



The Art of Living Teachers Development Program for EMRS Teachers: Report

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ISSUED BY

The Art of Living

REPRESENTATIVE

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The Art of Living



Introduction & Background

The Art of Living

The Art of Living, founded in 1981 by Gurudev Sri Sri Ravi Shankar, is a not-for-profit, educational and humanitarian NGO (Non-Governmental Organization) engaged in stress management and service initiatives. The organization operates globally in 155 countries and more and has touched the lives of over 370 million people

The programs are guided by **Gurudev's philosophy of peace: Unless we have a stress-free mind and a violence-free society, we cannot achieve world peace.** To help individuals get rid of stress and experience inner peace, The Art of Living offers stress-elimination programs which include breathing techniques, meditation and yoga. **These programs have helped millions around the world to overcome stress, depression and violent tendencies.**

The Art of Living harnesses timeless wisdom, innovative processes and techniques which equip participants with tools to overcome stress on a day-to-day basis and create better awareness and belongingness. The Art of Living Yoga and Meditation program for teacher development makes teacher stress-free as well as gain insights into handling children and teenagers, and communicate with them in a better way. Students develop and strengthen emotional skills, thinking skills and social skills crucial to student life as well as adult life. These programs were empaneled by CBSE as Capacity Building Programs for Middle School and High School Students and Capacity Building Programs for Teachers in 2014-15.

EMRS

EMRS is a Government of India scheme for model residential schools for Indian tribal (ST, Scheduled Tribes) across India started in the year 1997-98. It is one of the flagship interventions of the Ministry of Tribal Affairs to impart quality education to ST children in remote areas in order to enable them to avail of opportunities in high and professional educational courses and get employment in various sectors. The schools focus not only on academic education but on the all-round development of the students. Each school has a capacity of 480 students, catering to students from Class VI to XII.

Over the years of its establishment, the Ministry has initiated several steps to foster quality education in EMRS schools. With an objective of imparting quality education, the Ministry realizes that continuous professional and personal development of teachers is equally important for overall enhancement of teachers' competencies and wellbeing. In the process of successful implementation of EMRS scheme in providing quality education to its students, organization of regular teacher training development program plays an indispensable role.



Purpose of Training

Research literature affirms that there are pressures on teachers not only at work, but also in one's personal and social lives. The instances of teacher burnout are common across the globe. The stress and pressure created, along with the inability to deal with them, ultimately affects teachers' state of mind, efficiency, inter-personal relationships, health and morale which ultimately have an indirect impact on the students' development and well-being.

The program aims to facilitate the process of self-awareness and introspection bringing about innate qualities which are central to providing good education to children. It will also help the teacher to create a stress free and happy environment in the class. In addition to professional and domain skills, one requires to equip themselves with tools and techniques that empower them to overcome negativity, stress, anxiety, limiting emotions and bringing much needed positivity, enthusiasm and clarity of mind for personal excellence. The program aims to equip individuals to enhance and maintain good energy levels, improve inter-personal relationships which will help them to achieve much needed physical, mental and emotional well-being.



Objectives of Training

The modules in the program are aimed to understand and achieve the following for teachers, through interactive processes, games, discussions, besides learning some tools and techniques:

- a. Build understanding on child behavior patterns and how to effectively and empathetically deal with the students
- a. Develop communication skills to enable two-way communication and help improve the teacher- student bond and create positive environment around children.
- b. Improve life skills, productivity, efficiency and managing emotions, especially dealing with a negative mindset
- c. Understand natural characteristics of the mind and tips to deal with them
- d. Understand dynamics of inter-personal relationships
- e. Enhance human values like leadership qualities, sense of responsibility, and belongingness



Targeted Sample

As a pilot project the training program was conducted for 2 states – Karnataka and Telangana consisting of 50 teachers from approx. 10 EMRS schools.



Resource Persons

1. **Suraj Nair:**

Suraj Nair is an international faculty of the Art of Living Leadership Programs since 2002. He has been associated with the organisation since 1996. He has taught more than 500 Breath and Meditation Workshop to the Corporate houses, Government Agencies and thus helps in spreading a stress free and happy environment in the work cultures of various organisations and people.

2. **Gouri Nair:**

Gouri Nair is an international faculty, working with the Art of Living for more than 20 years. She is also a Teachers Trainer for Children and Teens program teachers. She has been instrumental in working with government agencies and bringing a smile in the lives of children and teachers alike.

3. **Rajendra Singh Gandhi:**

Rajendra Singh Gandhi is a dynamic entrepreneur imparting teachings and transforming lives of thousands of individuals across globe, bringing profound shift in their attitude to lead a quality and stress free life, full of values. He is also a Teachers Trainer for Children and Teens program teachers.



Date and Duration

DESCRIPTION	DATE	DURATION	TIMINGS
Pre-Program Research data point	25 th September, 2020	30 mins	11:30 to 12 pm
The Art of Living Teacher Development Program	28 th September to 6 th October, 2020	2.5 hours	4 to 6:30 pm
Post-Program Research data point	6 th October	30 mins	6:45 to 7:15 pm
1st Follow up	4 th November	1 hour	4 to 5 pm
40-day research data point	9 th November	30 minutes	4:00 to 4:30 pm
2nd Follow up	Dates to be worked out	1 hour	4 to 5 pm
3rd Follow up	Dates to be worked out	1 hour	4 to 5 pm



Conduct of Training

The training was conducted online for 5 days from 28th September to 3rd October for 2.5 hours per day. We had teaching faculty assisted by more than 4 volunteers. The training was imparted bilingually in Hindi and English language, along with regional language translations in Kannada and Telugu. It contained practical tools and techniques as well as tenets to remove mental, emotional and physical stress which is faced daily by school teachers.

Interactive discussions were conducted to bring out the various aspects of the program and the techniques and tools taught everyday were practiced and built upon. Individual attention was given to all participants to ensure that the techniques taught were learnt and practiced correctly.

Discussion were also conducted on how to effectively handle the challenges in communicating with children and teens in a class room environment.



Module Details

The program modules:

1. Understanding child psychology and how to effectively deal with children
2. Enhancing personal excellence for increasing efficiency and productivity
3. Improving the health triangle of physical, mental and emotional well-being

The modules in the program help teachers understand and achieve the following through interactive processes, games, discussions and learning some tools and techniques

Day	Modules
Day 1	<ol style="list-style-type: none"> 1. Develop communication skills 2. Understand natural characteristics of the mind and tips to deal with them 3. Science of Body-Breath-Mind complex 4. Enhance physical, mental and emotional well-being through learning <ol style="list-style-type: none"> 1. Breath modulation for focus and relaxation 2. Short and Medium Yoga sequences 3. Science of Body-Breath-Mind complex
Day 2	<ol style="list-style-type: none"> 1. Improving life skills, productivity, efficiency 2. Managing emotions, especially dealing with a negative mindset 3. Short and Medium Yoga sequences 4. Sudarshan Kriya – a powerful breathing technique, proprietary of The Art of Living
Day 3	<ol style="list-style-type: none"> 1. Understand dynamics of inter-personal relationships 2. Sudarshan Kriya – a powerful breathing technique, proprietary of The Art of Living 3. Short and Medium Yoga sequences 4. Home practice instructions
Day 4	<ol style="list-style-type: none"> 1. Enhance human values like leadership qualities, sense of responsibility, and belongingness 2. Sudarshan Kriya – a powerful breathing technique, proprietary of The Art of Living 3. Short and Medium Yoga sequences
Day 5	<ol style="list-style-type: none"> 1. Build understanding on child behaviour patterns 2. How to effectively and empathetically deal with the Children 3. How to effectively and empathetically deal with teens



Techniques:

Enhance physical, mental and emotional well-being through learning –

- a. Yoga, Pranayama and Meditation:
 - Meditation and Power Nap Techniques
 - Science of Body-Breath-Mind complex
 - Breath modulation for focus and relaxation
- b. Sudarshan Kriya – a powerful breathing technique, proprietary of The Art of Living
- c. Short and Medium Yoga sequences



Strategies:

- Practical tools and methods to overcome stress – such as Yogasanas and breathing exercises
- Discussions to involve the participants in introspecting about the best way to overcome stress
- Reflections to dive within oneself and perceive correctly and accept situations



Methods:

- Yogasanas
- Various breathing exercises including Sudarshan Kriya
- Discussions about situations we face every day and simple tenets to overcome stressful situations
- Brainstorming
- Processes
- Role play
- Group discussions

Impact of Training:

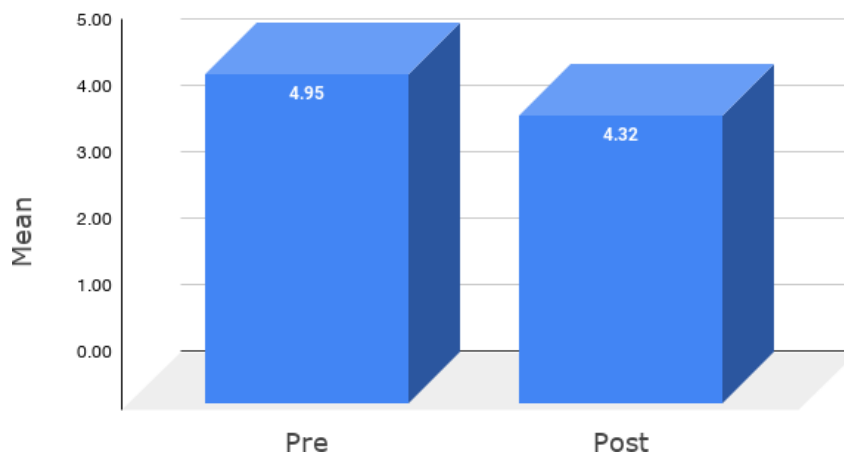
Significant improvement was observed in the teacher's job-related stress levels, mental and physical health, connectedness with students and staff. Their efficacy related to instructional strategy was improved and their burnout was reduced immediately after the workshop. Overall they perceived social connectedness.

Participants reported that with the practice of the techniques taught, they observed an improvement in their confidence, stress relief, being in the present moment and dealing with children more easily.

The pre and post research tool administered by Sri Sri Institute of Advanced Research measured the impact of the program on various parameters. Some of the findings are given below and the detailed research report is submitted for your reference.

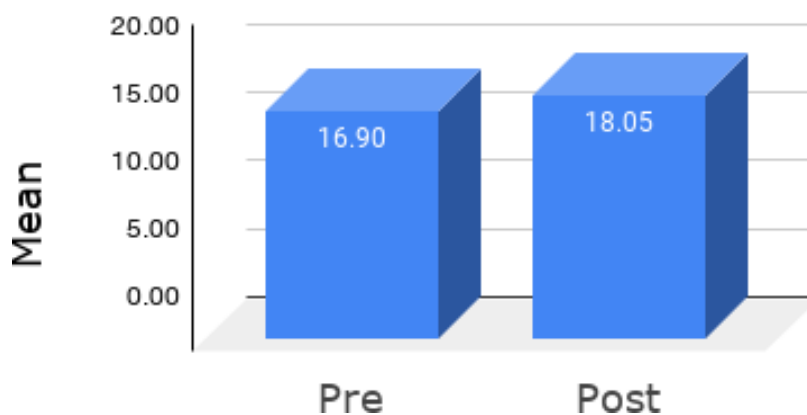
1. Job related stress

On a scale of 1 to 10, mean values reduced by 6.3% immediately after the workshop.



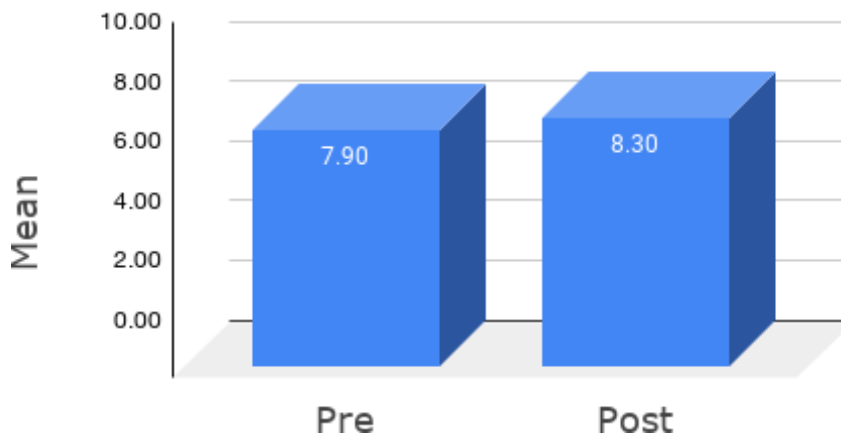
2. Coping abilities related to job stress

Teachers coping abilities related to job stress were significantly improved with their mean score increasing from 16.9 before the workshop to 18.05 after the workshop.



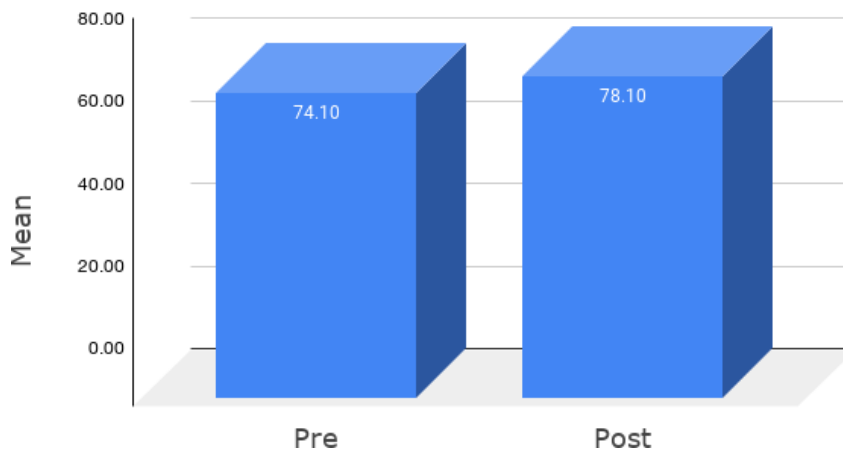
3. Self-reported health

On a scale of 1 to 10, a 4% increase was seen in their self-reported health.



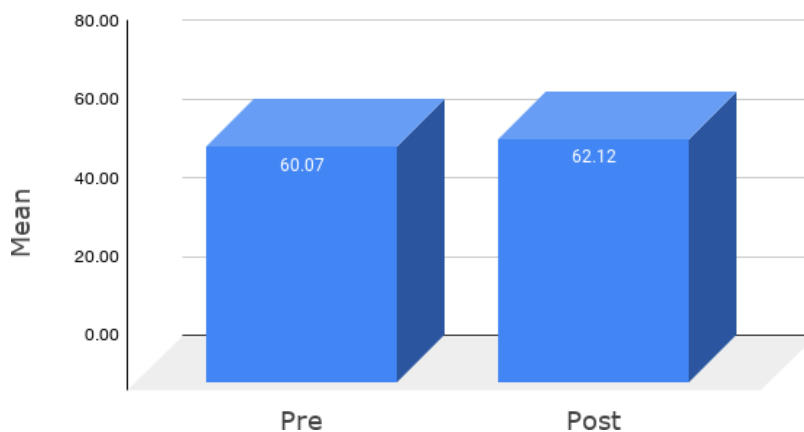
4. Mental well-being

Mental wellbeing mean score increased from 74.1 before the workshop to 78.1 after the workshop.



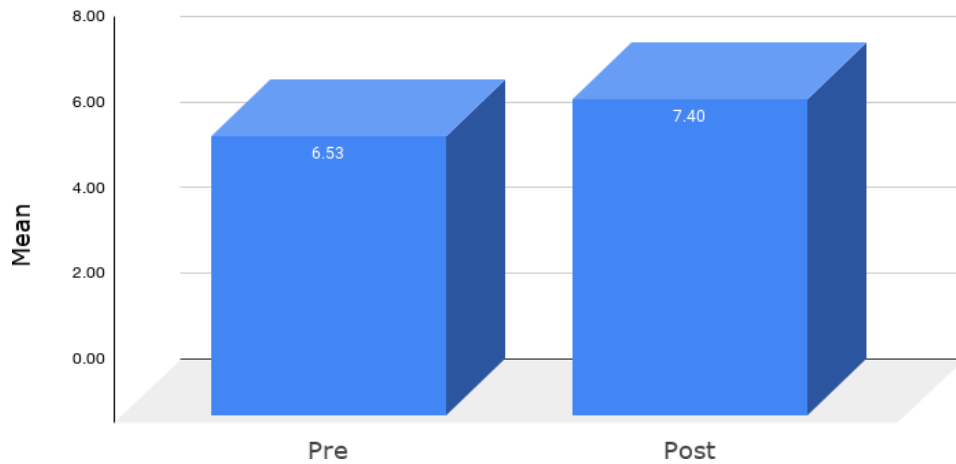
5. Teacher's burnout

Reduced significantly with higher mean scores post workshop (62.12) than the mean scores found before the workshop (60.07).



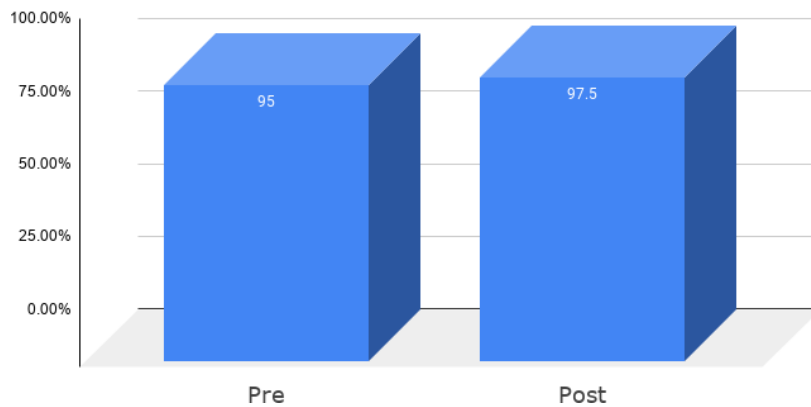
6. Feeling of being supported by fellow teachers and staff members

Immediately after the workshop on a scale of 1-10, Teacher's feeling of being supported by fellow teachers and staff members saw an average increase of 8.7%.



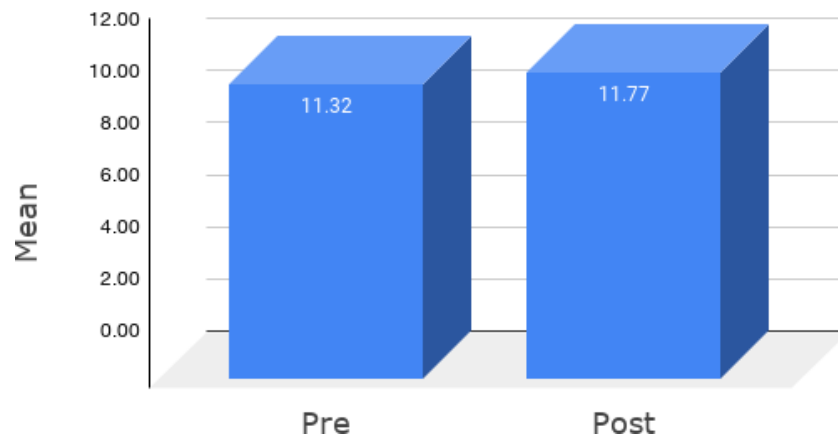
7. Feeling responsible for students' mental and physical health inside and outside the classroom

A 2.5% increase was observed immediately after the workshop.



8. Teacher's attitude towards student

Teacher's attitude towards student positively changed with their mean score increasing from 11.32 before the workshop to 11.77 after the workshop.





Participants Feedback

*Its really wonderful and much needed program for every individual to combat with day to day problems in our lives - **Balakrishna Adumulla***

*Feel very happy and relaxed - **Bhukya Gowthami***

*It's wonderful experience. Good training program - **Volloji Srinivas***

*It's one of the wonderful programme to us. Because I gained a lot of knowledge & learned lessons. Yoga classes very very important to improve our health & spirit. - **Anitha Nagajjanaver***

*I have completely new experience in this program...Very scientific... Decrease negativity... Positive Thinking Etc.. – **Boranna B***

*Nice. Increasing the energy and power - **Vadapalli Rajani***

*In this covid session the program very help full to us. The program built confidence in us – **Anil Kamde***

*I feel it is the most important need for present world in managing stress. - **Rajkumar Kothapally***

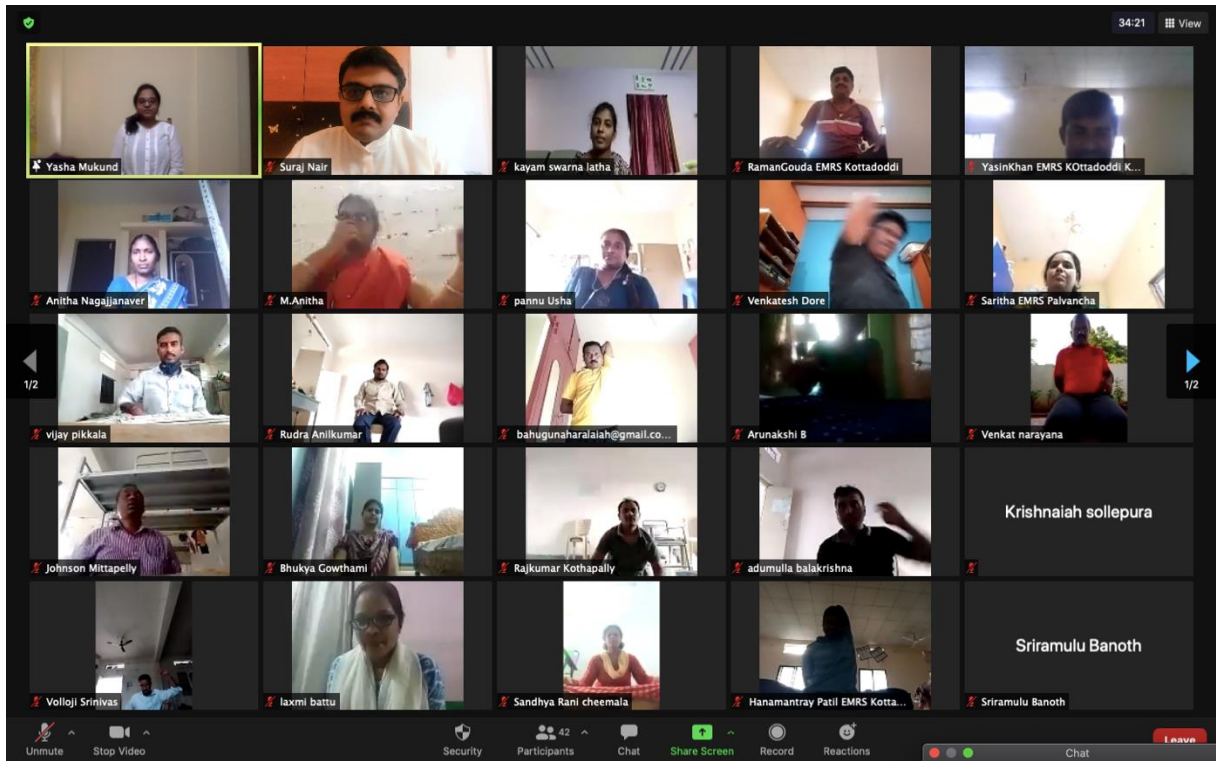
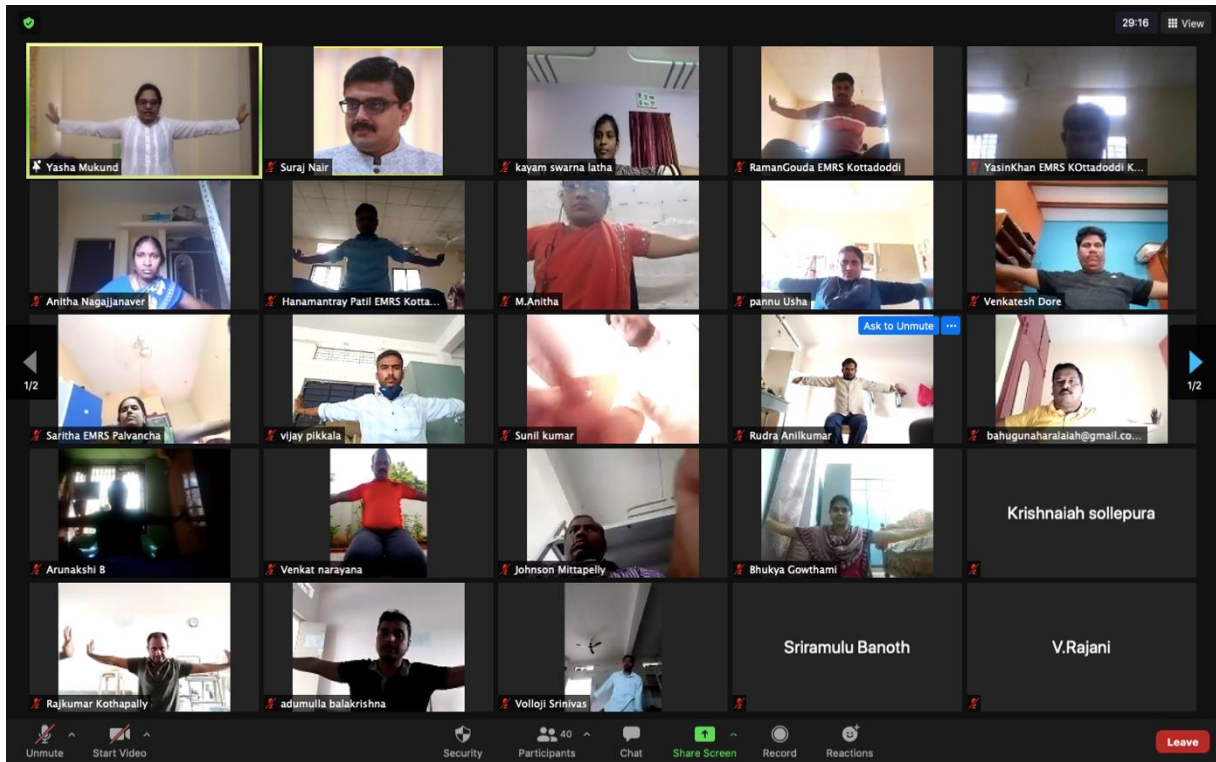
*I feel Stress-free, healthy, confidence level increased. I learned how to live in present movement. Learnt how to get stress-free and deal with children happily. – **Laxmi Battu***



Feedback for future trainings

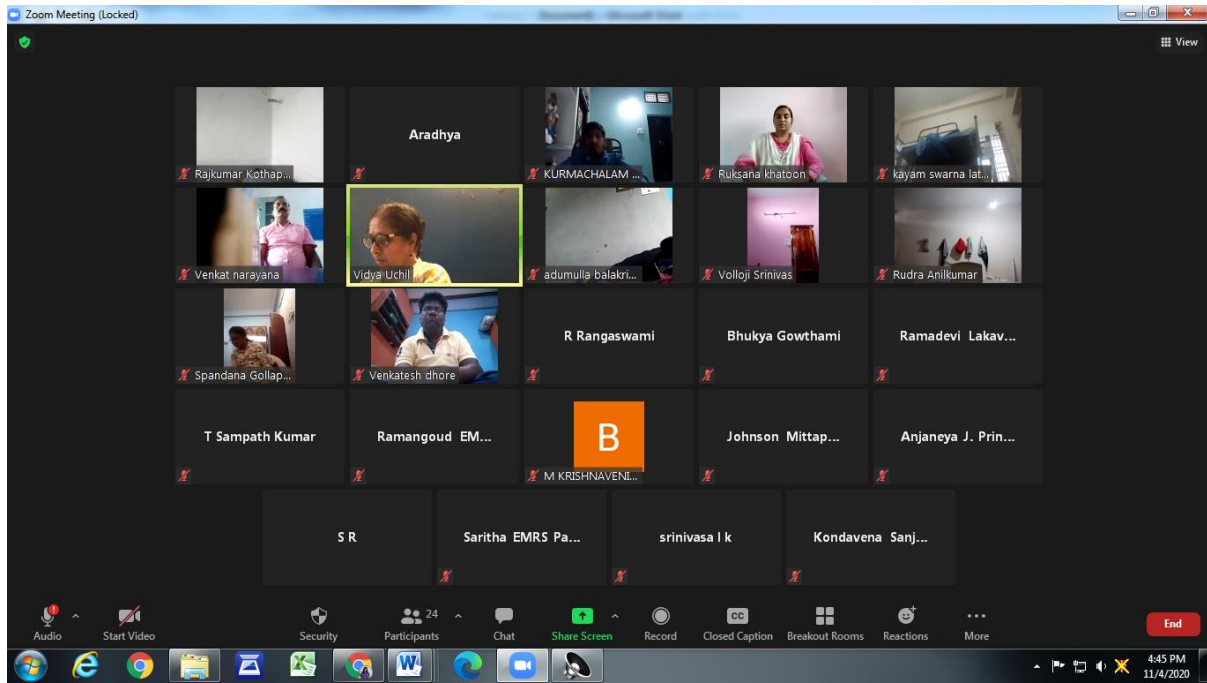
1. Zoom Training Sessions can be scheduled a week-in-advance for participating teachers to create familiarity with the online mode.
2. Instructions for successful execution of training necessitate strict instruction to teachers from the Ministry for assuring 100 percent attendance, video mode on, adherence to timings, etc.

Snapshots



Zoom Meeting (Locked)

View



A grid of 24 Zoom meeting participants. The grid is arranged in 4 rows and 6 columns. The participants are: Row 1: Rajkumar Kothap..., Aradhya, KURMACHALAM..., Rukana khatcon, kayam swarna lat...; Row 2: Venkat narayana, Vidya Uchil..., adumulla balakri..., Volloji Srinivas, Rudra Anilkumar; Row 3: Spandana Gollap..., Venkatesh dhore, R Rangaswami, Bhukya Gowthami, Ramadevi Lakav...; Row 4: T Sampath Kumar, Ramangoud EM..., M KRISHNAVENI..., Johnson Mittap..., Anjaneya J. Prin...; Row 5: S R, Saritha EMRS Pa..., srinivasa l k, Kondavena Sanj...; Row 6: Audio, Start Video, Security, Participants (24), Chat, Share Screen, Record, Closed Caption, Breakout Rooms, Reactions, More, End.

Participants visible in the grid:

- Rajkumar Kothap...
- Aradhya
- KURMACHALAM ...
- Rukana khatcon
- kayam swarna lat...
- Venkat narayana
- Vidya Uchil...
- adumulla balakri...
- Volloji Srinivas
- Rudra Anilkumar
- Spandana Gollap...
- Venkatesh dhore
- R Rangaswami
- Bhukya Gowthami
- Ramadevi Lakav...
- T Sampath Kumar
- Ramangoud EM...
- M KRISHNAVENI...
- Johnson Mittap...
- Anjaneya J. Prin...
- S R
- Saritha EMRS Pa...
- srinivasa l k
- Kondavena Sanj...

Zoom Meeting Controls:

- Audio
- Start Video
- Security
- Participants (24)
- Chat
- Share Screen
- Record
- Closed Caption
- Breakout Rooms
- Reactions
- More
- End

System Tray:

- 4:45 PM
- 11/4/2020