

Certified Peer Mediation Program 32-Hour Training and Certification

Course Purpose

The **Certified Peer Mediation Program 32-Hour Training and Certification** is a certification program that equips conflict resolution and restorative practices professionals with knowledge, skills, and tools to train adults to successfully design, implement, and sustain a comprehensive peer mediation program for the district level. Building on participants' existing experience in conflict resolution and/or restorative practices, this certification provides in-depth training on development, staff engagement, program logistics, evaluation, and program sustainability.

Through online lessons, hands-on development, and facilitator coaching, participants will become **educators of trainers** who will **train adults in peer mediation coordination**. Upon completion of the certification program, the participants will receive a certificate from the Association of Peer Program Professionals (APPP) as certified trainer consultants with application.

Following this course, participants will be able to help other districts put together a peer mediation program.

For schools and organizations that have their own peer mediation training program, this training identifies a certifiable level of adherence to the APPP and ACR Programmatic Standards for peer programming. Programs that attain these levels and may then claim the designation, **Certified Peer Program** (CPP).

Certified trainers have the option of applying to become trainers/consultants through AAAP.

*** Participants should have prior experience in conflict resolution or restorative practices.

Course Goals

By the end of this training, participants will be able to:

- **Train adults to establish and coordinate a schoolwide peer mediation program** aligned with the best practices.
- **Train teachers, staff, and community partners** in core mediation principles and program implementation.
- **Provide training materials to adults for students in grades 3–12** to serve as peer mediators using age-appropriate, skill-building modules.
- **Provide coaching** to adult coordinators through the establishment process.
- **Assisting coordinators through program logistics**, including scheduling, referral processes, case documentation, evaluation, and follow-up.
- **Promoting a restorative, trauma-informed culture** that supports long-term success of the peer mediation program.

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Training Format

The training may be delivered in a hybrid format. Participants are required to attend six meetings with the trainer. Each module includes:

- Direct instruction
 - Demonstrations
 - Scenario application
 - Coaching feedback
 - Implementation planning
 - Printable resources and training materials
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Course Modules

Module 1: History and Foundations of Peer Mediation

- Philosophy and purpose of peer mediation
- Benefits to school climate, SEL skills, and discipline outcomes
- History of mediation and the origins of peer mediation as practice
- Development of trauma-informed conflict resolution processes

Module 2: Program Structure & Implementation

- Evaluating school readiness for establishing a peer mediation program
- Identification of coordinator roles and responsibilities
- Establishing program goals and scope of practice
- Setting up referral systems, programming forms, and case flow management
- Effective methods of scheduling mediation sessions & managing logistics
- Establishing confidentiality, safety guidelines, and ethical considerations
- Creating an inclusive, trauma-informed peer mediation framework
- Ensure confidentiality and safety for students and peer mediators

Module 3: Developing Student Training Modules for Trainers (Grades 3–12)

Adult participants will develop or revise their peer mediation materials to meet AAAP and ACR Programmatic Standards. *The training must include the following scope and sequence as outlined in the ACR Peer Mediation Standards.*

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1. Understanding Conflict
2. Communication & Active Listening
3. Perspective-Taking and Empathy
4. Emotional Regulation in Conflict
5. Problem-Solving Steps
6. Mediation Process Overview
7. Neutrality & Fairness
8. Role-Plays and Skill Practice
9. Cultural Awareness & Bias Prevention
10. Documentation & Debriefing

Coordinator trainees practice delivering select modules and adapting them for age levels.

Module 4: Delivering Training to Adult

- Assisting schools in adopting peer mediation models as an alternative to discipline
- Establishing conflict resolution procedures in schools
- Creating standard based peer mediation training for schools
- Setting training norms
- Training adults as peer mediation trainers for students
- Defining and implementing training requirements for students in elementary, middle, and high school
- Creating a peer mediation plan/timeline for schools
- Creating sample training examples for schools (during school, after school, online, etc.)
- Managing resistance and encouraging buy-in
- Providing materials, role plays, protocols, and evaluation for schools
- How to conduct effective role plays and practice for students
- Handling situations that involve potential bullying

Module 5: Facilitation, Coaching & Case Management

- Guiding adults through student mediators' sessions
- Assisting adults in post-session debriefing with students
- Safeguarding peer mediation process from possible misuse
- Identifying and addressing issues before they impact the program
- Maintaining program confidentiality and model standards for peer mediators
- Progress monitoring and follow-ups
- Using data for program improvement and for possible funding

Module 6: School Implementation

- Recruitment
- Training
- Session facilitation

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- Documentation
- Program oversight

Module 6: Program Evaluation and Sustainability

- Program Evaluation
- Training Evaluation
- Peer Mediation Competence Evaluation
- Creating awareness and adoption of programs by school and staff

Module 7: Adapted Standards for Model Standard Student Peer Mediation Programs (Originally created for Adult Mediation Programs)

For certified peer mediation programs with AAAP, adult participants will develop or revise their peer mediation materials to meet the adapted Model Standards for Student Peer Mediation Programs developed by ACR in 2011. *The training must include the following scope and sequence as outlined in the Model Standards.*

1. Program Purpose and Public Confidence
2. Organization and Governance
3. Disclosure of Frameworks, Settings, and Scope of Practice
4. Skill-Building and Training Requirements
5. Written Knowledge Components
6. Multiple Assessment Methods
7. Supervised Practice and Experience
8. Ongoing Competence and Renewal
9. Revocation and Remediation Procedures
10. Resources and Program Support
11. Ethics and Conduct Standards
12. Diversity, Equity, and Inclusion Commitments
13. Program Monitoring and Evaluation

Module 8: Advanced Training

- Informing skills of the Peer Mediation Standard obligation of providing 12 hours advanced training for students
- Creating opportunities for ongoing training and practicing skills for students (videos, role plays, online opportunities, etc.)
- Implementing protocols and skill development for students who need additional practice
- Educating schools about opportunities for tournaments to showcase skills

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Module 9: Online Mediation

- Providing opportunities for schools to incorporate online peer mediation services to schools that lack programs in the district
- Protocols for mediating online
- How to implement an online mediation program in a school
- Establishing a district-wide tournament

Graduate Credit Available

APPP - Advanced Peer Mediation Trainer & Program Certification

EW52626

Lindenwood University

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Cost of Training

<u>Service Description</u>	<u>Cost</u>
Category #1: Train the Trainer & Certification	
32-Hour Train the Trainer Training	\$2,200.00
Includes: Zoom sessions, Course access, all materials, APPP certification, and 1-year APPP membership	—
Category #2: Licensing & Coaching	
Unlimited Use License (curriculum, role plays, all materials)	\$1,000.00
One-Year Consultation & Coaching (Monthly 1-hour sessions)	\$250.00
<i>Meeting with District Level Staff</i>	<i>No Charge</i>
Total for Base Training & Licensing (Online)	\$3750.00
Optional Add-Ons	
Student Peer Mediation Training (15–20 hours)	\$1,500.00
*Note: Additional pricing for travel is not included in this price for in-person training.	
Additional Year of Consultation Support	\$150.00
Peer Mediation Tournament Entry	\$40.00/school

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Cynthia Morton, Ed.D. – Consultant, Trainer, and School Conflict Resolution Specialist

Dr. Cynthia Morton is a Licensed Professional Counselor (LPC), Certified Professional Counselor Supervisor (CPCS), National Certified Counselor (NCC), and registered mediator. With a rich background in school counseling, she currently serves as an educational consultant, trainer, and mental health professional specializing in youth leadership, peer mediation, and trauma-informed practices in schools.

Dr. Morton teaches an online peer leadership course and coordinates the Peer Mediation Program for Rockdale County Public Schools in Georgia. She also co-coordinates the **Online Peer Mediation Platform (OPMP)**, a former grant-funded project supported by the JAMS Foundation—and serves as the Director of School Programs for **Peace Peddlers**, a nonprofit promoting peace education.

Her extensive background includes service as a former **Disaster Mental Health Responder** and **Psychological First Aid Trainer** for the American Red Cross. She is a **Certified School Trauma Specialist, Bullying Prevention Specialist (ASCA), Youth Mental & Teen Health First Aid Trainer**, and a certified trainer in **QPR (Question, Persuade, Refer), Sources of Strength**, and **Crisis in Youth** interventions. In the field of conflict resolution, she is also credentialed as a **CINERGY Conflict Coach, Transformative Mediator, Truancy Mediator**, and **Workplace Conflict Management Trainer**.

Dr. Morton is an active member of several professional organizations, including:

- Board Member and Certified Trainer, *National Association of Peer Program Professionals (NAPPP)*
- Former Chair, *Education, Training & Research Section*, Association for Conflict Resolution (ACR)
- Former President, *Georgia Association for Conflict Resolution (GACR)*
- Current Member, *Licensed Professional Counselor Association of Georgia (LPCAGA)*

She is a frequent presenter at national and regional conferences, including:

- Georgia School Counselor Association Conferences (2007, 2012)
 - National Association for Conflict Resolution Conferences (2008, 2009, 2018, 2022, 2023, 2024)
 - Georgia School Social Workers Conference (2012)
 - American School Counselor Association Conferences (2014, 2018, 2024)
 - National Peer Helper Conferences (2013, 2014)
 - International Conflict Education Conference (2016)
 - At-Risk Student Conference (2018)
 - School Discipline Conference (2018)
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- Riverside, California Counselor Conference (2018)
 - ABAC Counseling Conferences (2018, 2019)
 - Peace and Justice Studies Association Conference (2020)
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Contact Dr. Cynthia Morton

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