



## Mentoring Option for Faculty Training & Endorsements

Recently, WGI has had challenges in some countries getting groups of six people together to create training and endorsement opportunities to prospective faculty to become practicum supervisors and practicum supervisors working to become Basic Instructors. In an attempt to create a path to faculty, WGI has developed a mentoring option to have people advance their faculty status. This is an option that is similar to how early faculty were trained.

A person aspiring to become a practicum supervisor or basic instructor will send their Letter of Intent to their MO and identify their faculty program consultant (FPC). These are the steps to take:

1. Preparation Phase I
2. Training Phase
3. Preparation Phase II
4. Endorsement

The steps are the same as what is required under the current training program which is outlined in the PPM. This option is still available but people have been waiting over one year to get a group together to do these trainings and endorsements. In order to get trained more easily, the following mentoring model has been developed.

### Practicum Supervisor Program:

Under the mentoring program, **Preparation Phase I** involves completing the Competency Checklist with one's FPC. The candidate demonstrates all skills listed in real time. When the FPC signs off on any item, they are certifying personal knowledge of the candidate's ability to meet the competency. The cost of hiring the PFC is negotiated between the candidate and the PFC but each MO should list a suggested price based on the local economy for the PFC to have a guide.

The **Training Phase** consists of the candidate facilitating a basic practicum either with their PFC or another faculty willing to do so. The candidate is expected to facilitate the entire practicum, while the

faculty member observes. Their job is to observe, clarify information that may be erroneously stated, answer questions the candidate can't and help the candidate self-evaluate after each day while also providing useful feedback for the candidate. In a group setting, the normal cost for the Training Phase is \$1000, because WGI pays for the location, the trainer and their expenses. In the mentoring model, the MO may charge a nominal fee (\$50 USD or less, which includes the \$20 USD payment to WGI) to record the person in their database and to send that data and \$20 to WGI. How much the candidate pays the faculty member co-facilitating the basic practicum is negotiated between the two of them.

In **Preparation Phase II**, the candidate can continue working with their PFC or choose a new one. The PFC and candidate will complete the Phase II Competency Checklist through the process of self-evaluation and co-verification. When the PFC initials that the candidate is competent in each area, they are certifying that they have personal knowledge of their competence.

Once the Preparation Phase II Competency Checklist is complete, the candidate will facilitate an advanced practicum with two faculty present, either in person or virtual, to observe. These two faculty will be there to endorse the candidate's readiness to become a faculty supervisor. Should either of these faculty determine the candidate is not yet ready, specific feedback will be given on the items of the Competency Checklists that need improvement.

In a group setting, the normal cost for the **Endorsement Phase** is \$1000 USD, because WGI pays for the location, the trainer and their expenses. In the mentoring model, during the endorsement, WGI contracts with the observers, using a transparent rotation system. Because WGI is paying the observer \$750 USD and sends a nominal fee of \$20 USD to the MO to record the data, the cost for the endorsement phase remains \$1000. How much the candidate pays the faculty observing the advanced practicum is negotiated between that person and the candidate. Certainly, they should at minimum get the money paid by the practicum participants, since the candidate is not paid to do this work since it is part of his training.

If corrections need to be made, the candidate will work with their PFC or another faculty to develop their competence in the deficit areas. Later, they will demonstrate their competency in front of the faculty who identified the deficit and one other faculty, not the PFC, in order to be officially endorsed. If there isn't unanimous agreement, then the candidate will be interviewed by WGI's training committee. If both faculty members still find a deficit, then the candidate will again work to correct the deficit until both faculty agree or the training committee has agreed the candidate is ready to become a practicum supervisor.

#### Basic Instructor:

Under the mentoring program, Preparation Phase I involves completing the Competency Checklist with one's FPC. The candidate demonstrates all skills listed in real time. When the FPC signs off on any item, they are certifying personal knowledge of the candidate's ability to meet the competency. The cost of hiring the PFC is negotiated between the candidate and the PFC but each MO should list a suggested price based on the local economy for the PFC to have a guide.

The Training Phase consists of the candidate co-facilitating a basic intensive training (BIT) either with their PFC or another faculty willing to do so. The candidate is expected to facilitate half the teaching, half the role play set-up and half the feedback to participants. In addition to doing their half of training, it's the faculty member's job to also observe the candidate during their parts, clarify information that may be erroneously stated, answer questions the candidate can't and help the candidate self-evaluate after each day while also providing useful feedback for the candidate. In a group setting the normal cost for the Training Phase is \$1000, because WGI pays for the location, the trainer and their expenses. In the mentoring model, the MO may charge a fee to record the person in their database and to send that data and \$20 to WGI. How much the candidate pays the faculty member co-facilitating the basic practicum is negotiated between the two of them. The faculty member, at the very least, would be entitled to the money practicum participants paid for their training, minus fees, if any, from the MO. The candidate is not paid for their co-facilitation, as it is part of their training process.

In Preparation Phase II, the candidate can continue working with their PFC or choose a new one. The PFC and candidate will complete the Phase II Competency Checklist through the process of self-evaluation and co-verification. When the PFC initials that the candidate has demonstrated and is competent in each area, they are certifying that they have personal knowledge of their competence.

Once the Preparation II Competency Checklist is complete, the candidate will facilitate an advanced practicum with two faculty present to observe, either in person or virtually. These two faculty members will be there to endorse the candidate's readiness to become a faculty supervisor. Should either of these faculty determine the candidate is not ready yet, specific feedback will be given on the items of the Competency Checklists that need improvement. The candidate will make the corrections or acquire the missing skills and proceed to endorsement.

In a group setting, the normal cost for the Endorsement Phase is \$1000, because WGI pays for the location, the trainer and their expenses. In the mentoring model, during the endorsement, WGI contracts with the observers, using a transparent rotation system. Because WGI is paying the observer \$750 USD and sends a nominal fee of \$20 USD to the MO to record the data, the cost for the endorsement phase remains \$1000 USD. How much the candidate pays their PFC observing the advanced practicum is negotiated between that person and the candidate.

If corrections need to be made, the candidate will work with their PFC or another faculty to develop their competence in the deficit areas. Later, they will demonstrate their competency in front of the faculty who identified the deficit and one other faculty, not the PFC, in order to be officially endorsed. If there isn't unanimous agreement, then the candidate will be interviewed by WGI's training committee. If both faculty still find a deficit, then the candidate will again work to correct the deficit until both faculty agree or the training committee has agreed the candidate is ready to become a Basic Intensive Instructor.