

RFP Title: Professional Development Series:
Nonviolence Conflict Reconciliation

Vendor Name: Nonviolent Schools RI, Inc.

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PROFILE OF NONVIOLENT SCHOOLS RI, INC.

Qualifications and Experience

To date, the nonprofit organization Nonviolent Schools RI (NSRI) has partnered with ten schools in Rhode Island, in a variety of locales: North Kingstown, Providence, East Providence, Newport, Narragansett, and South Kingstown. During these partnerships, teachers, staff, and administrators attended the 20-hour Kingian Nonviolence Conflict Reconciliation training, and committed to working with an NSRI mentor, with the goal of infusing the Kingian philosophy, language, and conflict reconciliation strategies throughout the school, in order to enhance its climate and culture. Additionally, teachers from schools throughout Rhode Island have attended the 40-hour Nonviolent Schools RI Educators Summer Institute in 2018 and 2019, and the 20-hour Winter Institute in 2020, bringing each educator's desire and skills to create the Beloved Community back to their prospective classrooms.

The Nonviolent Schools RI mentor team is working in the schools that it partners with, lending additional support during the implementation phase of the work. Action Plans are co-created with school staff, and Nonviolent Schools RI's mentors assist as this work comes to fruition. Some examples of Action Steps might include: how to enfuse the common language of the 6 Principles and 6 Steps throughout the school, teaching the Kingian lessons from Robin Wildman's curriculum, addressing conflict using the 6 Step strategy, redesigning the school's discipline model to reflect the rehabilitative Kingian model, creating all-school assemblies to teach Kingian strategies to address conflict, modeling Community Building Circles, etc.

Director of NSRI's Certification and Youth Training programs, Jonathan Lewis, has developed and conducted the 40-hour Youth Kingian Leadership training nationally, which he designed as a means to develop young nonviolent leaders who are civic-minded and active in their schools. Through this particular training, high school students learn valuable life skills such as public speaking, community engagement, strategic planning, to name a few. The vision is for trained high school students to act as role models for their peers, and for middle school students in South Kingstown.

At North Lawndale Preparatory High School in Chicago, Jonathan designed and led the first Kingian Youth Leadership training that reduced school incidents of violence by more than 90% in 2008. Since then, North Lawndale Prep annually trains a team of students as peace ambassadors, and continues to be a shining example of how to transform a school using the philosophy and strategies of Kingian Nonviolence. Nonviolent Schools RI began to successfully replicate that Youth Kingian Leadership model at the RI Nurses Institute Middle College Charter School in Providence in January of 2020. We plan on bringing this violence reduction/community building program to South Kingstown high school once students are all learning in person again.

Nonviolent Schools RI

Since September, Jonathan Lewis and Robin Wildman have been facilitating the weekly meetings of the South Kingstown BIPOC Advisory Board (see Tab 3 for more details). The success of the work the Advisory Board has undertaken since September is due to the members' commitment to end racist policies and practices in the district.

Nonviolent Schools RI has conducted two Kingian workshops for the South Kingstown administrators, superintendent and school committee members. Now that we have some new committee members, NSRI will offer other workshops to continue to help educate the leaders of the district about the benefits of practicing Kingian Nonviolence both personally and professionally.

To support the work that Nonviolent Schools RI has already conducted, Lewis and Wildman have met several times with the superintendent and the director of curriculum to debrief the current work and to plan for the future. With the curriculum director we have designed a calendar of the scope-and-sequence of the work that has been described in this section, an essential part of this Professional Development Series.

Biography of Nonviolent Schools RI

Nonviolent Schools RI is a nonprofit organization with a commitment to institutionalize Kingian Nonviolence in school communities throughout Rhode Island. **Kingian Nonviolence is the merging of a philosophy and conflict reconciliation strategies based on the work of Dr. Martin Luther King Jr.** Nonviolent Schools RI uses the methodology of Kingian Nonviolence to teach educators concrete ways to improve the climate and culture in classrooms and schools, and how to reduce punitive methods typically used to address conflicts. Conflict reconciliation processes, Community Building Circles and the 6 Principles of Kingian Nonviolence all assist in forming the *Beloved Community*.

In accordance with Dr. Martin Luther King, Jr.’s life work, the Beloved Community exists in places where people are dependent on each other for individual and collective success, and when conflicts arise, they are addressed using Nonviolent strategies that ideally lead to reconciliation. Today, institutionalizing Beloved School Communities is Nonviolent Schools RI’s goal, and will be built on the foundation of love and relationship building, open and honest dialogue, and the intentional work of antiracism, cultural empowerment, and social justice.

The Beloved Community can exist in any classroom, school, or community that lifts up the spirit of all of its members. While tolerance could be a means to co-existence, we pursue an atmosphere of trust and collaboration, working towards understanding the uniqueness of each individual who can contribute to the cohesiveness of the school community. **Nonviolent Schools RI advocates the pedagogies of cultural empowerment and antiracism as communal methods to enhance the vision of Dr. King.**

According to the 2019 Rhode Island KIDS COUNT, *“Suspension usually does not deter students from misbehaving and may actually reinforce negative behavior patterns. Suspended students are more likely than their peers to experience academic failure, juvenile justice system involvement, disengagement from school, isolation from teachers and peers, and dropping out of school.”* In 2016, the Rhode Island General Assembly passed a law that restricted the use of out-of-school suspensions to situations when a child’s behavior poses a demonstrable threat that cannot be dealt with by other means. However, in-school suspensions are still being used for offenses that could be addressed in the rehabilitative manner that Kingian Nonviolence uses. For example, in the last reporting cycle, KIDS COUNT stated that during the 2017-2018 school year in South Kingstown, Rhode Island 281 out of a total of 2,931 students were given in-school suspension as a punishment, and therefore missed essential educational experiences in their classrooms. **Nonviolent School RI’s leaders work with school administrators to redesign the existing discipline model so that in-school suspensions are replaced with a clearly defined system that is rehabilitative, used to restore a sense of wholeness to the school community.**

Nonviolent School RI's collective of knowledgeable and dedicated leaders champion the Beloved Community as the framework for the future. **Our ability to teach school-wide Nonviolent language and responses to conflict permits us to reimagine and recreate a reality based on a quest for equity and justice.** Nonviolent School RI's trainers teach school personnel how to design and build a Beloved School Community, one where its members practice the 6 Principles and understand that conflict is a normal life experience. Teaching students and staff how to de-escalate to keep conflicts at a level where reconciliation is possible is our goal. We do this through professional development training, workshops, and institutes.

Educators, staff, administrators, and superintendents have participated in Nonviolent Schools RI's unique personal and professional development and have reported that the experience has altered the way that they address conflict. While NSRI has been in existence for three years, Kingian Nonviolence training has been conducted since the civil rights movement that Dr. King led from 1955-1968. Nonviolent Schools RI's Honorary Board chairman, Dr. Bernard LaFayette Jr. was with Dr. King on the morning of April 4, 1968. Dr. King told him, "Bernard, we must institutionalize and internationalize Nonviolence." Early that evening, Dr. King was assassinated and Bernard has dedicated his life to fulfilling what he refers to as his "marching orders." Robin Wildman, founder and executive director of NSRI, met Bernard in 2001, the year that he trained her fifth grade students and their parents in Kingian Nonviolence. Prior to founding Nonviolent Schools RI, Robin adapted Bernard's training program to meet the specific needs of educators, and has trained thousands of students and teachers in Kingian Nonviolence. NSRI was born from her desire to share the transformative impact that Kingian Nonviolence can have on the climate and culture of classrooms and schools.

Since 2017, Nonviolent Schools RI has been working with educators and administrators in a variety of capacities. Recent historic events have had an effect on dynamic organizations such as ours. When George Floyd was murdered on May 25, 2020, our Board of Directors reflected on and reassessed its mission with respect to race and racism. We used these, and past unjust circumstances, to redesign our model, utilizing virtual opportunities that incorporate antiracist work, as we continue to teach those in the field of education about Kingian Nonviolence. Our antiracist book club series and monthly Kingian Dialogues bring educators together for deep conversations about racism, antiracism, and Nonviolence Conflict Reconciliation. We have been able to virtually reach out to more educators, as we navigate the unsteady waters of the pandemic, post-election conflicts, and addressing racism in America.

The Mission of Nonviolent Schools RI

Our commitment is to ensure that all educators, staff, administrators, and pre-service teachers in Rhode Island have the knowledge and skills to practice, model, and teach nonviolent conflict reconciliation, thereby improving the climate and culture of our schools. Subsequently, school personnel will educate all students in grades K-12 in the principles and practice of Nonviolence, based on the work of Dr. Martin Luther King, Jr. (known as Kingian Nonviolence).

TESTIMONIALS: "As a building administrator, being trained in Kingian Nonviolence really gave me some flexibility when working through conflict. The training provided a different perspective on student behaviors and our responses to them. As a school, we were able to move in the direction of tolerance and restoration. Instead of using punitive actions, our leadership team used restorative techniques that fostered a culture of empathy and compassion. This change was also evident in the way adults talked with children in times of crisis. Our students positively responded to this new approach that was taught to our staff by Robin and her team. Throughout the course of the year, we had less behavioral referrals than in the past, and virtually no suspensions. The work requires a change in mindset and requires a shift in many of our responses. The work can be challenging, but it ultimately benefits the entire school community."

School Administrator, Providence, RI

"Nonviolent Schools RI has taken the lead on implementing peace-building and antiracism training into institutions of education throughout Rhode Island. NSRI's work is particularly effective because we seek to combat these issues of racism and violence on both a structural and individual level. Through the opening of dialogues and active educating, NSRI is playing a crucial role in the ongoing conversations about race and equity that are being held more frequently in our communities today."

Terrell Parker, NSRI trainer and board member

"The Kingian Nonviolence training has not only changed my way of teaching but has truly changed my way of life! I used to be a conflict avoider, but now I have tools to help me feel confident in reconciling conflict big and small. Having a core set of principles, concrete steps to solving conflicts, and a whole community working together makes for a school where everyone is valued, listened to, and all have the same goal...a PEACEFUL community. In our current society, it gives me hope knowing that I am teaching myself, my students, and my own children at home skills that can be carried through life."

Middle School educator, upon completion of Nonviolent Schools RI training

Biographies of Facilitators

Nonviolent Schools RI (NSRI) has a team of senior level trainers, each with decades of experience facilitating Kingian Nonviolence training, workshops and institutes. Specific to this proposal, facilitators Robin Wildman and Jonathan Lewis have received national recognition as some of the foremost experts in Kingian Nonviolence training.

ROBIN WILDMAN

NONVIOLENCE EDUCATOR, TRAINER, CONSULTANT

Education

Masters of Education

May 2015

Concentration: Nonviolence Education

University of Rhode Island, Kingston, RI

Field Study: *“Conducting Teacher Training in Kingian Nonviolence: Implementation and Change”*

Certification in Elementary Education

1988

University of Rhode Island, Kingston, RI

Bachelor of Science in Physical Education and Secondary English

1979

University of Rhode Island, Kingston, RI

Professional Experience

Nonviolent Schools RI

Founder and Executive Director

2017-present

Classroom Educator

Broad Rock Middle School

South Kingstown, RI

2010 to 2019

Nonviolence Team Leader

Broad Rock Middle School

2014-2019

Nonviolent Schools RI

Classroom Educator 1991 to 2010

Wakefield Elementary School
South Kingstown, RI

Senior Kingian Nonviolence Trainer 2002 to present

University of Rhode Island
Center for Nonviolence and Peace Studies

Peace Club Advisor 2001, 2002, 2014

Curtis Corner Middle School
Broad Rock Middle School
South Kingstown School District, RI

Graduate Teaching Assistant 2013

Colloquium of Nonviolence and Peace Studies
University of Rhode Island, Kingston, RI

Senior Trainer and Coordinator 2013

50th Anniversary March on Washington Civil Rights Tour
Connecticut Center for Nonviolence, Hartford, CT

Kingian Nonviolence Senior Trainer 2002

Certified by Dr. Bernard LaFayette, Jr.
Center for Nonviolence and Peace Studies
University of Rhode Island, Kingston, RI

Publications

Providence Journal Newspaper: “*Newspapers in Education*”

“*You ARE Somebody*” (2009)

“*Down by the Riverside: Standing Up for Justice*” (2008)

“*A World of Religion and Religious Peacemakers*” (2007)

“*The Power of One*” (2006)

“*The Power of One*” (2005)

“*Creating Peace Through Nonviolence*” (2004)

“*Path to Nonviolence*” (2003)

Nonviolence Training Manual for Teachers of Youth

Curriculum guide grades K-2, Curriculum guide grades 3-12, (© 2003, 2019)

Reflection Journal

Post-training journal for participants to use as a means to reinforce what they learned © 2019

Presentations

“Kingian Nonviolence Education”

National Conference presenter-Campaign Nonviolence-Pace e Bene

“How to implement Kingian Nonviolence in Schools”

Metta Center radio conference call

“My Journey to Kingian Nonviolence and its Implementation at Broad Rock School”

Campaign Nonviolence radio interview

“Institutionalizing Kingian Nonviolence in Schools”

Nonviolence Summer Institute

Center for Nonviolence and Peace Studies

University of Rhode Island, Kingston, RI

“Continuing Dr. King’s Legacy: Nonviolence Education in Schools”

North Kingstown Public Library, North Kingstown, RI

“Kingian Nonviolence Principles and Steps”

Teacher Professional Development

St. Martin de Porres Academy, New Haven, CT

“Infusing Kingian Nonviolence and the Arts in Classroom Curriculum”

Higher Order Thinking Schools Conference, Hartford, CT

“Peace is Possible-Kingian Nonviolence in the Classroom”

Hartford Performs Conference, Hartford, CT

“Connecting Dr. King’s 6 Principles of the Peaceful Community with Environmental Education”

Rhode Island Interfaith Power and Light Conference,

La Salle Academy, Providence, RI

“Essential Questions to Ask Students When Implementing Kingian Nonviolence in Language Arts and Social Studies Lessons-Understanding by Design”

Gandhi-King Teacher Institute, Center for Nonviolence and Peace Studies

University of Rhode Island, Kingston, RI

“Linking Kingian Nonviolence to the Teaching of English Language Arts”

Writer’s Conference

Rhode Island College, Providence, RI

Nonviolent Schools RI

“Implementation of the Philosophy and Practice of Kingian Nonviolence in the Classroom”

Summer Nonviolence Institute, Center for Nonviolence and Peace Studies

University of Rhode Island, Kingston, RI

Awards and Honors

- South Kingstown, Rhode Island Teacher of the Year
- Rhode Island Teacher of the Month Award, WJAR Channel 6 Providence
- Women Who Make a Difference Conservation Award, Women’s Club of South County, Rhode Island
- Teens, Crimes and Community Teacher Recognition Award
- Living Peace Award, Peace Flag Project, Providence, Rhode Island

Affiliations

Nonviolent Schools RI

Founder, Executive Director

Connecticut Center for Nonviolence

Hartford, Connecticut

Education advisor

Center for Nonviolence and Peace Studies

University of Rhode Island, Kingston, RI

Trainer, Lecturer

Jonathan L. Lewis

Education

University of Rhode Island, Kingston

Bachelor of Science, Human Development & Family Studies
Minor: African-American History
May 2000

Employment

Director of Trainers and Youth Leadership, Nonviolent Schools RI -- 2018 to Present

Recruit and train participants for Level 1 certification training
Senior Trainer for Kingian Nonviolence educator training
Developer of Youth Leadership Training 40-hour program
Youth training coordinator and lead trainer
Facilitator of South Kingstown BIPOC Advisory Board

Providence Cultural Equity Initiative -- 2018-present

Director of the Institute for Cultural Cohesion
Trainer of cultural equity and antiracism workshops
Chief Policy and Advocacy officer

Southern Christian Leadership Conference --2017-present

Kingian Nonviolence Coordinator
Senior Kingian Nonviolence trainer

Global Coordinator, Positive Peace Warrior Network. – 2010 to Present

Oversee daily activities of national organization
Serve as agency representative
Program development
Leadership development
Advocate on behalf of community
Host/facilitate community forums/workshops/concerts

National Director of Nonviolence Direct Action training – Gathering for Justice 2007-2010

Oversee 12 local training programs
Serve as agency representative
Program development
Leadership development
Advocate on behalf of community
Host/facilitate community forums/workshops/concerts

Program Coordinator, “G.A.P.” Guaranteed Admissions Program – University of Rhode Island Talent Development Job Training and Employment Program – Kingston, RI, 2004 to 2007

Recruit individuals to participate in program
-Instruct daily after school programs at High School and middle school level

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Provide career counseling, guidance and graduating senior case management for participants

Leadership Education/Outreach and Prevention Advocate -- Women's Resource Center of South County, Wakefield, RI August 26, 2003-2004

Schedule, coordinate, and facilitate professional domestic violence training programs and public education programs to various constituencies as assigned.
Create educational materials and handouts as needed.
Participate in agency program development and community relations as required.
Compile statistical reports as required.

Center for Nonviolence & Peace Studies, URI; 2001- 2002

Graduate Internship

Conducted research, reorganized the resource materials available to students interested in studying Nonviolence education and training.
Coordinated Kingian Nonviolence training workshop and seminars about the Middle East
Developed the structure, objectives, format, and membership of the International Collegiate Organization for Nonviolence.
Conducted a research project to evaluate the Kingian Nonviolence Training.
Attended all staff meetings

Center for Nonviolence & Peace Studies, URI; 2000

Undergraduate Internship

Coordinator of Rhode Island Collegiate Kingian Nonviolence Training Conference
Conducted Grant research and prepared budget proposals
Promoted the International Kingian Nonviolence Conference
Created the International Collegiate Organization of Nonviolence

Academic Advising

Special Programs for Talent Development: Summer academic counselor 2001-2004

Served as a live-in counselor and mentor to economically disadvantaged pre-matriculated incoming freshmen
Met with and advised students in the areas of academic, personal, and social issues
Coordinated with tutors and core staff to evaluate student academic performance and policy enforcement
Enforced program and University policies through mediation and resolved disputes between students and staff
Designed and implemented a leadership course for civic leadership, community building and volunteerism

Activities

International Nonviolence Conference Executive Coordinating Committee

Participated in executive planning and fact finding tours in South Africa, Mexico, Columbia

Director & Founder International Collegiate Organization for Nonviolence (I.C.O.N.) July 1999

Diversity Task Force--*The University of Rhode Island*

Analyzed campus climate for diverse populations

Made recommendations to the Faculty Senate and President for curriculum changes.

HONORS

- University of Rhode Island Center for Nonviolence & Peace Studies: In recognition for establishing a Nonviolent Organization- International Collegiate Organization for Nonviolence (I.C.O.N.) May 2002
- A. Robert Rainville Outstanding Leadership and Community Service Award 2000
- Harvey Robert Turner Award for Outstanding Community Service to the Black Community 2000
- University of Rhode Island Multicultural Center Award for Outstanding Leadership/Overall Excellence 2000
- Rhode Island Urban League Power of the Pen Award 1999
- University of Rhode Island Multicultural Center Leadership & Community Service Award 1999
- Housing and Residential Life Community Spirit Award 1999
- The Rhode Island House of Representatives Citation for outstanding contribution 1999
- Level 2 Kingian Nonviolence certification--2004

Accomplishments

Trainings, workshops, antiracism book clubs, institutes, “Kingian Dialogue” virtual conversations, and Youth Leadership Training are a selection of the services Nonviolent Schools RI offers.

Pre and post-surveys have been utilized, as well as qualitative data, to assess the effectiveness of our training and Institutes. Data has shown that those who participate in the 20-hour Kingian Nonviolence training have learned the skills necessary to address conflict and utilize the Principles in their professional lives (**Appendix A**)

During the month of September, 2020 a dedicated group of BIPOC community members gathered weekly to define the purpose and goals of the group. Under the guidance of Lewis and Wildman, the BIPOC Advisory Board defined its mission statement and goals (**Appendix B**). Since then, the Board has written an Antiracism/Anti-discrimination policy for the district, has provided recommendations for editing the Coaches and Suspension policies, and has chosen three Board members to be voting members of the district’s Policy sub-committee. The Board has also begun to design the following projects that can be implemented, once students are all back to learning in-person: an after school Cultural Empowerment Club at the middle and high schools, after school Cultural Learning programs at the elementary schools, and a partnership with the University of Rhode Island’s Talent Development Program to provide mentors for BIPOC high school students. Through NSRI’s facilitation, members of the Advisory Board have been productive during the weekly Zoom meetings, which are attended by BIPOC students, teachers, parents, and community members, some of whom are former students in South Kingstown. As many of the Board members have stated, “We are family.”

Beginning in 2014, Broad Rock Middle School staff made a commitment to transform the school’s climate and culture to reflect the Kingian values. Wildman conducted 4 consecutive 20-hour trainings that year, with 36 teachers, staff, and administrators completing the training. A Nonviolence committee was formed, and with Wildman’s guidance, they created a 3-year action plan. Year 1 consisted of examining documents, such as the PBIS matrix, and a sub-committee worked to change the language so that it reflected the Kingian philosophy. Year 1 also saw the all-school assembly sub-committee design monthly assemblies. The purpose of each assembly was to teach a component of the Kingian curriculum to the whole student body and all of the staff. Each morning the principal would recite one of the 6 Principles and give an explanation or quote about each of them. The goal for Year 1 was to create a system within the school that taught the common language, so that even a teacher who wasn’t able to attend the training could learn alongside their students (**Appendix C**).

Essential to this process were the following Kingian trained personnel: teaching assistants, nurse educator, social worker, guidance counselor, librarian, special educators, classroom educators, and art and music educators. Each devised their own way to teach and practice the Kingian curriculum. For example, the nurse created a “Kingian Corner” in her office, so that students could read material on a bulletin board, read books about Dr. King, and

also write their answers to her questions on a white board (e.g. “What does a Peaceful Community mean to you?”). A significant action that impacted the school community was redesigning the discipline model to reflect the Kingian approach to conflict and reconciliation. Wildman’s redesign consisted of the following steps:

1. Teachers volunteered to become Peace Coaches, utilizing 10-15 minutes of their lunch and/or planning periods for this task. They signed up on a master schedule for as many days as they wanted to donate.
2. Students who were involved in a physical (overt) conflict were given a “Think About It” paper to fill out. This gave all participants the opportunity to share their “truth.” (**Appendix D**)
3. If the conflict occurred on a Monday, then the Monday Peace Coaches were informed. The same system was repeated on Tuesdays-Fridays.
4. The student who used physical means was placed in the Reconciliation Room with an adult (often a substitute). Peace Coaches would visit with the student during their volunteer times, with typically 2-4 Peace Coaches talking with the student during the school day.
5. Peace Coaches would get to know the student and let him know that they were cared for and an essential part of the school community.
6. Peace Coaches would focus on one of the 6 Principles and talk with the student about its meaning in reference to the conflict (e.g. Attack problems, not people-how would the incident have changed if this Principle was followed?).
7. The goal of this process is for the Peace Coach to teach a new, nonviolent strategy that the student could use next time and to work on writing the Reconciliation Plan that the assistant principal would help him implement (**Appendix E**).

At Broad Rock, during the first year of the use of the Reconciliation Room (2018) there were no repeat offenders. In other words, once students met with the Peace Coaches and learned a nonviolent strategy, they did not commit a physically violent act for the rest of the school year.

As the years progressed, it became more and more apparent that with dedicated professionals leading the way, Kingian Nonviolence can transform a school by improving the climate and culture (**Appendix F**).

PROJECT PLAN

Kingian Nonviolence Conflict Reconciliation Training

Kingian Nonviolence training is based on the Leadership Training, devised by Dr. Bernard LaFayette Jr. and David Jehnsen. Robin Wildman's curriculum, a version created specifically for educators, serves as the foundation of the educator training. The 20-hour Educator Conflict Reconciliation training is designed to deliver both content and practical ways to implement the philosophy and strategies of Kingian Nonviolence in any classroom or learning space, as well as school wide. Once a school has a critical mass of trained staff (15 minimum), NSRI will enlist one of their experienced mentors to assist those who have been trained in creating and implementing an Action Plan, thus beginning the institutionalization of Kingian Nonviolence school-wide. The mentors will provide assistance and recommendations as to how to devise Action Steps that are doable and ones that will involve the whole school community in the practice of Kingian Nonviolence. For example, discipline policies and processes at each school will be restorative in nature, based on the Kingian model of conflict reconciliation. This will occur through NSRI mentoring of principals and deans of students who will most often implement this impactful method of addressing conflicts. Staff in every school will understand and support the utilization of the restorative Kingian model versus punitive discipline models.

Nonviolent Schools RI proposes that Kingian Nonviolence training will be offered to all employees of the South Kingstown School district, and to the school committee. The goal of the training reflects the mission of Nonviolent Schools RI (see above). One goal is that the South Kingstown school district commits to Kingian Nonviolence as its overarching values system. NSRI anticipates that district leadership will support the training by informing and encouraging all employees to attend. In order for the Kingian training to affect the climate and culture of a school, we will need a critical mass of staff who are trained. Therefore, it will be necessary to conduct multiple 20-hour trainings.

Timeframe:

February-June 2021: School committee Kingian Nonviolence workshop (three 90 minute workshops)

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Summer 2021: The district sends interested personnel to the NSRI Summer Kingian Nonviolence Institute

2021-2022 school year: Fall 20-hour training and one offered in the Spring, 2022.

Appendix G is the outline the Objective and Goals of Kingian training

Appendix H will illustrate how Kingian training meets the requirements of the Rhode Island state standards for Social-Emotional Learning

Appendix I are the 6 Principles and 6 Steps of Kingian Nonviolence

Youth Leadership Training

Developing youth leaders is essential to one of the Kingian 6 Principles: *The Beloved Community is the framework for the future*. Nonviolent Schools RI believes that giving students the opportunity to learn essential skills such as public speaking, conflict reconciliation, and social justice project planning and implementation will lead to a better academic experience for everyone in their school. Our Director of Trainers and Youth Leadership, Jonathan Lewis, has developed a program that includes 40 hours of Kingian Nonviolence training, complete with “teach-backs”, during which students will be afforded the opportunity to practice teaching the Kingian curriculum. Once there is a trained cohort in the high school, these youth will generate ways to utilize their knowledge and skills within the school community. This could take the form of organizing an after school club, joining student government, becoming mentors for younger students, advocating for changes in school policies and practices, etc.

While learning this year is following a hybrid model, NSRI believes that the work can begin in May-June 2021, by virtually connecting with the student body at South Kingstown High School to educate them about the Youth Leadership Training, and to garner interest for participation, so that the training can proceed promptly in September, 2021. Students in grades 9-11 will be offered this opportunity, and all students will be accepted to participate, as long as they can commit to the after school timeframe.

Timeframe:

May-June 2021--connect virtually with students in grades 9-11 about the Youth Leadership Training opportunity. Zoom meetings with interested students. Collect names of interested students

September 2021-June 2022--40-hour after school training, additional mentoring by NSRI staff to support student-generated projects

BIPOC Advisory Board

This section of the proposal focuses on the continuation of the impactful work that the BIPOC Advisory Board has accomplished in just 5 short months. Actively participating members include: Ginger Mombelly (recent grad of SKHS), Mwangi Gitahi (TASK founder, SKHS grad), Wayne Everett (Narragansett Nation member, SKHS grad), Charlene Traynum (parent), Susana Vasquez (parent), Johnette Rodriguez (community member), Jesús de la Torre (Peace Dale teacher), John Thompson (SKHS teacher), James Thompson (parent, educator), Rob Cruz (TA-SKHS), Mahgnee Gomes (parent), Bernice and Thomas Evans (community members), Becci Davis (community member), Ashley Fry (parent), and Keshia Lawrence (tribal member/educator). These members have worked diligently to identify the areas of concern they have with respect to racism in the school district. Once the goals of the policy work have been achieved, the focus will turn to the projects listed in the Accomplishment section. Board members are dedicated to developing an antiracist school district, and fully support the education of white teachers in how to recognize their implicit bias and in learning about what microaggressions and other racist beliefs are that BIPOC students and educators have experienced in South Kingstown schools, whether it be through interpersonal interactions, in the curriculum, and/or in policies.

The Advisory Board will assist and advise in rewriting curriculum to uplift BIPOC throughout South Kingstown, the state, the country, and the world. Curriculum will present true history as opposed to Eurocentric history. All curricula areas will positively represent BIPOC and contributions they have made throughout history and up through the present day.

Timeframe:

February-August, 2021: Continue facilitation of the weekly meetings to revise and edit all policies that should reflect an antiracism lens, begin planning Fall programming (e.g. Cultural Empowerment group at the Curtis Corner Middle School and possibly Broad Rock, Talent Development partnership, elementary school after school cultural club)

September 2021-June 2022: Implementation of the Fall programming, facilitated by Lewis and Wildman

Antiracism Book Clubs

Dr. Bettina Love, author of We Want To Do More Than Survive, said, “Much of what goes by the name “equity work” is a collective *hoping* for racial justice. This hope too often hinges on the idea that before we change policies, we must change hearts and minds. So equity work becomes trying to help white people learn to be less racist. The work is dependent on the level of commitment of white people—especially white people in power—and their awareness of racism” (<https://www.edweek.org/leadership/opinion-empty-promises-of-equity/2021/01>).

Nonviolent Schools RI’s Antiracism book club series has seen about 100 educators from across Rhode Island experience the opportunity to have honest discussions about race and racism, inequity in education, and explicit actions that can be done to reverse the inequality and bias that exists in classrooms and schools. To date, we have conducted four book clubs, using the following books: We Want To Do More Than Survive, by Dr. Bettina Love, How To Be An Antiracist, by Ibram Kendi, White Fragility, by Robin DiAngelo, and So You Want To Talk About Race, by Ijeoma Oluo. We offer these selections based on the applicability to the field of education, and the way that reading one of these books can “change hearts and minds.”

Because the book clubs are virtual, we can accommodate an unlimited number of participants. Nonviolent Schools RI’s experienced facilitators guide educators through the chosen book with thought-provoking questions and breakout room discussions. Participants are given a PDF version of the Google slides presentation so that they can prepare ahead of time for the discussions.

Timeframe:

February-June, 2021: One book club/three 1.5 hour meetings (the book is chosen by the Superintendent and Robin Wildman) open to all employees in the South Kingstown school district

Fall 2021: One book club/three 1.5 hour meetings (the book is chosen by the Superintendent and Robin Wildman) open to all employees in the South Kingstown school district

Spring 2022: One book club/three 1.5 hour meetings (the book is chosen by the Superintendent and Robin Wildman) open to all employees in the South Kingstown school district (Note: A minimum of 10 people are needed to conduct a book run)

Pricing

Name of Project	Timeframe 2021	Timeframe 2022	Unit Price	Total
School Committee Kingian workshop 2 Facilitators	February-June 2021 (3 workshops)	September-June 2021-2022 (3 workshops)	\$250/workshop	\$750.00 (2021-2022) \$750 (2022-2023)
Summer Institute-Kingian Nonviolence Training 2 Trainers	August 2021 (20 hours)	August 2022 (TBD)	\$250/person Team of 3 staff + 1 administrator from the same school = \$200/person	TBD by the number of people the district will financially support
Kingian Nonviolence Training for staff and leadership Includes: curriculum manual and supplemental materials 2 Trainers Post training mentoring (in-school or virtual)	September-December 2021 (20 hours) Mentoring done in schools with a minimum of 1 trained administrator and 15 staff members	January-March 2022 (20 hours) Mentoring done in schools with a minimum of 1 trained administrator and 15 staff members	\$4,000 for each 20 hour training Mentoring: \$50/hour x 20 hours	\$8,000 for 2 trainings \$1,000 per school

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High School Youth Training (40 hours), includes materials	Spring, 2021 (engage and sign up student members) Fall-Spring 2022 (training and mentoring)	Spring, 2022 (engage and sign up new student members) Fall-Spring 2023 (training and mentoring)	\$8,000/40 hours	\$8,000 (2021-2022) \$8,000 (2022-2023)
BIPOC Advisory Board (2 facilitators, includes planning)	February-August 2021 25 meetings	September-August 2022 40 meetings	\$200/90 minute meeting \$200/90 minute meeting	\$5,000 (2021) \$8,000 (2021-2022)
Antiracism Book Clubs	February-June 2021 Fall 2021	Spring 2022	\$35/person (10 person minimum) Cost includes a book	\$35 x 10 person = \$350/book club (add \$35/person for additional participants)
Consultation with district leadership, Jonathan Lewis and Robin Wildman	February 2021-August 2022	September-August 2022	\$100/hour	TBD

Appendix B

MISSION STATEMENT SOUTH KINGSTOWN BIPOC ADVISORY BOARD

The mission of the South Kingstown Advisory Board is to advocate for equity in the education of students who identify as Black, Indigenous, and People of Color (BIPOC) in South Kingstown schools, inspiring a healthier and just community and school system.

The BIPOC Advisory Board goals:

- a culturally diverse, antiracist curriculum
- Hiring and retaining more BIPOC as faculty, staff, and administrators in all schools
- Fair and just policies and practices
- Kingian Nonviolence training for faculty, staff, and administrators who support the philosophy of diversity, equity, and inclusion
- Actively recruiting BIPOC adult mentors for BIPOC students
- On-going trauma informed professional development for all staff and administrators
- Coordinating with other local organizations to achieve these goals

Appendix C

Year 1-ACTION PLAN FOR CREATING A NONVIOLENT SCHOOL-BROAD ROCK

ACTION STEPS-Year 1	STATUS	COMMENTS
Rewrite PBIS matrix to reflect Kingian language	completed October 2015	Sub-committee completed the changes in this living document in 2 meetings. Nonviolence committee approved changes.
Rewrite Olweus lessons to incorporate Kingian info <ul style="list-style-type: none"> • teachers given lessons, to be taught bimonthly 	Lessons #1-9 completed	Sub-committee meets monthly to write a collection of 15 lessons. Lessons given to all classroom teachers. 10 minute lessons for whole class instruction via circle time, or town hall meetings.
Monthly assemblies	Sept '15 done Nov '15 done (Principle 2) Jan '16 done (Principle 6) March-grade 5 sing, Victoria sings-grade 6	Committee meets monthly to plan a series of assemblies. Theme of each assembly is one of the 6 Principles.
Dr. King's birthday celebration	completed	Sub-committee will meet twice. Seeking ideas from the broader committee.
Create 3 year Action Plan	in progress, Years 1 & 2 written	Progress of Action Plan is discussed and revised during monthly Nonviolence committee meetings
Parent Information	completed	Year 1-create an informational pamphlet
Daily Intention/Infuse Kingian language throughout school <ul style="list-style-type: none"> • announcements • morning quotes • hallway murals • Marqui is front of school 	in progress Murals being painted March-Apr. 2016	Brainstorming ideas for painted mural in cafeteria Brainstorm ideas with Nonviolence committee
Reteaching Model for in-school suspension	complete	Reteaching model has been put into practice for 7 students. Form was created for "Peace Coaches" to use, and a form for the student to fill out for Reconciliation plan. Track repeat offenders via office data
Nonviolence committee meetings	monthly	
Continue staff trainings	complete	Fourth training for BR staff
Promotional video w/students	Not done	

Year 2: ACTION PLAN FOR CREATING A NONVIOLENT SCHOOL-BROAD ROCK

ACTION STEPS-Year 2 2016-2017	STATUS	COMMENTS
Continue Trainings	completed	
Offer Parent Information Nights	In progress 3 planned for 2017	Presentations for parents (mini-trainings) Table of info at Open House
Paint inspirational messages on walls in hallway	6 Principles murals designed/painted by students Completed	students design and paint
Look at language on referral forms	completed	Added "Pervasive" and "Overt" and "Nonviolence reteaching" to form
Logo contest		
Monthly assemblies	on-going	
Dr. King's birthday celebration	In progress	
Mindfulness practice	In progress	<ul style="list-style-type: none"> ● Use Yoguides, breathing practice, etc. ● Introduced to staff 2016, Rubies team ● Some staff are trained in Resilient Kids (Meg and Loren) ● First day of school-whole school ● Set aside one day a week for whole school practice of mindfulness
Coyote Camp	Done each August	Teachers volunteer to introduce the idea of Kingian Nonviolence to incoming fifth graders, hand out matrix
Partnership with Center for Nonviolence and Peace Studies	In progress	Evaluation
Peace Club		Hedman and Saurette/URI trained students
Family engagement	completed	Write informational pamphlet, put in every student's report card envelope
Morning announcements	on-going	Provide administrator with explanations to read for each Principle
Promotional Video		
Matrix in planners	completed	Matrix with Kingian language printed in planners
6th grade Town Hall meetings	on-going	Ms. Enck teaches Nonviolence via read alouds

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ACTION PLAN YEAR 3 Broad Rock School 2017-2018

ACTION	STATUS	DESCRIPTION
Family Engagement	In progress	-3 Parent Nonviolence workshops October, November, December 2017 Teach 3 Levels, Principles, Steps
Informational Pamphlet for families	completed	Insert in 5th grade report card envelopes-1st quarter
Nonviolence Assemblies	On-going	Committee plans: September-International Day of Peace November-"Can" assembly for Jonnycake Center January-Dr. King's birthday March-Freedom songs May--
Town Hall meetings	On-going, for grades 5 and 6 for the months in between assemblies	October December February April June
Morning Announcements	On-going	See schedule for Principles, 3 Levels, Choose Love words
Restorative Room	On-going	Peace Coach schedule Reconciliation plan
Training	completed	Beginning January 2018
Choose Love lessons to reflect Kingian language	Begin January 2018	Staff will rewrite the Jesse Lewis "Choose Love" lessons (district required) to reflect Kingian practice

Appendix D *Think About It*

Name:

Date:

From your perspective, explain what happened, and your response to this incident:

Read the chart below. Think about what level of conflict you were at:

Three Levels of Conflict:

~Normal: Fair play in sports; respectful disagreement

~Pervasive: Voices raised, finger pointing, name calling, posturing, rumors, gossip, sometimes anger, exclusion, etc. (**emotional violence**)

~Overt: Use of objects as weapons, physical harm, solving conflict is not a goal at this level, need an adult to manage this conflict (**physical violence**)

My level of conflict was:

I know this was my level because:

When this incident happened I was thinking:

What have you thought about since the incident?

I have been thinking about:

Who are all the people who have been affected by your actions, and in what way (Think about other people in our school community)?

The people who were affected by my actions are:

They were affected because:

What could you do to reconcile with those who have been affected?

(Reconcile means to make things “right” and to work on repairing relationships--show you are sorry and seek forgiveness)

I think I could:

Broad Rock Middle School, Rhode Island

“A Kingian Nonviolence School”

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Appendix E: **RECONCILIATION PLAN**

ACKNOWLEDGE THE TRUTH <i>(What did you do?)</i>	I admit that I...
SHOW YOU ARE SORRY <i>(How will you change your behavior?)</i>	I will show I am sorry by...
REPAIR THE RELATIONSHIP <i>(How will you make your relationship better?)</i>	My plan is to...
SEEK JUSTICE <i>(fairness for everyone involved)</i> and/or FORGIVENESS	I will...

Appendix G
**Goals, Objectives, Outcomes
for Kingian Nonviolence Training
*Nonviolent Schools RI***

Training Goals

1. To teach participants how to foster a strong sense of belonging and responsibility for community
2. To encourage a search for the truth in an opponent's position and experience, leading to the pursuit of respectful dialogue
3. To develop problem solving skills in order to effectively manage conflict situations
4. To utilize the Nonviolent Steps to resolve conflicts and restore relationships
5. To teach life-long relationship skills
6. To learn how to provide a thriving, peaceful learning environment for students and teachers based on the values of Martin Luther King Jr.'s 6 Principles
7. To increase teaching time, due to the decrease in disruptions from discipline incidents

Training Objectives

1. To provide teachers, administrators and staff with training and support in Kingian Nonviolence to enable them to practice and teach Nonviolence
2. To assist school staff in the creation of a Nonviolent team, that will create and implement an action plan for transforming the climate and culture of classrooms and the school
3. To use the Kingian Principles as the guiding values of the school
4. To help school staff through the process of personal transformation in the way that they view conflict, and how they address it
5. To establish classroom and school norms and routines consistent with the Principles and Steps of Kingian Nonviolence
6. To replace punitive disciplinary measures with Nonviolence practices that support and re-educate students
7. To teach Kingian Nonviolence in the classroom as a standard for behavior and practice

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8. To provide parents and guardians with the information and tools they need to reinforce their children's learning and practice in Nonviolence
9. To encourage all staff and administration to attend Nonviolence training

Long-term Outcomes

1. Creation of the Beloved Community within the school, which spreads to homes and the community
2. Produce generations of youth able to resolve conflict in more nonviolent and compassionate ways
3. Redesign punitive measures already in place (e.g. in-school suspension, asking students to leave class due to misbehavior) reflecting the school's desire to create a Beloved Community
4. Increase the reporting of emotional and physical incidents of violence, due to student education about being an 'Upstander'
5. Reduce incidents of school violence, both emotional and physical: bullying, exclusion, name-calling, fights, bigotry based on differences, etc.
6. Reducing truancy and school suspensions

Training Modules

- ❖ Understanding common values
- ❖ Community building
- ❖ Punitive punishment vs. Rehabilitative methods to address conflict
- ❖ Recognizing the Levels and Types of Conflict
- ❖ De-escalating anger and mindfulness practices
- ❖ History of Civil Rights Movements and Dr. Martin Luther King, Jr.
- ❖ Six Principles of Nonviolence and the Beloved (Peaceful) Community/common values
- ❖ Six Steps to reconcile conflict and restore relationships
- ❖ The Reconciliation process
- ❖ Activities to apply training material in classrooms and link to ELA and Social Studies curricula