



Collaborate with others to provide a package of professional development and services for schools so that teachers have access to quality professional development that helps them create 21st Century learners.

Provide professional development in research-based strategies that support education for underrepresented minorities, women, and diverse learners.

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Mr. Gabbard is a consultant/ prevention specialist, MEd. working in San Antonio, Texas. Jim has worked in large urban H.S.'s & an award winning STEM academy. He is listed in the Texas Counseling Association's Talent Bank as a consultant in school mediation; anger management & quality schools.

Mr. Gabbard is trained as a family mediator in Texas, including advanced family mediation training; was selected as a coach for the Advanced Negotiation course with an ABA trainer; has completed Advanced Training in Glasser's "Choice Theory" and is Reality Therapy Certified, 2009. Trained as Reality Therapy Practicum Supervisor, 2011.

Prevention Specialist
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What Is Conflict?



Why do we have conflict ?

Conflict can happen when we:
stop talking and
stop listening to each other,
react to anger,
refuse a chance to share.

What is conflict ?

Conflict is something that happens to all of us. Conflict sometimes destroys; however, conflict can help us learn & grow.

Is conflict wrong ?

No! Conflict is neither good or bad. It's what we do with conflict that is important. Conflict, like anger can expand to: Harmful, angry words including vengeful gossip, & hurtful violent behaviors, which can get us into trouble, harm us, or destroy friendships & relationships.

Can we prevent conflict from becoming violent?

Sometimes we can handle conflict by: listening to understand, speaking to be understood, and involving a neutral 3rd party.

What to do if we are involved in a conflict ?

If angry, we can: Cool off and temporarily remove yourself from the situation. Listen instead of talking and then, repeat what the other said and felt. State what you want or don't want in a respectful way.

What does a mediator do ?

A mediator introduces and explains mediation. States what is going to happen in mediation and helps people feel comfortable. Helps both parties listen and communicate.

What happens in Mediation?

In mediation we state what occurred. We talk about concerns and, we look for solution that may improve the situation.

How do Mediators Help ?

Mediators listen, repeat & clarify the concerns and/or situations. Mediators ask questions to clear up misunderstandings or perceptions. Mediators encourage solutions that all can feel good about.

Do Mediators Solve Conflicts ?

No! Mediators don't take sides. Mediators don't suggest or tell what to do. Mediators do not impose a solution. Mediators facilitate a solution agreed upon by disputants.

What is a Successful Mediation ?

The conflict usually improves, even if the people don't agree completely. Usually the disputants can continue to talk to each other. Violence is no longer an option. Everyone feels OK about the solution.