

Sri Sathya Sai World Foundation Guidelines for

A Framework and Core Syllabus for ISSE Training Programs

Aims for Establishing a Framework and Core Syllabus for ISSE Training Programs

The principal aims that have guided the development of a Framework and Core Syllabus for ISSE Training Programs, are as follows:

- To present the essential course elements which identify and distinguish Sathya Sai Education (the core syllabus).
- To establish appropriate training requirements for teachers of SSEHV in Partnership Schools, Community Programs, and Sathya Sai Schools.
- To ensure coherence and correspondence in ISSE training Programs conducted in different parts of the world.

Courses to be Offered by ISSEs

The following courses have been designed to establish *minimum* expectations in ISSE training programs, with a view to ensure the integrity of Sathya Sai Education programs throughout the world. An ISSE may go above and beyond the requirements of the Framework, but may not offer less.

A Standard Diploma Course is comprised of three segments, as follows:

- Course One: Introductory Level
- Course Two: Intermediate Level
- Standard Diploma Course: Final Requirements.

A Standard Diploma Course Certificate may be issued upon successful completion of Courses One and Two and the Final Requirements.

Course duration and requirements are given in Table 1 (page 3).

Course One is an introductory course on Sathya Sai Education. Course One is open to anyone interested in becoming familiar with the essential principles of Sathya Sai Education and applying them in one's personal, professional or family life.

Conclusion of Course One qualifies all for participation in community SSEHV programs. However, all participants in community SSEHV programs should be encouraged to complete Course Two. Professional teachers may begin participation in SSEHV projects in partnership schools after completion of Course One but should go on to complete Course Two. Non-professional teachers will complete both Courses One and Two before participating in SSEHV partnership school projects.

Course Two is an intermediate level course which is open to those who have completed Course One. Course Two participants are expected to actively apply what they learn, under the supervision of the ISSE Training Team, in a non-formal, informal or formal setting. Course two meets the full training requirements of non-professional teachers who wish to participate in SSEHV Partnership School projects.

The Standard Diploma Course (Final Requirements) is open to all those who have completed Courses One and Two. It completes the training requirement for teachers of Sathya Sai Schools and all ISSE Trainers. It is also open to SSE teachers who wish to enhance their knowledge of Sathya Sai Education and teaching skills.

The Advanced Diploma Course is open to those who have completed the Standard Diploma Course and would like to do further studies and research on Sathya Sai Education.

Who Does the Training?

The training programs are expected to be delivered by recognized trainers of the Institutes of Sathya Sai Education. These trainers will possess a variety of professional credentials in Education and other fields. They will also have a solid background in Sathya Sai Education and will have worked professionally with both children and adults.

Table 1. Matrix of ISSE Training Course Requirements

Requirements	Course One Introductory Level	Course Two Intermediate Level	Standard Diploma Final Requirements
Contact hours	48 (8 days)	48 (8 days)	Including Course 1 and 2 at 8 days each, total diploma course time is 52 days (includes contact, assignment, and field work hours ¹)
Assignment Hours	4	4	
Practicum (understudy, student teaching, field work)	8 hrs	16 hrs	
End of course recognition	Certificate Awarded	Certificate Awarded	Standard Diploma Awarded
SSE	Open To SSE Teachers	Open To SSE Teachers	Open To SSE Teachers
SSEHV (a) in partnership schools (b) in community programs	Required ² Required ³	Required	Required for all ISSE Trainers and teachers of Sathya Sai Schools.
Sathya Sai School Teacher	Meets partial requirement	Meets partial requirement	Meets full requirements
Phase-in of Requirements by 2010	SSEHV Teachers must complete required courses (with credit for prior experience in lieu of diploma course field work).		
Government Teaching Certification by 2010	Required for teachers in Sathya Sai Schools. Required for SSEHV Teachers working in public schools (unless supervised by a certified teacher selected by the ISSE.)		

¹ Course One and Course Two (of 8 days duration each) could be spread over a maximum period of 52 weeks or one year. The Standard diploma course of 52 days duration could also be spread over a maximum period 52 weeks or one year. Having completed Course One in a calendar year, one should complete Course Two by the following calendar year.

² Professional teachers may begin participation in SSEHV projects in partnership schools after completion of Course One. Non-professional teachers will complete both Courses One and Two before participating in SSEHV partnership school projects.

³ Conclusion of Course One qualifies all for participation in community SSEHV programs. However, all participants in community SSEHV programs should be encouraged to complete Course Two.

I. Course One: Introductory Level

Who Is It For?

Course One is open to anyone interested in becoming familiar with the essential principles of Sathya Sai Education and applying them in one's personal life and profession. Conclusion of Course One qualifies all for participation in community SSEHV programs. However, all participants in community SSEHV programs should be encouraged to complete Course Two. Professional teachers may begin participation in SSEHV projects in partnership schools after completion of Course One but should go on to complete Course Two. Non-professional teachers will complete both Courses One and Two before participating in SSEHV partnership school projects.

Time-Frame

The minimum requirement for Course One consists of 48 hrs. (Eight days) of direct instruction and four follow-up sessions, based on the assessed needs of the participants, as determined by the ISSE Training Team.

Readings and assignments to be determined by the ISSE Training Team.

Course Objectives

Knowledge

- To familiarize participants with the basic Core Content of Sathya Sai Education.
- To enable participants to better understand the process of self-transformation.

Ability

- To develop the ability to incorporate the principles of Sathya Education in their personal, professional or family life.
- To develop the ability to incorporate the principles of Sathya Sai Education in an educational setting, whether SSE, or an informal, non-formal or formal venue.
- To make a personal commitment to strive to become an exemplar of the universal human values

Course Content

The course content as outlined below can be delivered in a flexible manner to suit local conditions by moving the sequence in which elements of the content are introduced to participants.

Module One

- The Life and Teachings of Sri Sathya Sai Baba
- The History of Sathya Sai Education
- The Philosophy of Sathya Sai Education: Educare
- The Five Human Values

Module Two

- The Pedagogy of Sathya Sai Education: Integral Education
- An Environment and Culture of Love
- Teacher as Exemplar of the human values
- The Integral Relationship of the Human Personality and Human Values
- The Five Teaching Techniques (and other compatible teaching strategies)
- There are two models in which these five teaching techniques can be utilized: Direct and Indirect (Curricular and Co-Curricular)

Module Three

- The Five Human Values from the Perspective of the Major Religions, Relevant Local Cultures, and National Education Priorities and Policies.
- The Core Tenets of Sathya Sai Education

Unity of Head, Heart and Hand (3HV)
Ceiling on Desires
Unity in Diversity
Unity of Faiths

These tenets distinguish Sathya Sai Education from other values-based programs, integrating secular and spiritual education.

- Selfless Service and Service Projects

Benchmarks of Expected Outcomes

At the conclusion of Course One: Introductory Level participants will have the knowledge and abilities to plan, manage, monitor and adapt to the situation in which they are implementing the principles of Sathya Sai Education.

At the conclusion of Course One, the participants will be able to demonstrate:

- Knowledge --- of the key elements of the Core Syllabus of Sathya Sai Education;
- Ability --- beginning to plan and implement under supervision clearly articulated learning or educational goals; and to contribute towards developing a culture and environment of Love.

A Certificate of Completion of Course One is issued when all modules, assignments, and an evaluation by the ISSE team have been satisfactorily completed.

II. Course Two: Intermediate Level

Course Two provides a more in-depth exploration of the topics in Course One, expanding the participant's understanding of the interrelationship of each topic, deepening the understanding of the role of *Sathya Sai Educare* as well as the ability to apply what has been learned, and a commitment to strive to be an exemplar of the universal human values.

Who Is It For?

All participants in Course Two must have completed Course One. It is for all those who want to continue to apply the principles of Sathya Sai Education in their respective

roles. Course Two takes the learning and experience to a more in-depth level of understanding and application. Course two meets the full training requirements of non-professional teachers who wish to participate in SSEHV Partnership School projects.

Time-Frame

The minimum requirement for Course Two consists of 48 hrs. (Eight days) of direct instruction and four follow-up sessions, based on the assessed needs of the participants, as determined by the ISSE Training Team.

Course two requires that participants actively apply the principles of Sathya Sai Education in their respective fields or interest, with approval and supervision from the team of instructors.

Readings and assignments to be determined by the ISSE Training Team.

Course Two Objectives_

Knowledge

- To expand participant's knowledge of the content and the interrelationship of each subject area
- To introduce subjects that lead to greater understanding of teaching and instruction with respect to their application to Sathya Sai Education.

Ability

- To expand the ability to apply the principles of Sathya Sai Education in the Community or Workplace and initiate a project with the oversight of an ISSE.
- To expand the ability to incorporate SSEHV in the classroom and school.
- To make a personal commitment to strive to become an exemplar of the universal human values

Course Content

The course content as outlined below can be delivered in a flexible manner to suit local conditions by moving the sequence in which elements of the content are introduced to participants.

Module One

- The Philosophy of Sathya Sai Education: Educare
- Application in Personal and Family Life
- Application to the Culture of the School/ Classroom/Workplace
- Human Values/Philosophy/Culture and the Human Personality (e.g. Ancient, Contemporary Theories of Moral/Character Development)
- The Five Teaching Techniques, and Other Compatible Strategies in Depth

Module Two

- Writing Lesson Plans , Units, Themes and Projects in Educational Settings
- Behavior and Classroom Management Techniques
- Group Dynamics, Communication, Collaboration and Leadership Skills
- Application of the Direct and Indirect Models in Various Educational Venues: schools, community projects, workplace, etc.

Module Three

- The Five Human Values from the Perspective of the Major Religions, Relevant Local Culture/s, and National Education Priorities and Policies (continued from Course One)
- Integrating the Core Tenets of Sathya Sai Education in the Class, School, Home, Community, Workplace or Profession.

Unity of Head, Heart and Hand (3HV)
Ceiling on Desires
Unity in Diversity
Unity of Faiths

Benchmarks of Expected Outcomes

At the conclusion of Course Two - Intermediate Level, the participants will have expanded their knowledge and ability to plan, manage, monitor and adapt to the situation in which they are implementing (or are expected to implement) the principles of Sathya Sai Education, and will have a more in-depth understanding of the process of self-transformation associated with Sathya Sai Education.

At the conclusion of Course Two, the participants will be able to demonstrate:

- Knowledge --- expansion of their knowledge and deeper understanding of the interrelationship of the key elements of the Core Syllabus of Sathya Sai Education.
- Ability --- in planning and implementing a project that incorporates the principles of Sathya Sai Education.

A Certificate of Completion of Course One is issued when all modules, assignments, and an evaluation by the ISSE team have been satisfactorily completed.

III. Standard Diploma Course (Final Requirements)

Completion of an ISSE Standard Diploma Course includes the following:

- Successful completion of Courses One and Two
- Development of a Project, Self-Assessment of the Project, and submission of Full Report, including: Purpose, Intended Outcomes, Background, Description, Time-Frame, Assessment Procedures and Achievements

Who Is It For?

Teachers in Sathya Sai Schools and all ISSE Trainers must complete the Standard Diploma Course. All others who have completed Courses One and Two may go on to complete the Standard Diploma Course.

Time-Frame to complete the final requirements

An additional 36 days will be required to complete a Standard Diploma Course, after having successfully completed Course One and Course Two. This brings the total commitment for a Standard Diploma in Sathya Sai Education to a total of 52 days.

Objectives

Knowledge

- Of the means through which Sathya Sai Education can be applied in varied settings through formal, non-formal and informal channels of education
- Deeper knowledge of the similarity, beliefs, values and metaphysical principles of other faiths
- Deeper understanding of the human personality and its relationship to the five universal human values.

Ability

- To integrate the Philosophy of Sathya Sai Educare and the Pedagogy of Integral Education into a standard curriculum or educational programme at primary and secondary levels.
 - To make a personal commitment to strive to become an exemplar of the universal human values

Course Content

The course content as outlined below can be delivered in a flexible manner to suit local conditions by moving the sequence in which elements of the content are introduced to participants.

Module One

- The Role of Values in Education: Introducing the concept of values; how values contribute to the development of self, relationships, the society, and environment.
- Introducing Human Values to the State or National School Curriculum
- Introducing Human Values to Community

Linking Human Values to National and Local Culture

Linking Human Values to Scientific Knowledge through Mathematics and the Sciences

- The Core Tenets of Sathya Sai Education in Depth
 - The Unity of the Head, Heart and Hand (3HV) and The Role of Conscience
 - Unity in Diversity (Science and Spirituality in Depth)
 - Unity of Faiths (Similarity of beliefs, values, metaphysical principles, etc.)
 - Ceiling on Desires/Living a Spiritual Life
 - Human Values, the Human Personality and Nature: The Five Elements, Five Senses and Five Sense Organs

Module Two

- The Culture and Environment of a Sathya Sai School
- The Unique Legal and Pedagogical Requirements of the Sathya Sai School (for which the teacher is working or is training to work)
- Human Values, Philosophy, and Culture/s (specific attention to the religion and culture in which the participant will be teaching) in Depth
- Assessment/Evaluation and Basic Research Techniques (relative to the implementation of Sathya Sai Education in various settings)

Benchmarks of Expected Outcomes

At the conclusion of the Standard Diploma Course - Final Requirements, participants will be able to fully integrate the principles of Sathya Sai Education into any standard curriculum or educational programme using the Direct, Indirect and Co-Curricular Models. Participants will be able to identify the elements of a culture or organizational arrangement (be that a school, community program, workplace or professional environment), to ensure successful integration and implementation of the principles of Sathya Sai Education. Participants will also be able to use basic assessment, evaluation and research techniques, relative to the implementation of SSEHV in Partnership Schools and the Community, or the principles of Sathya Sai Education in the workplace or professional environment .

At the conclusion of the Standard Diploma Course - Final Requirements, participants will be able to demonstrate:

- Knowledge --- of the means through which Sathya Sai Education can be introduced to a State or National curriculum or in a Community or Professional setting; deeper knowledge of the similarity, beliefs, values and metaphysical principles of other faiths; deeper understanding of the human personality and its relationship to the five elements.
- Ability --- to integrate the Philosophy of Sathya Sai Educare and the Pedagogy of Integral Education into a standard curriculum or educational programme
- To make a personal commitment to strive to become an exemplar of the universal human values.

An ISSE Standard Diploma is conferred after the successful completion of the Final Requirements for the Standard Diploma Course (including Course One and Two) and satisfactory evaluation by a team of internal and external reviewers.

IV. Advanced Diploma Course

Who is it for?

- For Professional Teachers in Sathya Sai Schools
- For those who have successfully completed the Standard Diploma Course, and would like to do research as follows:

Research on SSEHV in Schools

Research on SSEHV in the Community or Workplace

Research on SSE

Research on Sathya Sai Parenting

Time-frame

The time-frame for the Advanced Diploma Course is dependent upon the nature of the research and is negotiated between the student and the ISSE team or instructor providing the Course. As it is based on a research design, the duration of the research itself will be dependent upon that design, but should generally reflect a year of study.

Course Content

Module One

- Human values, Nature: the Five Elements, Five Senses, Five D's
- Sathya Sai Education and the Education of Children with Special Needs
- Developmental Stages of Learning: Early Childhood through Adult

Module Two

- Advanced Research Design/Assessment and Evaluation Techniques
- Development of a Research Topic and Design
- Implementation of Research
- Completion of Thesis

An ISSE Diploma of Advanced Studies is awarded to participants who have successfully completed both the Standard and Advanced Diploma Courses.

V. Quality Assessment and Evaluation of ISSE Courses

Assessment of the effectiveness of each of the three components of the Standard Diploma Course and the Advanced Diploma Course should take two forms:

- **On-going Assessment and Final Evaluation of the Diploma Courses**

An ISSE assessment should include an on-going review and evaluation of the quality of the Courses. The full assessment should take into account participants' perceived value and quality of the course content and instruction.

This assessment should be conducted by the Training Team, or those responsible for the Training Programme. SSSWF may, in lieu of or in addition to, designate external evaluators for the assessment.

On-going Assessment and Final Evaluation of Participants

There should be periodic assessments of participants' progress, based on the established benchmarks.

Final evaluation of the Course and final evaluation of participants' progress should include:

- A pre-training base line for new participants in Course One, establishing prior knowledge, ability and experience; periodic verbal and written assessments of the participants' progress and assignments, and a final evaluation.
- Post-Course One, Post-Course Two, and Post Diploma Courses evaluation of the quality of the Course and of the participant

Assessment and Evaluation Measures

The assessment can be conducted through formal observations, focus group discussions, peer-observation, participant questionnaires, and individual conversations with participants during and at the conclusion of the Courses.

Assessment procedures and final evaluations of the quality of the course and of the participants should be documented by the ISSE Training Team.