

**KRI****ATA**AQUARIAN
TRAINER
ACADEMY

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Eligible Professionals can choose to have a Peer Reflection Group in substitution for a Mentor

Last Updated March 2023

Voted and approved in January 2023

[SUTRA discussion circle HERE](#)

Background:

The previous ATA policy required that all Professional trainers needed to have a Mentor. This new Policy proposed by the Professional Development Committee was approved by ATA Academy voting. This option is for those in the Professional role who do not want to proceed to Lead Trainer and meet the prerequisites to substitute the role of Mentor with a peer reflection group. The policy goes further to recommend that all Lead Trainers also participate in a peer reflection group. The intention is to ensure that trainers continue their professional development and keep connected to other trainers and the community.

Approved Proposal:

The Professional Trainer role now has an additional option. If you are planning to become a Lead, please continue your relationship with your Mentor. If your intent is to maintain your role as a Professional Trainer you have two options: to continue your relationship with your Mentor OR if you meet the prerequisites, [you can apply to KRI to move to a Peer Reflection Group.](#)

1. Prerequisites and how to apply to be a Professional Trainer with a Peer Reflection Group

- a. In the Professional role for a *minimum of three years* from the date of your approval.
- b. Have participated in *at least two full Level One programs* as a Professional Trainer.
- c. Must have an *active KRI trainer license* and be in *good standing with EPS*.
- d. Complete the [KRI application](#), containing a statement confirming that the applicant will work with a peer reflection group, which must include the names of the group participants and information regarding the requirements listed above.

2. As a Professional Trainer working with a Peer Reflection Group

- a. Must be part of a Peer Reflection Group or a Training Team that meets regularly for feedback and connection.
- b. Must Renew ATA Trainer License annually.
- c. Must regularly update the **Individual Development Plan** and the **Competency Evaluation Form**. The IDP should show how they continue to get feedback and reflection from other trainers.
- d. Can only teach the Content Credits approved by previous mentors. To teach new content independently, any Mentor in the Academy can work with the professional to prepare the content credits, observe them presenting and sign off.

- e. At any time, a Professional Trainer participating in a Peer reflection group can choose to also work with a Mentor or to move to work only with a Mentor. They need to inform KRI of this change.

3. How is a Peer Reflection Group Structured

- a. Participants: **Any active trainer in the ATA** can participate in a Peer Reflection Group.
 - i. Minimum of THREE participants;
 - ii. In addition to the Professional Trainer applying, each group must have at least two participants in the **Professional** and/or **Lead role**.
 - iii. The Peer Reflection Group is open to those who are Mentors or currently have a Mentor.
- b. The Peer Reflection Group can be a training team that meets regularly for feedback and connection.
- c. Meet at least four times a year; More frequently than that is recommended.
- d. Regularly look at the Competency Evaluation Form for self-evaluation and decide what they are going to work on for each Level One Program. Use the peer reflection group as a support in the achievement of those identified competencies.
- e. When teaching in a Level One Teacher Training, the preparation for class presentation will be evaluated by the peer reflection group for new ideas and improvement.
- f. When renewing the Trainer License, they will need to confirm that they have met at least four times a year with their peer Reflection Group and continue to work on their goals and competencies as a trainer.
- g. The success of this peer reflection group is the growth of each participant – personally, professionally, and in consciousness. The peers need to have the maturity to support one another, to gain deeper self understanding, self reflection and spiritual maturity. If they are not finding their needs are being met in the group, the Professional can always find another group.

4. When a Professional Trainer participating in a Peer Reflection Group wants to apply to become a Lead:

- a. If the Professional Trainer had already completed 100% of the requirements to apply to be a Lead before shifting to a peer reflection group:
 - i. They just need to find a Practicum Lead Trainer and apply.
- b. If the Professional Trainer had NOT completed all the requirements needed to apply to be a Lead prior to shifting to a peer reflection group:
 - i. They need to find a new mentor to help them complete what is needed to meet current standards and requirements to become a Lead Trainer.

5. When a Professional Trainer participating in a Peer Reflection Group wants to apply for Mentoring Development Program:

- a. In order for a Professional Trainer to apply to be a Professional Mentor through the Mentoring Development Program, they need to be working with a Mentor.