.