

Title of this Proposal: An online learning component to support Intern development towards Associate role

Background Information:

- Training of Trainers ranked #2 in a recent poll that asked Academy members what improvements were needed for the ATA. During the Global Trainers Summits, a major topic of discussion was the need for Interns and Associates having access to global trainers to diversify their development.
- Many Interns wish to self-pace their development of competencies and skills. Adding an online component will allow interns to grow at their own pace and have the benefit of learning from experienced and expert trainers.
- The Mentor will work with the Intern to incorporate the online learning component into the Individual Development Plan (IDP).
- Another challenge to many interns and associates is having the opportunity to deliver content during teacher training programs as there are a limited number of teaching hours for the team. This pathway gives opportunities to participants to deliver content and gain content credits.
- This proposal is supporting the Mentor's role in guiding the mentee's growth in the Academy.
- This proposal will add some new ways in which interns can gain content credits and competencies. The program is optional. The mentee, with their Mentor's approval, will receive content credits and competencies from participating in this program.

New Proposed Policy:

A new online learning component will be added to the Intern to Associate Pathway. It is an in-depth 36-hour online program that helps an intern develop competencies and skills to be able to deliver 25% of the program as an associate trainer. It is a clear and self-directed pathway for those Interns who want to, with the guidance of their mentor, expedite their development and obtain content credits & competencies.

While participating in full teacher training, an intern in this program will take the **Intern to Associate Pathway E-Learning Course** as a part of their move to Associate. The Mentor will participate as a guide in this process.

This course is a combination of online "live," peer-directed dialogue, pre-prepared content, and learning processes designed to develop the following competencies:

- **Teaching Skills**
- **Course Facilitation Skills**
- **Leadership**
- **Trainer Team Management**

- **Team Teaching and Collaboration**
- **Social and Environmental Awareness**

This e-Learning Course is NOT a replacement for all of what an Intern must learn in order to become an Associate trainer. Additional learning objectives that are outside of this course's scope will be met, as usual, by working with the mentor and participating in a Level One program or programs.

Note: KRI has designed this curriculum to be a one-year pilot. After the pilot, KRI, with Mentors' and Mentees' help, will improve and expand the program. KRI is also looking for Mentors' assistance in creating more courses. Participation in this one-year pilot does not guarantee that the Intern has completed all Associate requirements. The recommendation to move forward will still come, as it always has, from a discussion between the mentee and the mentor.

Click below to see more details about the E-Learning Course

<https://kundaliniresearchinstitute.org/wp-content/uploads/2021/03/ONLINE-LEARNING-PROGRAM-FOR-INTERNS.pdf>