



Aquarian Trainer Academy – Level Two Pathway Level Two Trainer ORIENTATION



Introduction:

Level One Professional and Lead Trainers must now qualify module by module to teach the Level Two modules. The Level Two Trainer Orientation provides information on:

- How to apply to become a Level Two Trainer or Level Two Lead Trainer
- The Level Two Practicum process
- Qualities and responsibilities of a Level Two Trainer or Level Two Lead Trainer (see “Level Two Competency Evaluation Form”)

Definitions:

Level Two Trainers can teach any aspect of any module for which they have qualified, but only as a member of a team lead by a Level Two Lead Trainer. Once the candidate successfully completes the practicum process they can teach unsupervised up to 50% of a particular module.

Level Two Lead Trainers can contract Level Two modules in which they are qualified with KRI. As the Contracting Lead Trainer on a Level Two Module, you must teach at least 20%.

Level Two Practicum Mentor is a Level Two Lead Trainer who mentors a Level One Professional trainer (Mentee) into becoming a Level Two Trainer or a Level One Lead Trainer (Mentee) into becoming a Level Two Lead Trainer, for a specific Level Two Module. To learn from different perspectives, it is required to work with at least two different Level Two Practicum Mentors. If there is a difficulty in meeting this requirement, please contact Amrit Singh.

Upon reviewing the sections below, the candidate may decide whether applying for this role is desirable.

What is the Level Two Practicum Process?

The Level Two Practicum is how you qualify to become a Level Two Trainer or Lead Trainer in a specific module. The Level Two Mentee practices teaching in a module with the support of, discussion with, and feedback from a Level Two Practicum Mentor.

First Level Two Practicum

At Mentee’s first practicum, the Practicum Mentor and Mentee must be present for 100% of the module. Mentees teach 50% - 80% of the course and are observed and evaluated by the Practicum Mentor.

Subsequent Level Two Practicum

After the First Practicum the Level Two Mentee can teach up to 50% unsupervised (at the discretion of the practicum mentor), and can teach up to 80% with supervision. The Level Two Mentee needs to be present for 100% of the course. The Level Two Practicum Mentor does not have to be at 100% of the course, but must be there a minimum of 20%. Meaningful conversations before and after the program still needs to happen. It is common for a Mentee to have to participate in more than one Practicum prior to qualifying for that module.



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Steps to begin Entry to Level Two Trainer Process:

1. Identify a Level Two Practicum Mentor for the specific module you are wanting to qualify for, and choose a specific course you will work together on.
2. Fill out the Level Two Competency Evaluation and discuss with Practicum Mentor.
3. If both agree to participate in the Practicum Process, send the Level Two Forms to KRI to: AcademyAdmin@kriteachings.org
 - a. Level Two Trainer Application
 - b. Level Two Competency Evaluation Form
 - c. 3 letters of recommendation
 - d. **Optional:** Fill out the Level Two Mentor-Mentee Operating Agreement with your Practicum Mentor.
4. Once KRI receives the documents an interview will be held (in person or remotely).

Level Two Practicum Process:

1. Level Two Practicum Mentor and Mentee must spend time both before and after the course discussing aspects of being a Level Two Trainer such as:
 - a. What are the learning objectives for this module? How is the curriculum being crafted to deliver and achieve these objectives?
 - b. What is unique about being a Level Two Trainer, different than a Level One Trainer?
 - c. Reviewing the Level Two Competencies – what they mean, why they are required, the level of proficiency you currently demonstrate
 - d. How the course went – were the learning objectives for that module met? What worked and what could be improved in the areas of admin, logistics, curriculum organization, and presentation
 - e. The Level Two Practicum Mentor's recommendation whether you should be qualified for this module or not. If not, why not? And what would have to be demonstrated in order to qualify?
2. In your Level Two Practicum Process, you are a co-teacher and an active partner in all curriculum, program and logistics planning. Your name should be added to the trainer team for PR and the contract.
 - a. If this is your first Level Two Practicum, you teach 50% - 80% of the classroom hours, and are present for 100% of the module. Your Practicum Mentor also needs to be present for 100% of the module when it is your first Level Two Practicum.
 - b. In subsequent practicums, the Level Two Practicum Mentee can teach up to 50% unsupervised (at the discretion of the practicum mentor), and can teach up to 80% with supervision. The Mentee needs to be present for 100% of the module. The Level Two Practicum Mentor does not have to be at 100% of the module, but must be there a minimum of 20%. The same meaningful conversations before and after the course still needs to happen.
3. Level Two Practicum Mentee fills out a Level Two Competency Evaluation Form and discusses it with Mentor.



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Level Two Practicum Completion

The Level Two Lead Practicum Mentor will be asked to provide a written evaluation about your success after the module, and their recommendation whether or not you should be qualified for this module

- a. If your Level Two Practicum Mentor does NOT recommend you to be qualified, and you disagree with this recommendation:
 - i. Attempt to deepen the dialogue with your Level Two Practicum Mentor to see if the two of you can reach a mutual recommendation. KRI can assist by finding a neutral facilitator if requested.
 - ii. If a mutual recommendation cannot be reached, you can request an interview with two or three experienced Level Two trainers. They will discuss and review the recommendation of your Level Two Practicum Mentor and your perspective and then they will make a recommendation that will go to the Certification Committee for final approval.
- b. It is not unusual for a Mentee to participate in more than one Practicum prior to qualifying in that module. Qualifying for a Level Two module is a major accomplishment and a big responsibility (to teach up to 4 days of that module alone in future courses). It is expected that many candidates doing their first time Level Two Practicum would be asked to repeat the Level Two Practicum Process for that module, and/or asked to complete additional activities (such as sadhana recommendations, etc.) to develop any specific skills, knowledge, expertise, or competencies.
- c. If you are a Level One Lead Trainer and successfully complete the Practicums, you automatically become a Level Two Lead Trainer for any modules you are qualified for.

How to qualify for other Level Two Modules

After the candidate has qualified for the first Level Two Module, they can seek qualification for subsequent modules as outlined below:

1. Identify a Level Two Practicum Mentor for the specific module you are wanting to qualify for, and choose a specific course you will work together on.
2. Follow the same Level Two Practicum Process as outlined above
3. Once the module is completed, Level Two Lead Practicum Mentor will be asked to provide a written evaluation about your success, and their recommendation whether or not you should be qualified for this module which they will also share with you.

Level Two Team Structures and Examples

1. Level Two is taught by teams, with a minimum of two trainers
 - a. KRI values the team approach and the exposure to diverse training styles and approaches and our standard is that each module must be a team effort.
 - b. KRI encourages a team teaching approach where several trainers share bench time each day, rather than someone teaching some days, and then they leave and a new trainer comes in to teach other days. The students often go through intense changes, and having a continuity of trainer presence for them is important.



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- c. We recognize that sometimes this is not possible, and that this requirement may prevent a course from being held.
 - d. Therefore, if the Level Two Lead Trainer has already been the contracting lead for this particular module before, they can contract to teach this module alone by writing a detailed explanation as to why when they fill out the contract, in the space provided. KRI will review these and reserves the right to withhold contract approval.
2. Examples
- a. Two Level Two leads co-teaching
 - i. The Licensing lead will teach a minimum of 20%
 - b. A Level Two Lead and a Level Two Trainer co-teaching
 - i. Level Two Trainer can teach up to 50% unsupervised
 - ii. Licensing lead must teach a minimum of 20%
 - c. A Level Two Practicum Mentor and Mentee
 - i. If it is the Mentee's 1st Level Two Practicum, The Practicum Mentor must be present 100% of time.
 - ii. If it is NOT the Mentee's 1st Level Two Practicum, The Practicum Mentor can be there anywhere from the 20% they have to teach up to 100%, at their discretion
 - iii. The Level Two Practicum Mentee must be present 100% of the time for all of their practicums
 1. In their 1st Practicum, they should teach 50% - 80%, and as the Practicum Mentor must be there, these are supervised teachings.
 2. In subsequent Level Two Practicums, the Mentee can teach up to 50% unsupervised, and up to 80%, if at least 30% is supervised.

Qualities and responsibilities of a Level Two Trainer or Level Two Lead Trainer

Refer to "Level Two Competency Evaluation Form"