



THF Kindness Education Program (KEP) Case Study

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Hypothesis: If violence breeds violence – Is it possible that Kindness Education could then breed similar behaviors, and eventually overcome current-social negative traits at school, like bullying and fighting?

Overview: During the Summer of 2014, The Odyssey Preparatory Academy Charter Schools met with The Honey Foundation to discuss ways to eliminate bullying in their schools. (2 Elementary schools, 1 Junior High and 1 High School)

When the founders of Odyssey created the new school in 2009, they intentionally built a value system to include unique and exemplary “Pillars of Character”. Odyssey administrators assumed bullying would never be a problem in their schools because of their character and value systems. However, they found that bullying remained one of the #1 problems they face, no matter how much they focused on building character.

The Honey Foundation explained the effects of performing acts of Kindness for individuals both mentally and physically. We discussed the possibility of creating a new curriculum for their faculty and students that could potentially drive positive behavioral change at school. It was decided that The Honey Foundation would form a new curriculum, a Kindness Education Program (KEP), for Odyssey schools to pilot during fiscal school year 2014/2015. Could Kindness make a difference?

Starting in 2014, 2,500 ODY Scholars from K-11th grade would receive KEP all year long in each Primary Classroom. Due to the initial success, the Kindness Education Programs were continued during the next school year.

After final review of the Disciplinary Summaries from the previous year to the year of the Pilot and the 2nd year of the KEP Program, the findings were astonishing.



Kindness Education Program Introduction:

This Kindness Education Program teaches students and families life skills through kindness to carry them through their lives to promote happiness and success.

By incorporating a “Hive of Kindness” at school – we believe each student can make a difference in their lives and the lives of others in the community, one small act of at a time.

The Kindness Education Program focuses on rewarding and recognizing positive behaviors. Students are encouraged to perform, track, and share their Random Acts of Kindness, and are provided with custom journals, stickers and bracelets to show their support. Each classroom receives a lesson plan appropriate for their grade level to teach these amazing skills.

The Honey Foundation introduced the Kindness Education Program and facilitated an introductory training session for teachers & staff. KEP is presented in PowerPoint presentation, easy to use and present to students. KEP is designed to educate students and raise awareness about the benefits of performing Acts of Kindness as well as teaching basic life skills through kindness.

Teachers received a Pre-survey regarding the need for The Kindness Education Program at Odyssey. Majority of the teachers agreed on two key statements:

- 1) *A Kindness Education Program could provide the school's staff with an effective solution for teaching and reinforcing positive life skills for its students.*
- 2) *A kindness program can be easily incorporated into the classroom setting.*

In August 2014, The Honey Foundation kicked off a Kindness Pep-Assembly for the students and faculty at each Odyssey Campus. The kick off also included Random Acts of Kindness banners in the gymnasiums, Kindness Pledge Posters in each classroom, Pledge Bracelets, T.R.A.K (Track your Random Acts of Kindness) journals, Deed Stickers and Reward “Bee” Stickers. Each School was encouraged to start a habit of Kindness by building a Kindness Tree, Honeycomb or brick wall of Kindness in a highly populated area in their school. Odyssey schools were encouraged to participate in volunteer opportunities with the foundation as well.

91% of middle school scholars strongly agreed that there was a need for a program that promotes random acts of kindness (RAKs) at their school. (2014 THF Student Survey)



A Post-survey was presented at the end of the pilot year 2014/2015. The majority of ODY teachers agreed up on these key questions in the survey:

- 1) *The Honey Foundation's Kindness Program has provided an effective way for the school's staff to teach and reinforce positive life skills for its students.*
- 2) *The Honey Foundation's Kindness Program was easily incorporated into the classroom setting.*
- 3) *There has been a noticeable change in students' awareness of feelings of those around them.*



Results: Odyssey Institute of Advanced and International Studies (6th-11th grade) only utilized the program during the piloted period in 2014/2015. The Disciplinary Summaries from 2013/2014 to 2014/2015 were compared and the findings were as follows:

- # of aggression violations was significantly decreased
- Harassment, Threat and Intimidation decreased to 0 violations during the piloted year.

Odyssey Preparatory Academy Elementary schools (Buckeye & Goodyear) piloted KEP in 2014/2015 and then continued the program in the 2015/2016 school year. The Disciplinary Summaries from 2013/2014 to 2014/2015 and 2015/2016 were compared and the finding were as follows; # of aggression violations were significantly decreased by 28%; # of Harassment, Threat and Intimidation decreased from 7 violations in 2013/2014 to only 1 violation in 2015/2016.

Overall disciplinary actions decreased 51% from 2013/2014 to 2015/2016 school year.

Summary: The Honey Foundation and The Odyssey Preparatory Academy/Odyssey Institute for Advanced International Studies have been working together throughout 2 years educating over 2,500 scholars about Kindness with the Kindness Education Program. Data and metrics are being gathered and measured to determine the overall program success. Program results and data suggest that Kindness Makes a Difference.

KEP teaches students to effectively communicate with each other, enabling them to solve conflicts, express their feelings, and increase confidence.

Why Kindness Works: In conclusion, the current social programs available to schools and students focus too much on negative behaviors and consequences for negative actions. The Kindness Education Program is a “what to do” approach instead of a “what NOT to do” teaching style. Instead of stating “Don’t Bully”, we encourage “BEE Kind”. KEP also encourages Kindness to be a “Verb” instead of a “noun”. BEE-ing Kind is out in the community doing for others.



"Thank you so much for spreading the kindness across America and everyone has became way more nice. I can't explain how happy I am that you guys came in to help improve our school."

Email from a student at The Odyssey Prep Academy in Buckeye, AZ

"The Honey Foundation's Kindness Education Program made a difference in our students' behaviors. After each kindness lesson was presented and discussed, the students appeared to be performing more acts of kindness at school."

Mary Yanke, Odyssey Institute for Advanced International Studies Junior High School Principle.

"Any school that does not yet have an effective character education program should become involved with The Honey Foundation. I believe this program will be very effective for schools looking for a foundational character education program. The weekly lessons provided will give the teachers and scholars excellent guidance for how to make Kindness their primary focus in interactions within the school and others in the community."

Ken Olson, Odyssey Preparatory Academy Principle, Buckeye, AZ

"We have a board that The Honey Foundation inspired us to do we put quotes on there on how to be kind. I love how I see the other scholars step up and help the other students and it could be scholars that they don't even know."

Melissa Omalio, Odyssey Preparatory Academy Faculty, Goodyear, AZ

"I think it is awesome that we are reaching out to kids when they are little so they can develop a habit of kindness, so that when they are young, then hopefully as the program develops and they grow older, then they can be mentors for other children."

Lydia Evanson, Board of Director for The Honey Foundation

Over 26,000 acts of Kindness have been performed at Odyssey Schools so far. They continue to implement the Kindness Education Program at their schools.