RW360™ | Be a Peacemaker Transform Your Relationships™

Bringing Relational Wisdom Into Your Christian School

Relational Wisdom® 360

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BRINGING RELATIONAL WISDOM INTO YOUR CHRISTIAN SCHOOL

Get upstream of conflict, strengthen trust and equip your staff, students and parents with skills that enhance emotional intelligence, resolve tensions and improve academic excellence, job performance and career advancement.

PDF AT RW360.ORG/SA-CHRISTIANSCHOOL

WHAT EVERY CHRISTIAN SCHOOL LEADER WANTS

You want to lead a unified, God-honoring school that builds healthy relationships, prepares students for life and resolves conflict in a way that is biblical, gracious and restorative.

The problem is that many people have weak relational skills and handle conflict in ways that damage relationships, undermine unity and diminish academic achievement.

RW360 understands how exhausting and painful school conflict can be. We don't want you to carry these burdens alone. We want to come alongside you to learn about the unique vision, strengths and needs of your school and work with you to develop a custom plan to strengthen the relational culture and peacemaking skills of your entire school body.

FOUR STEPS FOR BUILDING A HIGHLY RELATIONAL SCHOOL

Imagine a school where every person has developed skills that model emotional intelligence, resolve tensions, strengthen teamwork and job performance and improve academic excellence. This could be your school. You can lead the way to building this kind of highly relational school body by taking four steps.

1. **Schedule a Free Zoom Consultation** to answer your leadership team's questions and to develop a **custom plan** for strengthening the relational skills of your school.
2. **Provide your leadership team and staff with CEU-approved professional development training** in relational wisdom (biblical emotional intelligence) and peacemaking that enables them to set an inspiring example for your students and their families.
3. **Provide your students with training** that enables them to develop relational skills that reduce conflict, promote unity, improve academic performance and strengthen their resumes as they compete for scholarships and jobs after graduation.
4. **Provide parents with access to the same training** so that they can reinforce biblical relational skills at home and use these same skills to graciously resolve any issues, complaints or conflicts they may have with your school's administrators or teachers.

"RW360's teaching on relational wisdom was one of the finest presentations we have ever hosted. Program directors, senior leaders and board members left the event with meaningful, biblical and relational tools to lead stronger and communicate better." **Jerome Bowen, Senior Director, ASCI Rocky Mountain / Western Region**

A Challenge all Schools Face

Education revolves around relationships between administrators, teachers, students and parents. When these relationships are healthy, education flourishes. But when individuals lack relational skills, conflict can appear in many challenging forms:

- Caring for anxious, depressed and traumatized students
- Contending with unreasonable and demanding parents
- Reducing bullying and other social and behavioral issues
- Working with "relationally challenged" coworkers
- Miscommunication that triggers tension and conflict
- Difficult feedback conversations and performance issues
- Carrying stress and exhaustion home after work
- Staff burnout and attrition
- To see 40 real-life conflict scenarios submitted by Christian school teachers, click here.

You Are a Key Part of God's Solution

As a school leader, you can be used by God to counter the stress of conflict by serving him and the people in your school as a peacemaker, a conciliator and a model of relational wisdom (Matt. 5:9; 2 Cor. 5:17-19).

The key to fulfilling this role is to be an example and channel of the redeeming, transforming and reconciling power of the gospel of Christ (1 Cor. 11:1; Eph. 1:19).

As God's grace transforms and flows through you, you can develop skills that enable you to teach, model and practice relational wisdom and peacemaking in ways that instruct others and inspire them to follow your example. As 1 Timoth 4:15 teaches,

"Practice these things, immerse yourself in them, so that all may see your progress."

Request Consultation

"No training program has driven home the message of loving God and loving others more than taking our faculty through Relational Wisdom 3.0. Putting these principals into practice has made a difference and our culture is noticeably more Christ-like as a result." **John Davis, President, Heritage Christian Schools**

"I found the RW360 online training course to be inspirational and challenging. I appreciated the logical sequence of the material and the video clips used to demonstrate relational wisdom in action. I look forward to putting the RW360 principles into practice and believe it will benefit me personally and professionally. This program is definitely worth your time!" ***Rose Dunlap, Elementary Principal, St. Joseph Christian School***

The Fruit of a Relationally Healthy School

As you strengthen the relational skills of your staff, students and parents, your school can build unity and improve educational productivity. These skills enable your school to:

- Equip staff to resolve conflicts quickly, personally and privately, as illustrated in this real-life story, Reconciliation in a Chistian School.
- Serve students who bring a lifetime of anxiety, depression or trauma into the classroom
- Respond graciously to critical parents and build mutually respectful relationships
- Help inexperienced or difficult staff members upgrade their relational skills
- Get upstream of conflict and devote more of your time to the joy of teaching
- Fulfill continuing education requirements with professionally transforming training
- Reduce staff stress and attrition [1]
- Gain a "double benefit" by giving you staff skills they can use with their own families [2]
- Provide a compelling witness to the transforming power of Jesus and his gospel

Prepare Students for Life

One of the most valuable things a Christian school can do is to help students develop relational skills they can use for the rest of their lives to strengthen friendships, improve job performance and provide a compelling witness for Christ. These benefits are especially valuable during the teenage and college years.

- These studies show that emotional intelligence training can help students navigate the emotional turmoil of the teenage years and prepare them for the challenges of college. Adding a "Certificate in Enhanced Emotional Intelligence" to their resumes gives students an advantage as they compete for scholarships and jobs after graduation.
- The life-and-career-enhancing-value of relational wisdom training is further illustrated by testimony by a judge, teacher, neurologist, nurse, engineer and naval officer.

Fulfill Continuing Education Requirements

The Association of Christian Schools Inter-national has approved RW360's training for continuing education training. *Discovering Relational Wisdom 3.0* is approved for 6 CEUs and *Relational Peacemaking* is approved for 8 CEUs (see ACSI CEU details).

In addition to satisfying continuing education requirements, this training enables teachers to develop practical skills they can use every day to strengthen relationships and resolve conflicts with coworkers, students and parents.

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[1] See Emotional Intelligence for Teachers

[2] Studies indicate that when people have positive home lives, they are more relaxed and focused when they come to work. They are typically happier with their co-workers and supervisors and find their work to be more fulfilling, productive and enjoyable. In simple terms, happy home lives lead to more productive work lives (see Relational Wisdom Strengthens Both Families and Businesses).

Schedule a Consultation to Develop a Custom Plan

The first step in building a highly relational school is to **request a free Zoom consultation** where RW360's team can help you and your leadership team **develop a custom action plan** that fits the unique vision, strengths and needs of your school.

During your consultation, you will receive discount codes that provide **teachers with a 10% discount** and **students and their parents with a 50% discount** on our relational wisdom and peacemaking courses.

Request Consultation

7 Optional Action Steps

The custom implementation plan for your school may include any of the following ***optional*** action steps that you believe will benefit your staff, students and parents.

1. Confirm that RW360's theology, resources and mission **are compatible with your school's theology, vision and mission** (see Appendices A and B).
2. Use our **Relational Health Adventure** to discern whether your current relational culture is toxic, unhealthy, healthy or flourishing (see Appendix C).
3. Request **conflict coaching or conciliation services** to help your school resolve current conflicts (see Christian Conciliation Service).
4. **Encourage your staff to strengthen their relational skills** and fulfill continuing education requirements by completing RW360's professional development courses**,** *Discovering Relational Wisdom* and *Relational Peacemaking* (see ACSI CEUs).
5. Host a **1-hour seminar for parents** at the beginning of each school year and use our Preparing Children for Highly Relational Lives ebooklet to describe the relational principles you are teaching their children to practice at school.
6. Use the **practical implementation strategies** in Appendix D to provide staff, students and parents with multiple opportunities to learn and apply relational wisdom and peacemaking in daily life.
7. Use RW360's model **Commitment to Biblical Conflict Resolution** to ensure that conflicts with staff, students or parents are resolved through personal peacemaking or biblical mediation rather than civil litigation (click here for model agreement).

"I have always sought to be the kind of teacher I want my own children to have. This course has given me tools to make my students feel safe, seen and supported. It has also helped me find a beautiful balance in my work, family and personal life." **Yesenia Garcia, Second Grade Teacher, Oakland Christian School**

APPENDICES

APPENDIX A - CONFIRM RW360'S COMPATIBILITY WITH YOUR SCHOOL

To make sure that RW360's theology and resources are compatible with your school's theology, vision and mission, we encourage you to review this background information.

- Our website homepage, which provides an overview of our entire ministry.
- Our About page, which includes links to our history, statement of faith, vision and mission, staff and training clients.
- Training Endorsements, which show the breadth of our theological and professional acceptance.
- Relational Peacemaking™, our practical theology on conflict resolution, which is based on The Peacemaker: A Biblical Guide to Resolving Personal Conflict.
- Relational Wisdom®, which is our God-centered, biblically grounded, gospel-driven paradigm for emotional intelligence.

APPENDIX B - EXPLORE THE EFFECTIVENESS OF BIBLICAL PEACEMAKING

To see how effective RW360's peacemaking resources and services can be, visit Christian Conciliation Service and read the real-life examples you'll find through these links:

- Personal Peacemaking Cases
- Informal Conciliation Cases
- Professional Conciliation Cases

Our 70-page ebooklet, Guiding People Through Conflict, provides a summary of the peacemaking principles your school can use to lead similar conciliation efforts.

APPENDIX C – RELATIONAL HEALTH ADVENTURE

A Relational Health Adventure invites you into a realistic, immersive experience that reveals the relational health of your school, which is your ability to build and maintain loving, safe, resilient and God-honoring relationships, even in the face of life's challenges and conflicts.

Unlike a school health survey that measures perceptions, opinions or levels of satisfaction, this experience walks you through a realistic living story. As you move through it together, you won't be asked what you think a healthy school *should do*. You'll be asked to decide what *your leadership team* would *probably do* when pressure rises, tensions converge and the stakes are real.

The adventure unfolds through a series of realistic events and decision points. Each successive step will be shaped by the decision you believe your leadership would make in that circumstance. Thus, the adventure will be uniquely *your adventure*, revealing whether your school is inclined to respond to life's challenges in an impulsive, clumsy and

detrimental manner or in a way that shows constructive discernment, wisdom and self-control.

As a result, this adventure does something surveys cannot do. It surfaces actual patterns. It reveals habits. It exposes the reflexes that shape culture over time, especially under pressure. And it does so gently, without accusation, by letting the story serve as a mirror to reveal how your school typically deals with real-life relational challenges.

After you complete your adventure, you will see where your school stands on the spectrum of relational health, which ranges from toxic to flourishing. No matter where your school is on this spectrum, you can change and grow. By God's grace, a toxic school can become a healthy school, a healthy school can become a flourishing school, and a flourishing school can learn new ways to expand its gospel impact in its community.

RW360 is ready to walk beside you as you journey toward greater relational health. Our staff will help your leadership team interpret what the adventure reveals, discern patterns of behavior and translate these insights into concrete next steps that strengthen trust, build unity and enhance your ability to stay on mission even when challenges arise.

An RW360 consultant can guide your leadership team through the Relational Health Adventure and debrief the results with you in approximately two hours, during a live, on-site meeting or a video conference call. The debrief will include a custom action plan designed to strengthen your school's relational culture and your capacity to deal with conflict in ways that build unity and reveal the transforming power of Jesus and his gospel.

APPENDIX D – PRACTICAL IMPLEMENTATION STRATEGIES

School Wide Strategies

1. To **build support for relational skills training** for your school, share Challenging Relational Scenarios in a Christian School and Reconciliation in a Christian School with your board of directors and staff and discuss the potential benefits of strengthening the relational skills of your staff, students and parents.
2. Use RW360's **Relational Health Adventure** to discern whether your current relational culture is toxic, unhealthy, healthy or flourishing (see Appendix C).
3. Introduce your board of directors and staff to the key skills and benefits of relational wisdom and peacemaking by **hosting a live** half-day or all-day seminar.
4. **Encourage your staff to strengthen their relational skills** and fulfill continuing education requirements by completing RW360's professional development courses, *Discovering Relational Wisdom* and *Relational Peacemaking* (see ACSI CEUs).
5. Select a gifted member of your staff to be trained as an **Advanced Relational Wisdom Instructor™** and serve as your in-house educational and coaching specialist and coordinator for relational wisdom and peacemaking (Details).

6. When guiding people through conflict or encouraging your team to support changes, make every effort to provide The Three P's of Satisfaction.
7. Host a **1-hour seminar for parents** at the beginning of each school year and use our Preparing Children for Highly Relational Lives ebooklet to describe the relational principles you are teaching their children to practice at school. Use RW360's **special 50% parents' discount code** to encourage them to pursue the training themselves, which will not only help them to reinforce these concepts at home but also enable them to resolve misunderstandings and conflicts with teachers in gracious and constructive ways.
8. Use RW360's model **Commitment to Biblical Conflict Resolution** to ensure that conflicts with staff, students or parents are resolved through personal peacemaking or biblical mediation rather than civil litigation (click here for model agreement). Note: In America's current litigious, victim-centric culture, this simple commitment could save you thousands of dollars that might otherwise be spent defending against lawsuits.
9. **Serve your wider community** (and raise the visibility and prestige of your school) by encouraging two or three gifted staff members to obtain advanced training as PACE (Professional and Community Engagement) Instructors who can take relational wisdom and peacemaking training into local businesses and nonprofit organizations (see Using Relational Wisdom for Outreach and Evangelism and PACE Program). Your RW Instructors could also present periodic relational wisdom and peacemaking seminars that are advertised to your wider community and introduce people to your school.

Classroom Strategies

1. Use Young Peacemaker resources to **teach peacemaking to grade school children**. Set up a "Peace Table" in your classroom where students can go to work through conflicts. Stock the table with laminated summaries of key peacemaking principles.
2. Use 3-4 minute Relational Heroes video clips to inspire students to imitate Jesus by looking for opportunities to show kindness to the people around them.
3. **Inspire high school students to grow in relational wisdom** by discussing Jeff Sande's insightful testimony, Overcoming Artificial Maturity with Relational Wisdom.
4. Encourage high school students to use RW360's online course in relational wisdom to earn a "**Certificate in Enhanced Emotional Intelligence**," which will improve their relational skills and enhance their resumes as they compete for college scholarships and future jobs (see EI for Teens and EI for College and Beyond).
5. Train mature students with conflict coaching and mediation skills so they can serve as "***peer mediators***" and assist other students in resolving conflict (see Guiding People through Conflict ebooklet). This type of service greatly enhances a resume!
6. **Serve students with relational weaknesses or patterns of conflict** by creating a special study group with a teacher or staff member acting as group moderator to guide the students through the course with a special focus on their particular needs or challenges.