

## CONTINUING PROFESSIONAL DEVELOPMENT (CPD) POLICY

TSYP is committed to ensuring the highest quality of teaching. We recognise that learning is a lifelong process which informs both our personal development and competence as a teacher. To this end, and in line with the TSYP [Code of Ethics](#), teaching members of TSYP are expected to complete a minimum of twenty hours CPD annually. TSYP will spot check five percent of the membership's CPD every year as part of the quality assurance process.

### 1. Activities that qualify for CPD

#### 1.1. Attendance at CPD events (which may be face-to-face or online)

- 1.1.1. TSYP CPD events.
- 1.1.2. Other events linked to the Desikachar tradition.
- 1.1.3. External events, if relevant and useful to teaching progression and agreed with mentor.

#### 1.2. Formal training leading to further qualifications

- 1.2.1. Any training that contributes to development as a teacher/therapist in this tradition.

#### 1.3. Mentoring

- 1.3.1. One-to-one mentoring for personal and professional development.
- 1.3.2. Mutual mentoring.

#### 1.4. Supervision

- 1.4.1. One-to-one supervision.
- 1.4.2. Group supervision.
- 1.4.3. Peer supervision.

#### 1.5. Self-directed learning

- 1.5.1. One-to-one study with a mentor.
- 1.5.2. Participation in a study group.
- 1.5.3. Attendance of one-to-one tuition (e.g., chanting lessons).
- 1.5.4. Completion of relevant online course (e.g., Coursera or FutureLearn).

#### 1.6. Observation

- 1.6.1. Observing or being observed teaching, i.e., acting as or receiving feedback from 'a critical friend'.

#### 1.7. Professional contribution

- 1.7.1. Researching and publishing an article (internally on TSYP website or externally e.g., Spectrum).
- 1.7.2. Publishing a book review internally or externally.
- 1.7.3. Representation of TSYP at events e.g., BWY Annual Congress.
- 1.7.4. Organisation of events such as the annual event.
- 1.7.5. Serving on a TSYP committee.

## 2. CPD Requirements

- 2.1. Teacher Members must complete a minimum of 20 CPD hours per year which they self-declare.
- 2.2. One CPD point will be earned for every one hour of learning/CPD activity.
- 2.3. Teachers in Training are required to complete mentoring and observation over the duration of their course.
- 2.4. There will be varying requirements dependant on the teacher's experience and the activities they undertake as follows:

CPD Activity	Teacher in Training	Member experience (years post qualification in Desikachar tradition)	
		Less than 5 years	5 years & above
Attendance at CPD events	N/A	Minimum 6 hours in the tradition	
Mentoring and Supervision dependent on the individual's case load	25 hours supervision over 3 years with a TSYP Supervising Mentor.	Minimum 6 hours, with minimum 4 hours one-to-one mentoring/supervision	Minimum 6 hours in any combination of one-to-one, group or peer supervision
Any combination of Self-directed Learning and/or Professional Contribution	N/A	No limitation	
Other qualifying activity	7 hours observation over 3 years	No limitation	

## 3. Difficulties in Fulfilling CPD Requirements

- 3.1. If they are facing issues which prevent them from fulfilling their annual CPD requirement, a teacher/therapist member should speak to their mentor in the first instance to develop, jointly, an action plan in order to resolve the situation in an informal way.
- 3.2. In such circumstances, the mentor will inform the Director of Education and Training of the agreed action plan, which will then be monitored by the mentor, while providing appropriate support to the said teacher.
- 3.3. Should a teacher member fail to fulfil their annual CPD requirement and also fail to address the matter with their mentor or the Director of Education and Training, the teacher will be contacted by the Director of Education, having consulted with the Membership Secretary, to inform them that they have been removed from the relevant TSYP teachers' register and moved to the practitioner register for the remainder of that membership year. Thereafter, the teacher may renew their practitioner membership should they wish to do so, or they may re-join TSYP as a teacher/therapist if the necessary CPD requirement has been fulfilled.
- 3.4. The teacher/therapist may appeal the above decision and should refer to the [TSYP Complaint Policy](#).

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