



Heart Strings



A newsletter for parents and teachers building a community of social responsible children and youth.

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August 2007

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Community Code of Conduct

- **Respect**
- **Honesty**
- **Compassion**
- **Fairness**
- **Responsibility**
- **Courage**
- **Citizenship**



Voices in Harmony

I hope that everyone enjoyed their summer vacation. One of the highlights of my summer was singing in my daughter's mixed summer choir. Her theme this year was "We've got your Number". In the finale, all five choirs (150+ people) join to sing John Lennon's *Imagine*. From this experience I took away many fond memories, the anticipation of starting in the fall choir and the final message sung by people ages 4 to 80. *Image all the people, living life in peace.*

See everyone singing in harmony at www.voicesinharmonychoirs.com.

As school approaches in the next few weeks, I thought we would discuss ways to set and respect boundaries, enhance communication to keep school, home and the workplace safe.

The number two stuck in my head for

"2" reasons. One because my book was #2 on Amazon's best seller list and two because we just finished a contract (from our parent consulting company, Bryson Taylor, Inc.) with Genentech based in San Francisco, the company which ranks #2 on the 2007 Fortune Magazine's 100 best places to work list.

Yes, Harry Potter and Google hold the number one slot but let's take a look at what it is like to be number two!

Imagine living your life in an organization that celebrates you for your talents and allows you to be who you are. On page two you will find a short list of expectations Genentech sets forward for their employees. I encourage you to visit their website to see if your place of business, school, and boundaries for your family are clear, precise and most importantly upheld.

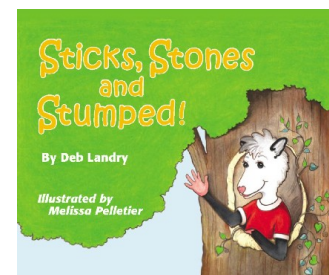
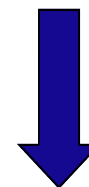
School Codes of Conduct.....Setting Boundaries

In *Sticks Stones and Stumped* the animals learn about the schools code of conduct. The book and play was written from the Maine Student Code of Conduct listed to the left. It is my opinion that the *Students* code should read:

Code of Conduct. The word Student implies that only the kids need to follow the rules. Use the heading School or Community when referring to the expected conduct. Setting an example and living these values will help raise socially healthy children.

Special Back to School Issue

SPECIAL BACK TO SCHOOL OFFER AUGUST 20 THROUGH SEPTEMBER 20 SEE PAGE 4

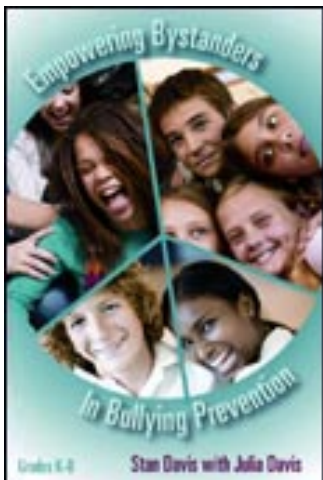


Visit our website for back issues of our newsletters:

www.brysonataylorpublishing.com

Happiness is when what you think, what you say and what you do are in Harmony.

New at Bryson Taylor Publishing



NEWLY released!
Empowering Bystanders in

Bullying Prevention

by Stan Davis

224 pages (includes DVD)
\$29.95

Empowering Bystanders in Bullying Prevention is for Grades K-8. Provides a research-based, practical approach for empowering student bystanders. The book offers a wide range of realistic, safe, and effective options that bystanders can use when responding to bullying. Bystanders are encouraged to tell an adult and provide support for students who are bullied. The book also stresses the important role of school staff in responding to bystander reports and consistently following an established anti-bullying policy. The book presents specific techniques for teaching empathy and social problem solving skills, limiting the social rewards of bullying behavior, and building a partnership between students and staff to change school wide attitudes toward bullying. Includes a 50-minute DVD in which author Stan Davis provides an in-depth discussion accompanied by PowerPoint slides to help illustrate and expand on important points.

**International Bullying Prevention
Association Annual Conference**

Spread the word!

November 5-8, 2007

Ft. Lauderdale, FL

www.stopbullyingworld.org

Workplace Values, how does your company, school, home and community rate?

It doesn't matter what situation you are in, school, work, church, community, and most of all our home life, the values must always stay the same in order to create harmony. Setting the boundaries from the start and giving choices or consequences fosters self esteem, respect and honesty. Here are some of the ground rules or boundaries which makes Genentech number two nationwide. See if your environment holds such standards, allows you to be who you are and most of all stands by them!

Trust, Integrity and Respect Genentech's business is human health. To earn the confidence of those whose lives we touch and those with whom we work, we honor our commitments, act with integrity and understand our personal obligation to uphold the moral and ethical principles expected of our industry.

Exceptional People Our goal is to recruit and retain people who are the best at what they do — people who are motivated to achieve results, have high standards of quality and integrity, possess a flexible, entrepreneurial spirit, are committed to improving human health, and want to develop to their full potential.

Open Environment Genentech strives to create an environment where its employees can enjoy coming to work every day. We use a minimum of guidelines and procedures and give our employees a great deal of freedom within company goals to apply their skills, knowledge and initiative in getting things done. We emphasize working hard, working together and sharing rewards.

Teamwork and Collaboration We understand the value and challenge of working in teams, and we respect and encourage intellectual honesty and candid participation. However, in order to move forward, we must make timely decisions and accept responsibility for their outcome, even when complete agreement is not reached. Once input is obtained and a decision made and communicated by the leader, the ultimate goal of doing what is in the company's best interest is expected to be acknowledged and supported. Working in teams requires flexibility, appreciation and respect for others' views, courage to provide ideas and feedback, as well as the ability to make timely decisions and be mutually responsible for the outcome.

Delegation and Accountability In order to keep pace with the growing complexity of our business, we delegate appropriately and expect that those who know the work best will make sound, timely decisions, explain the decision rationale to those involved and affected, and be accountable for the outcome.

Open, Direct Communication We seek open and honest communication with our customers, stockholders, one another and the community. We welcome new ideas and value them on the basis of merit, not position or level. We encourage candid feedback, listen carefully, and provide timely, relevant information in order that people are informed and able to make wise choices.

Your Workplace continues.....

Diversity Diversity is integral to our culture and how we conduct our business. It is evident in who we are, the patients we serve, the physicians with whom we partner, the vendors we rely upon, and the communities in which we work. It strengthens our organization and contributes to our competitiveness. We are inclusive; we demonstrate respect and appreciation for diversity and encourage the richness of ideas, approaches and points of view that it enables.

Informal, Enjoyable Environment We strive to create an environment of casual intensity where people enjoy coming to work every day. To ensure efficient decision making we keep our **internal policies clear and succinct**. We ask that everyone contribute their ideas, knowledge and efforts to achieve our goals and sustain our unique culture. We place a major emphasis on working hard, working together, and sharing rewards.

To learn more about Genentech's philosophy visit their website at www.gene.com.

Drawing the Line, Setting Boundaries from the start.....

Look at your personal life, school, community and workplace. Are they in harmony, are the boundaries all the same? The answer is probably not and may never be. So how do we effectively teach boundaries to our children. Boundaries are essential for any loving relationship. They teach us to listen, trust, care and respect. Boundaries not only develop our personal growth but they assist us enormously in the workplace.

Do you ever watch the Nanny reality shows, or the Dog Whisperer? As you can see from shows like these, it is the adult who needs the training not the child or animal. Without boundaries children learn quickly to control, manipulate and demonstrate bad behavior.

Here are six concrete ways to insure that children and youth can learn, build and maintain positive qualities that I use in our youth program. They are part of the 40 developmental asst used by the Search Institute (www.search-institute.org):

- 1. Family boundaries:** the family has clear rules, rewards and consequences for behavior. The parents or child's primary care giver monitors friends, and whereabouts at all times. The family communicates expectations to any caregiver, family member or friend that will care for or spend time with the child.
- 2. School Boundaries :** The school provides clear rules, guidance and consequences. Look for a district

wide policy that includes guidelines for behavior, harassment, bullying prevention, and diversity. Does the school use a behavior rubric? Communicate with your child's teacher on an ongoing bases about family expectations. Get involved, volunteer and/or join the PTO.

- 3. Community Boundaries:** Your neighbors, friends, acquaintances, church family and extended family know/share your family boundaries and take responsibility for monitoring behavior.
- 4. Adult Role Models and Mentors:** Practice what you preach. Behavior is learned. Children observe people and do as they do long before they can talk. Surround your children with mentors that are responsible, safe and practice good social behaviors.
- 5. Positive Peers:** Develop relationships at a young age. Choose friends that believe and practice healthy behaviors. Teach them to understand and embrace diversity. Teach children about different cultures, religions, family choices. Remember not to isolate your children. They need to learn that people have different

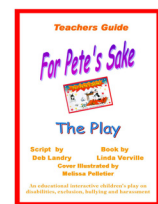
ways of doing things and have various opinions. For instance if they believe that all people are good and think their way, they are being set up to fail. Teach, this is the way we behave and why.

- 6. High Expectations:** Parents, caregivers, and teachers encourage and support children to be the best they can be.

Remember it all begins at home. Parents are responsible for developing/teaching their children values, respect and boundaries. Some of the things you can do:

1. Expect and demonstrate respect. Use manners, problem solve without anger and apologies if you get angry.
2. Teach don't control. Act don't React. Give consequences, not threats and follow through. Example: Consequences should increase if the behavior continues.
3. Give kids choices on consequences. My son always thinks he is getting the best of us when I give him a choice of punishment. In the end, he usually figures out what we were trying to accomplish, but it never stops him from trying again to out smart us. It has become almost like a game between us, but something you can't do without trust and

respect in a relationship. As he enters high school this year, his father and I continue to collaborate on possible choices!



For Pete's Sake
Interactive children's play
available at BTP

For Pete's Sake is an interactive dramatic play for children k-5. The focus of this play is to raise awareness of disabilities, respect, communication, exclusion, responsibility, compassion, and caring. With this goal in mind, children will have an understanding of the value of communicating in various ways other than speech Supporting and practicing positive school climate behavior for young students, caregivers and school personnel will result in fostering community minded youth of all ages. The play comes with six scripts and a teacher's manual and workbook

**\$49.95 for PDF or
\$79.95 Hard copy
\$82.95 with story book**
**Play by Deb Landry
Book by Linda Verville**

Products from Bryson Taylor Publishing

Sticks, Stones and Stumped Book Grades K-5 (FREE SHIPPING on all Sticks Stones and Stumped Products to 9/20/07)	\$14.95		
Sticks, Stones & Stumped Play & Teacher Manual Workbook, 6 Scripts	\$74.95		
Sticks Stones and Stumped CD-ROM audio of book for non readers	\$12.95		
Sticks Stones and Stumped complete packet, all the above SAVE	\$95.00		
Schools Where Everyone Belongs, by Stan Davis	\$24.95		
NEW Empowering Bystanders in Bullying Prevention by Stan Davis	\$29.95		
Bully Busters, K-5 by Dr. Arthur M. Horne	\$31.95		
Bully Busters, 6-8 by Dr. Arthur M. Horne	\$31.95		
Bully Busters K-5 kit, CD and Book, SAVE	\$44.00		
Bully Busters 6-8 kit, CD and Book, SAVE	\$44.00		
Bully Busters, CD ROM PDF files of worksheets K-5	\$16.95		
Bully Busters, CD ROM PDF files of worksheets 6-8	\$16.95		
For Pete's Sake, Fun workbook Grades 1-4	\$5.95		
For Pete's Sake, interactive children's play and Teacher workbook	\$74.95		
For Pete's Sake Children Book by Linda Verville	\$8.95		
For Pete's Sake complete packet, all of the above 3 FPS items, SAVE	\$82.95		
Ty Movie grades 7 to 12 Drug Awareness Film	\$49.95		
Ty Script packet Grades 7 to 12	\$74.95		
Lenny & Herbie's Maine Adventure Activity Book Grade 1- 4	\$5.95		
Lenny & Herbie's Gulf of Maine Activity Book Grade 1- 4	\$5.95		
Sub Total			
Tax 6% Maine non exempt residents only			
Shipping Total see below			
Total Merchandise			

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 Orders \$100.00 to \$250.00 add 7%
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