

Mentoring Guidelines

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Introduction

“Mentoring” is a modern word that describes an integral part of the tradition of yoga throughout history. It includes the guidance given between teacher and trainee or student, as well as the ongoing professional and personal guidance necessary for all yoga professionals, at all levels of seniority and experience, as part of the continuing journey of yoga. Although mentoring is not a requirement of ongoing membership of Yoga Australia, we recognise the importance of mentoring in yoga and encourage members to become involved in mentoring at all levels of membership, seniority and experience in yoga – both by being a mentor and by being mentored.

However, for those who have spent less than 12 months training to become a yoga teacher, there is a membership requirement to enter into a formal mentoring arrangement with a senior teacher to bring the length of time spent under supervision and in training, up to the minimum of 12 months. A more senior teacher refers generally to a Level 3 Yoga Australia registered teacher. However a Level 1 or 2 registered teacher with an appropriate background may be approved by the Yoga Australia Committee.

This mentoring involves undertaking regular (at least once weekly) supervised teacher training with your mentor. The mentoring can be structured in a way to best suit both you and your mentor, e.g.: teaching as a trainee teacher under

supervision, assisting the teacher in class, or one-to-one professional consultation with your mentor.

Yoga Australia strongly recommends that a formal mentoring structure is agreed between the mentor and mentee right from the start of the process, with clear aims, expectations and responsibilities. Good records of all mentoring hours must also be kept. To this end, a sample mentoring agreement is attached which you can modify to suit your situation.

At the conclusion of the mentoring period, your mentor should provide you with a letter or other documentation confirming the length and nature of the mentoring process.

Mentoring in Teacher Training Courses

Yoga Australia recommends mentoring as part of all yoga teacher training courses; however, it is not a formal requirement for registration of a teacher training course by Yoga Australia except for courses running for less than 12 months.

Continuing Professional Development (CPD)

Mentoring can be an important part of professional development. For this reason, Yoga Australia allows the

time spent being mentored to be counted as Continuing Professional Development (CPD). However, being a mentor does not earn CPD points as this is similar to time spent teaching. Of course, mentoring records must be kept in order to claim hours of being mentored as CPD. For the purposes of CPD, a mentor can be a Yoga Australia registered teacher or another senior teacher who may not be Yoga Australia registered.

CPD Guidelines for Mentors:

Registered Senior teachers who:

1. Train or mentor other yoga teachers, or
2. Are engaged in developing programs, workshops, seminars, retreats, etc. or
3. Are involved in yoga-related research or authoring,

Can receive CPD points for the time they spend developing these programs. In the case of workshops, seminars, retreats or mentoring and teacher training, points can be claimed for the first delivery or initiation of the relationship only. These activities attract 1 point for every 2 hours and can account for up to 25% for each activity, up to a maximum of 75% of your total CPD points.

Sample Mentoring Agreement

Please modify as required to suit your needs

Roles and Responsibilities

Of mentee:

- To pay mentor for his/her services
- To be punctual in attending mentoring sessions
- To uphold ethical guidelines and professional standards
- To de-identify student/client cases and written notes before discussing them with mentor
- To be open to change and consideration of alternative methods of practice
- _____
- _____

(please add, amend or delete examples as applicable)

This agreement is subject to written amendment or termination at any time by either mentor or mentee.

We agree, to the best of our ability to uphold the guidelines described in this mentoring agreement and to manage the mentoring relationship and process according to the ethical principles of Yoga Australia.

Mentor signature

Mentee signature

At the completion of the mentoring process, the mentor should provide a statement confirming the length and nature of the mentoring process, as follows:

I certify that the mentee has successfully completed _____ months of mentoring as described in this agreement.

Additional comments:

Mentor signature

Date

