



The 4 Rs

The Foundational Values Underlying Navajo Peacemaking.

Respect, Relationship, Responsibility, Reasoning

Respect: Treating one another with care and seeking to understand perspective and recognize that each person has something to offer

Relationship: *K'é*, the core of the 4 Rs. Recognizing the connectedness within each other and the many ways that we are related to everyone and all living things.

Responsibility: Recognizing the privilege and honor of being able to respond. Service to all relations.

Reasoning: Thinking through problems to resolve conflicts. Ask, Brainstorm, Choose - (ABC).



The STAR School

The STAR (Service To All Relations) School is a small rural charter school located in Northern Arizona, east of Flagstaff and just outside the southwestern edge of the Navajo Nation. The school is a Green Schools leader and serves a majority Native American population from Pre-K thru 8th grade.

“The STAR School is one of the first schools that has really taken up the honor of implementing a Peacemaking program and putting it into the hands of the students.” Thomas Walker Jr, Navajo Nation Peacemaker.



STAR School

145 Leupp Rd.
Flagstaff, AZ 86004

www.starschool.org

STAR Peacemaking



Integrating Traditional Navajo Conflict Resolution into a School Environment

K'é béé yí'ní'náálzhooł

Respecting our Relations
Balancing Mind and Emotions
Restoration of Peace and Harmony.

 **STAR School**
Service To All Relations



“Peacemaking is focused on healing, not just resolving conflicts, which goes deeper than most forms of restorative justice.” --- Dr. Mark Sorensen, CEO and STAR School Co-founder

STAR School incorporates the foundational core values of Navajo Peacemaking into the school’s culture and offers peacemaking alternatives when violation of school rules and behavioral expectations occur. The Navajo Peacemaking process is built on different assumptions and oriented to a different goal than standard Western school policies. Peacemaking seeks to regain harmony, not punishment or removal from society, or school. STAR School’s goal for including Navajo peacemaking as an alternative to standard punitive policies is to allow for healing to take place and for peace to be regained.

The integration of Peacemaking is designed to show students how they are imbedded in relationships with relatives, friends, school staff, their community and how to regain harmony and seek healing. STAR School staff and student leaders model the core values of the 4 Rs in interactions with one another and the students using the 4 Rs rubric to empower each other to assess their own growth in building relationships. Student leaders are instructed in traditional peacemaking philosophy and in facilitating a simplified peacemaking.

For a Peacemaking session to work in the school setting, it

must be voluntary for all involved and should be used only when there is not an immediate danger to anyone involved. If the conflict is not major and can be effectively resolved with a simplified version of peacemaking, then the Director of the school, a trained staff person, or a trained peer peacemaker will conduct a simplified peacemaking. If the situation necessitates a deeper interaction then the Peacemaking should involve an elder Peacemaker through the Navajo Nation Peacemaking Program. This requires contacting the Peacemaker Liaisons at one of the tribal courts for a referral and needs to be set up with sufficient time for the Peacemaker to contact all concerned relatives to participate. From the Navajo cultural perspective the whole community is affected by lack of harmony, so the whole family and members of the community are involved in regaining harmony.

To see “STAR Peacemaking,” A student made educational documentary film in which STAR School Students and Staff demonstrate how Navajo Peacemaking is taught and implemented to create a compassionate and responsive school environment please visit: www.starschool.org/star-peacemaking/

The 7 Steps

1: Petition for Spiritual Assistance
Everyone is encouraged to ask for spiritual help in their own way or with a moment of silence.

2: Establish Relationship Participants introduce themselves and say why they have an interest.

3: Outline Rules of Interaction one person talks at a time, everyone else listens; characterized by the 4 Rs.

4: Define the Problem Each party speaks, summarizes problem, and with Peacemaker seeks to clarify.

5: Guide Negotiation to Agreement
Peacemaker guides negotiation and works to reach consensus.

6: Clarify the Settlement Restates settlement. Opens session up to requests for forgiveness and conciliatory statements.

7: End with Gratitude.

Kodoo hozhqq go (From here there is beauty) Báh’ áá’héé’whiindziin (Giving thanks and appreciation) Náásgó néééné’jíl’ (For the Future) Hózhqq náhásdlíí’ (Beauty and Harmony Restored.)

