



**maaps Three Day Leadership Series:
Organizational Change to Prevent Sexual Abuse of Students in maaps Member Schools
January 23, February 27 and June 5, 2018
Best Western, Marlborough, MA Registration fee for all three sessions: \$220 pp**

This three-day series beginning January 23, 2018 gives leadership at **maaps** member schools the opportunity to examine policies and practices in place at their schools. In a confidential environment, participants learn about best practices and come away with a plan of action to be fully implemented at their school by the end of the series on June 5, 2018.



The populations served by **maaps** member schools present challenges that cannot be remedied using “cookie cutter” standards or practices. The facilitators from Impact, a program of Triangle, Inc. understand the unique needs of member’s students and help each school to develop protocols that work for their students.

This is a “series” of working sessions designed to facilitate organizational change over time. School leaders who sign on are expected to participate in all three sessions. Full leadership, or senior management teams are encouraged to attend as a unit. Real organizational change cannot be delegated, it must be led from the top down.



At the January 23rd full-day session (8:30-3:00) a detailed overview of four aspects of organizational abuse prevention are discussed:

- official policies and procedures,
- staff training and development,
- organizational culture, and
- prevention education for students

Participants leave with sample survey questions and model focus group scripts. Between this session and the next they are asked to survey staff and where appropriate, survey students. These surveys identify the biggest needs and concerns around sexual abuse prevention and response. On February 27th

participants report on their greatest needs and concerns.

The February 27th half-day session (8:30-12noon) is dedicated to analyzing the results of organizational assessments and creating the first draft of policies, staff meeting presentations, and/or training programs designed to address the needs identified in the assessments. This is a working session in which members of each school team participate in facilitated exercises designed to result in the first draft of organizational

policies, training plans, presentations to boards, and organizational culture change efforts. The main focus of work during session two is:

- Policy drafting: Based on overview and model policies participants have the opportunity to work together with their management team colleagues to draft preliminary policies.
- Creating a training & education plan for staff and students: Based on needs assessment and high level planning, participants create the first draft of a professional development plan for staff and a plan for educating students about healthy relationships, boundaries, healthy sexuality and self-advocacy.

Participants leave this session with several beginnings and first drafts/efforts. Between this session and the next they are asked to flesh out policies, training plans, and culture change plans, discuss sexual abuse at staff meetings, and/or bring policy changes to their Boards or other oversight bodies. Participants should return to session three with feedback and reflections on their first efforts.

The June 5th half-day session (8:30-12noon) is dedicated to assessing the effectiveness of participants' first efforts toward creating organizational strategies for sexual abuse prevention. This is a working session intended to give people opportunities to troubleshoot and rethink efforts that did not go as planned and build on the success of efforts that went well. Discussion of the following:

- Review of first efforts
- Managing resistance
- Managing philosophical differences
- Managing secondary trauma
- Managing time
- Closing and next steps

[Click here for a more detailed description of the program](#)

[Click here to register for all three sessions](#)



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