

# Positive Discipline & *Disciplina Positiva* & 正向教養 Arrangements ~ 2018-19

Information for Potential Co-sponsors (revised Apr. 29, 2019)

## Our Parenting Courses

Thank you for your interest in **Positive Discipline**, **Disciplina Positiva**, and 正向教養. These are 6- or 7-week, 14-hour, experiential courses for parents who hope to create more cooperative, healthful, and joyful relationships with children. Teachers, grandparents, caregivers, counselors, and others who live or work with children also find these courses immensely helpful. We co-sponsor each course with one or more other nonprofit organizations (primarily schools, PTAs, and family centers), who host the courses and provide childcare.

The courses are most helpful for people who live or work with children ages 2-12, although those who live or work with youth also participate. Many people report that Adlerian parenting courses, with their focus on mutual respect, are helpful for workplace, marital, and other relationships as well.

PSAS usually has grant funding for several free **Positive Discipline**, **Disciplina Positiva**, and 正向教養 courses each school year. If your nonprofit organization would like to co-sponsor a course, please call PSAS at 206-527-2566. Over the last several years, many participants have contributed to our **Pay-It-Forward Fund**, enabling PSAS to offer several additional courses. Donations to this fund are always welcome!

The following information for potential co-sponsors is generic and can be modified for specific presentations. The “**Letter of Agreement**” that follows is also generic and is tailored for each specific course.

For several years, with grant funding, PSAS offered these two courses free in addition to our award-winning, free lecture course, **Sanity Circus**, which we offered for some 30 years. All three courses are based on Adlerian Psychology, and for each the theme is “**Kind and firm at the same time.**” The courses help adults “**work with**” rather than “**do to**” children. **Research is showing that improving family relationships is an effective path to mental and physical health for our children in midlife, and also to greater longevity.** (Please see the article at the end of this document.)

PSAS has **bookstore and library** copies of *Positive Discipline*, *Disciplina Positiva*, *Positive Discipline: The First Three Years*, *Positive Discipline for Preschoolers*, *Positive Discipline for Teenagers*, and other books by Jane Nelsen, EdD, and others. Call or email PSAS, 206-527-2566, [psasadler@gmail.com](mailto:psasadler@gmail.com) to borrow or purchase these books.

### What Is PSAS?

The **Puget Sound Adlerian Society** is a nonprofit 501(c)(3) educational organization affiliated with the North American Society of Adlerian Psychology. **Our mission is to nurture dignity for all by encouraging democratic relationships and a sense of belonging.** Alfred Adler, MD, founder of Adlerian Psychology, believed that healthy families, classrooms, workplaces, etc., rest on a cornerstone of **mutual respect**. PSAS helps people learn and model the skills and attitudes of mutual respect. Please call 206-527-2566 to learn more about PSAS or see our website at [www.pasadler.org](http://www.pasadler.org).

For 30 years, in cooperation with local PTAs, schools, churches, and family centers, PSAS offered **Sanity Circus**, a free, award-winning course for parents and others who live or work with children. We now offer **Positive Discipline**, **Disciplina Positiva** and 正向教養. We also publish **The Parenting Calendar**, an online quarterly listing parenting classes, support groups, and facilitator trainings offered by many organizations in the Puget Sound area (see [psasadler.org/calendar.pdf](http://psasadler.org/calendar.pdf).) We also offer free **First Friday Forums** for parents, educators, mental-health professionals, and other people interested in human nature and human well-being. The forums and other PSAS events are listed at [psasadler.org/education.pdf](http://psasadler.org/education.pdf). Books in the PSAS library may be borrowed for just a mailing fee. (Please see [LibraryThing.com/catalog/PSASLibrary](http://LibraryThing.com/catalog/PSASLibrary).) Membership inquiries and donations are most welcome.

## Course Arrangements

The following arrangements are general guidelines that may be modified by agreement of PSAS and the co-sponsor. Sharing the work makes these courses possible. **Changes need to be specified in the Letter of Agreement (p. 4).**

**1. Funding.** Our courses are usually funded in part by a grant from the Horizons Foundation or by donations to the PSAS Pay-It-Forward Fund. Co-sponsors provide space for the course and funding and space for childcare, without charge to participants. Seattle Children's will help fund two courses.

**2. Administration.** Jessica Hsieh, PSAS Coordinator, administers the PSAS parent education program, with assistance by the course presenter.

**3. Budget.** The usual budget for a course is as follows:

Presenter's fee	\$1,200.00
Administration	500.00
Handouts & binders	50.00 (for 30 participants)
Childcare	<u>525.00 (\$15/hr., 14 hrs.+, 2 caregivers)</u>
Total	\$2,275.00

**4. Scheduling.** PSAS makes an effort to schedule courses in various parts of the greater Seattle area, particularly in areas where parenting courses are scarce. **Call or email PSAS, 206-527-2566, [psasadler@gmail.com](mailto:psasadler@gmail.com), if you want to explore co-sponsorship.** The schedule for our current grant-funding period is as follows:

<b>#</b>	<b>Co-sponsor(s)</b>	<b>Dates</b>	<b>Presenter</b>	<b>Contact Person</b>	<b>Language</b>
1	Mt. View Elementary School, White Center (South Seattle/Highline)	Jan. 15 – Feb. 26, 2019	Anita Morales	Brian Tinsley	Spanish
2	John Rodgers Elementary School, North Seattle	Mar. 13 – Apr. 24, 2019	Ximena Grollmus		English
3	Buddhist Tzu Chi Foundation Seattle, Bellevue	Mar. 27 – May 8, 2019	Jessica Hsieh	Hongwen Charng/ Irene Huang	Mandarin Chinese
4	Northgate Elementary School North Seattle	May 2 – June 6, 2019	Ximena Grollmus		Spanish

**5. Presenters.** To present these courses, PSAS contracts with Anita Garcia Morales (formerly a secondary social studies teacher in the Seattle schools and an Equity and Race Relations Specialist with the district), Ximena Grollmus (a school counselor), and Jessica Hsieh (a therapist), who teaches in Mandarin. In case of illness or absence, PSAS will arrange for a substitute or an extension of the course, in consultation with the co-sponsor.

**6. Space.** The co-sponsor provides space for the course and space for childcare. Space is needed for 20-30 people (or more by special arrangement with the presenter) to do experiential activities in small groups. The co-sponsor provides signage to help participants find their way.

**7. Letter of Agreement.** The co-sponsor and the presenter must sign the Letter of Agreement and convey it to the PSAS parenting coordinator at least three weeks before the start date of the course to allow time for publicity and registration.

**8. Publicity.**

**PSAS:**

- Maintains parenting course information on its website.
- Drafts a course flyer with the presenter for review by the co-sponsor.
- Lists courses in *The Parenting Calendar* ([psasadler.org/calendar.pdf](http://psasadler.org/calendar.pdf)).
- Provides the link to the flyer for recipients of PSAS-emailed event notices.

**The co-sponsor:**

- Reviews the draft flyer.
- Provides the flyer to parents and staff (hard copies, an email attachment, or the link to the flyer).
- Provides the flyer to neighboring schools, preschools, and daycare centers (hard copies, email, or link).
- Provides other publicity as appropriate (such as flyers for neighboring churches).

**9. Registration, attendance.**

**PSAS:**

- Provides the presenter with the form for registration and attendance.
- Has the option of canceling a series one week before the start date if registrations are insufficient to justify costs.
- The minimum registration is 20. The maximum registration is 30 unless arranged otherwise with the presenter.

**The presenter:**

- Helps recruit participants.
- Keeps a record of registration and attendance and provides it to PSAS at the end of the course.
- Has the option of registering more than 20 participants.

**10. Childcare.** The co-sponsor usually provides, arranges, insures, and funds childcare. The co-sponsor's insurance may require a ratio of one caregiver to 10-15 children; it is important to check. Organized activities are recommended, including homework help.

**11. Handouts.** The presenter provides participants with covers and copies of weekly handouts and provides an invoice to PSAS for reimbursement.

**12. Resources.** PSAS can provide books, DVDs, etc., for the co-sponsor or presenter to sell or lend on behalf of PSAS.

**13. Certificates of Participation, professional credit.**

- Certificates of participation are available on request, for no charge. These may be used by daycare workers, along with the flyer, in applying for STARS credit.
- CE hours (for mental-health professionals) are available from PSAS for a fee. CE hours are \$10/hr. for PSAS members and \$15/hr. for nonmembers.
- The presenter will notify PSAS of requests for CE hours at least a week before the last class.
- PSAS will provide the presenter with the CE certificates before the end of the course.

**Letter of Agreement** (example, to be tailored)

**South King County Family Resource Center, Kent**, hereby agrees to co-sponsor, with the **Puget Sound Adlerian Society**, a seven-week **Disciplina Positiva** course at the center on Wednesday, Nov. 8 and Tuesdays Nov. 14 – Dec. 19, 5:00 – 7:00 p.m. **Anita Morales** agrees to present the course. All parties will follow the guidelines in the document "Positive Discipline and Disciplina Positiva Arrangements—2016-17" ([www.pasadler.org/](http://www.pasadler.org/)) or as otherwise agreed and specified below.

**This letter is to be signed and the flyer approved at least three weeks before the start of the series to allow time for publicity and registration.**

**The Center will:**

- Arrange for space for up to 30 participants, including space for experiential activities.
- Provide space, materials, supervision, and insurance for childcare.
- Hire and train childcare providers, or engage and train volunteers.

- Provide signage at exterior entrances and within the building.
- Provide a table for weekly sign-ins for each course and for book sales.
- Provide email and/or hard copies of the flyer to parents and staff.
- Provide email and/or hard copies of the flyer to neighboring schools, preschools, and daycare centers.
- Help recruit and register participants using the PSAS-provided registration/sign-in form (a minimum of 20 participants is required).

**Anita Morales will:**

- Help prepare the flyer in consultation with the co-sponsors and PSAS at least three weeks in advance.
- Help recruit and register participants and inform PSAS if fewer than 20 participants are registered by a week in advance.
- Oversee weekly sign-ins on the PSAS-provided form and provide a copy of the completed form to PSAS at the end of the series.
- Make copies of weekly handouts, provide binders, and invoice PSAS for reimbursement.
- Before the end of the course, provide PSAS with names of participants requesting certificates (certificates of participation, CE certificates for mental-health professionals, or materials for daycare workers seeking STARS credit). At the end of the course, send the collected fees to PSAS.
- Sell parenting books for PSAS and send the money received to PSAS.

**PSAS will:**

- Provide publicity, planning, and administrative services.
- Have the option to cancel the course if registration is fewer than 20 a week in advance.
- Provide certificates of participation, CE certificates for mental-health professionals, and materials for daycare workers seeking STARS credit.
- Pay Anita Morales the presenter’s fee (\$1,200) at the end of the series, and \$250 for administrative help.
- Pay the Center for two childcare providers @ \$15/hour.
- Reimburse the presenter for copying handouts and for binders.

_____	_____
Anita Morales, Presenter	Date
_____	_____
Ann Fuller, for the South King County Family Resource Center	Date
_____	_____
Jessica Hsieh, For the Puget Sound Adlerian Society	Date

**Please sign and send this page to the Puget Sound Adlerian Society, [psasadler@gmail.com](mailto:psasadler@gmail.com), or 8249 38<sup>th</sup> Ave. N.E., Seattle 98115.**

*Yay Team!!*

*Improving Family Relationships = Improving Children’s Life-Long Health and Longevity*

*“A Chronic Public Health Disaster,” “Turning Gold into Lead”*

Vincent J. Felitti, MD, a Kaiser physician and co-principal investigator for The Adverse Childhood Experiences (ACE) Study by the US Centers for Disease Control & Prevention and Kaiser Permanente (San Diego), wrote:

The ACE Study reveals a powerful relationship between our emotional experiences as children and our physical and mental health as adults, as well as the major causes of adult mortality in the United States. It documents the conversion of traumatic emotional experiences in childhood into organic disease later in life. How does this happen, this reverse alchemy, turning the gold of a new-born infant into the lead of a depressed, diseased adult? (From “The Relationship of Adverse Childhood Experiences to Adult Health: Turning gold into lead”) ([www.cdc.gov/ace](http://www.cdc.gov/ace))

The ACE Study reports that “Almost two-thirds of our study participants reported at least one ACE, and more than one of five reported three or more ACE.” ([www.cdc.gov/ace/findings.htm](http://www.cdc.gov/ace/findings.htm))

Dr. Robert F. Anda, also a co-principal investigator and co-founder of the ACE Study, calls the situation “a chronic public health disaster” here in the state of Washington:

[T]he chronic disaster that results from ACEs is insidious, constantly rolling out from generation to generation. As evidenced in this report, ACEs are endemic and have strong and myriad effects on the health, quality of life, and functioning of the people of the State of Washington. (From “Adverse Childhood Experiences & Population Health in Washington: The Face of a Chronic Public Health Disaster”) ([www.fpc.wa.gov/publications/ACEs%20in%20Washington.2009%20BRFSS.Final%20Report%207%207%202010.pdf](http://www.fpc.wa.gov/publications/ACEs%20in%20Washington.2009%20BRFSS.Final%20Report%207%207%202010.pdf))

### *Parenting for Living Healthier Longer: Some parenting programs do a more effective job.*

Dr. Sarah Stewart-Brown, a medical researcher and public health professor in the UK, says:

[P]oor quality parent-child relationships are risk factors for poor health in general and symptoms of poor physical health in childhood and adulthood, as well as cardio-vascular disease, cancer, musculoskeletal problems, injury and mortality in later life. (From her article “Improving parenting: the why and the how,” <http://adc.bmj.com/content/93/2/102.full>)

Dr. Stewart-Brown then says that parenting programs with “a relationship focus . . . stand a greater chance of influencing the wide range of outcomes . . . than do the strictly behaviour management programmes.” (Behavior management focuses on reward and punishment.)

Alfie Kohn, in his thoroughly research-based book *Unconditional Parenting*, says:

The most respectful—and effective—approach to parenting consists of working WITH children rather than doing things TO them. “Working with” parents talk less and listen more. They regularly try to imagine how the world looks from the child’s point of view. They bring kids into the process of decision-making whenever possible.

### *What Can We Do?*

Until the public health community or some other influential group takes leadership, the rest of us can put a high priority on what Dr. Stewart-Brown calls parenting programs “with a relationship focus” and avoid parenting programs with a behavior management focus. **We can learn to work “WITH”, not do “TO” children**, in Alfie Kohn’s terms.

Seattle has taken an important step by funding a Nurse-Family Partnership program here for young, low-income, first-time expectant parents. All first-time parents could benefit from such a program. **Health and life insurance companies have a financial interest in people staying well and living longer. Maybe they and health-oriented foundations such as the Bill & Melinda Gates Foundation could team up to fund parent education that can improve family relationships.** With such funding, parent education could become a regular offering in our schools, family centers, hospitals, preschools, workplaces, and elsewhere.

For 30 years, PSAS co-sponsored its grant-funded, relationship-focused parenting course, Sanity Circus, with local PTAs, schools, and family centers, often with 100-200 grateful parents participating, and it now offers the similar grant- and donation-funded courses Positive Discipline and Disciplina Positiva. Many other agencies and presenters offer relationship-focused courses, some free but most not. It’s time to be sure all interested parents have such opportunities. Maybe we parents (and grandparents?) would live healthier longer, too!

Jessica Hsieh, Coordinator  
Puget Sound Adlerian Society