

# Steps To Start A Mediation Program

The potential of alternative dispute resolution (ADR) exists in many forms throughout the State of Kansas. Join HMA's panel of professionals as they outline step by step the mediation program they helped to create. The program will be followed by a question/answer period to address your specific mediation needs.

1pm to 1:30pm

## **Salina Institute for Restorative Justice**

**ANN ZIMMERMAN** will outline the steps required to create an approved victim offender program and what SIRJ has accomplished so far.

Ann is an attorney and state-approved mediator with an Elementary Education degree from KSU, Manhattan, and a law degree from Harvard. She began mediating in 1988 and has mediated domestic, victim-offender, parent-adolescent, church congregation, public controversies, higher education, probate/estate and workplace issues and currently serves on the steering committee for SIRJ and is an elected member of the Salina school board. Ann also performs about 100 times a year as a professional singer-songwriter, and, with her husband, runs a horse boarding stable near Salina, her hometown.

1:30 to 2:00pm

## **Fairfax Learning Center Kansas City, KS Restorative Justice**

**MINDY MANES** and **DIANE BEITZ**, school principal, will explain that starting a restorative practices program involves changing the culture of the school, training the staff and committing resources. Staying the course through the initial start-up is crucial as it takes time to change the mindset of teachers, administrators, students and parents from a punitive approach to a system of repairing relationships and creating a culture of learned responsibility. Being responsive to the changing needs of students and the school as a whole is key to creating a dynamic and responsive restorative practices program. Several of the students will be accompanying the presenters to complete the cycle of the successful Restorative Justice program.

Mindy is the Restorative Justice Facilitator at Fairfax Learning Center, an inner-city alternative high school which boasts a 92% graduation rate despite its location in the heart of Kansas City, Kansas' gang territory. Previously she worked with some of the world's most innovative organizations in her role as Chief Operating Officer of the Edison Awards and was also the Innovation Strategist at one of the top ten U.S. community colleges. In addition to serving as a Commissioner and Chair for the Overland Park, Kansas Police Department, she volunteers as a Kansas Supreme Court-approved mediator to help resolve cases in small claims court and has enjoyed mentoring young women as a Girl Scout leader for over 18 years.

2:00 to 2:15pm - 15 minute Q & A

## **Panel Discussion**

An opportunity for you to ask questions to better understand the programs, their creation, and how lessons learned can apply to your school.

**2:15 to 2:45pm - BREAK**

2:45 to 3:15pm

## **Johnson County Small Claims Mediation Program**

**RONNIE BEACH** will demonstrate the need for the program and will share how the program was created.

Ronnie is the owner of Conflict Resolution Services, Inc., an entity specializing in dealing with high conflict family disputes. He provides mediation, parent coordination and a variety of other related services. As a certified School Psychologist in Missouri and Kansas he also serves as a special education mediator. He teaches graduate and undergraduate classes of Conflict Resolution, Mediation and Conflict Management. Ronnie is Past President of Heartland Mediators Association (HMA) and the Association of Missouri Mediators (AMM).

3:15 to 3:45pm

## **Douglas County Mediation Program**

**KATY NITCHER** will discuss steps in how to create a successful domestic mediation program. Steps: 1. Pro Se litigants and the issues created. 2. Assessing the specific needs of the court and the domestic bar. 3. Will you need initial funding? Will there be ongoing costs of the program? How to raise money? 4. Finding a mediator to help coordinate and train. 5. Creating standard forms, policies, and procedures. 6. Establishing an hourly pay schedule for program cases. 7. Finding panel of mediators to accept cases at reduced program cases.

Katy is a graduate of Washburn Law School and has served as the Douglas County District Court Trustee since 2003. She has helped her office and the court adapt to the needs of the increasing population of pro se litigants in domestic cases.

3:45 to 4:00pm – 15 minute Q & A

## **Panel Discussion**

An opportunity for you to ask questions to better understand the programs, their creation, and how lessons learned can apply to your neighborhood.