



**ESD Europe mentoring process**  
**With collaboration with ESD Global Inc**

*ESD Europe mentoring system follows the process of ESD Global instructor's certification. The level program is recognized and certified by ESD Global Director of Continuing Education.*

It is not required that graduates of the Level 1 program seek certification. However, for those interested in becoming certified instructors, this process provides a guide for their professional development.

**There are 4 levels to certification**, each level suggests:

1. Active participation in the Continuing Education Program.
2. A set number of hours of training/teaching time.
3. The writing or videotape discussion case study on specific questions about the classes taught by the applicant.
4. Participation in additional training opportunities.
5. Recommendation from the current Coach or Mentor.

**ESD Europe LEVEL 1:** In-Person Introduction to ESD Europe's Empowerment Self-Defense Instructor Certification Program.

**GOAL:** At completion of ESD Europe Level 1 Instruction: Participants are able to teach Empowerment Self-defense classes, which may range from 3-10 hours.

*ESD Europe Provides:*

1. 45 - 60 hours of ESD Level 1 Training.
2. An ongoing connection to an ESD Coach for a period of 6 months.
3. Access to advisors as requested.
4. ESD Coach for the first 6 months
5. Availability of a mentor after the 6 months period, for longer term development, professionalizing and specialization.

**Post ESD Level 1 Training graduate requirements:**

1. Engage with ESD Coach or Mentor, training cohort, and/or other ESD graduates in their region.
2. Complete and document 30 hours of free or low cost ESD teaching.

**ESD Europe LEVEL 2:**

**GOAL:** Level 2 Instructors are able to teach basic ESD classes competently and to seek additional training to build their skills in teaching students who have experienced trauma and in ways to adapt their curricula to reflect the cultures and experiences of participants.

**Application for ESD Global Level 2:** Graduates work with their ESD Coach or Mentor to complete and submit the following information:

1. **Engagement:** Continue engagement with ESD Coach or Mentor, Graduate Cohort, and/or other ESD graduates in their region.
2. **Teaching hours:** Complete and document an additional 20 hours of teaching (classes of all lengths). For a total of 50 teaching hours.
3. **Case studies:** Three (written or videotaped) case studies of ESD basics classes. Each case studies should include:
  - a. What worked well and why?
  - b. What could be improved?
  - c. Did the participants show progress over the length of the course?
  - d. How did the class help you to grow as an ESD instructor?
4. **CV or Resume:** Brief resume of community and professional background and training.
5. **Class Plan:** A detailed class plan, written by the applicant, for a course or workshop of at least 2 hours in length.

**Application Review Process:**

1. Applicant submits case studies and other materials to their assigned ESD Coach or Mentor for review.
2. Applicant and Coach/Mentor meet to discuss materials and need for any changes.
3. Submit a recommendation and the materials to the Regional Certification Committee & Continuing Education Officer.
4. Application is reviewed by the Regional Certification Committee. The Coach /Mentor and Applicant are notified if the materials are approved as submitted or if additional work will be required.

**ESD Europe LEVEL 3:**

**GOAL:** Level 3 Instructors are able to show full competency in teaching multi-session ESD basics classes to at least one special population in their chosen area.

**Opportunities:** Level 3 Instructors are eligible for consideration as:

1. Level 1 assistant ESD Trainers: Level 3 graduates can apply to act as an assistant at a ESD Level 1 training. Over time they can gain the experience needed to become Lead Instructors with ESD Europe.
2. Coach, Advisor, or Peer Mentor: Level 3 graduates interested in assisting newer graduates can work with their own ESD Coach / Mentor to apply to support a new cohort of ESD Global graduates. Peer support can act as preparation for becoming a full ESD Coach or Mentor.

This support can take shape in the following ways:

- Working one-on-one with an L1 graduate;
- working with a small group of instructors, frontal or online, in order to hone a specific skill or ability;

- recording a webinar or offering a zoom class focused on a specific subject or skill.
- Those projects can be time-limited and will be counted towards Level 3.

**Application for ESD Europe LEVEL 3:** Graduates work with their Mentors to complete and submit the following:

1. **Engagement:** Continue engagement with ESD Coach or Mentor, Graduate Cohort, and/or other ESD graduates in their region.
2. **Teaching hours:** Document an additional 50 hours of teaching/training in ESD. (including hours mentioned in clause 2)
3. **Training:** Participation in 3-5 workshops (in person or online) on varying topics (some listed below) that enhance ESD teaching skills. Training may be provided by ESD Global, ESD Europe or other reputable presenters. Multi-session training hours count towards the required 50 hours.

Note: At least one training must focus on understanding trauma and working with survivors of trauma. Training must be provided by qualified instructors and attendance and content documented.

- Teaching Survivors of Violence.
  - Racism, homophobia, gender bias, and other civil and human rights issues.
  - Working with Culturally Diverse Populations.
  - Teaching in the LGBTQIA+ Community.
  - Teaching people with Diverse Abilities.
  - The research base of ESD.
  - Business and Marketing.
  - Social entrepreneurship or Social Enterprise.
  - Anatomy and Physiology in the self defense teaching context.
  - Youth at high risk for violence.
  - Teaching Children, young adults, or older adults.
  - Sexual Harassment, Assault, Stalking, and Relationship Abuse.
  - Teaching Survivors of Sex Trafficking and/or Former Sex Workers.
  - Immigration and Refugee issues.
4. **Case Studies:** Three (written or videotaped) case studies of ESD classes with a focus on the group experience:
    - Reflection on how students interacted as a group
    - How they responded to ESD material
    - Elements of the course that were most effective
    - Elements that were least effective.
    - Any curriculum adjustments made in response to needs and concerns of students.
  5. **Videos:** Submit video(s) of the applicant teaching ESD (Note: this may be one longer video or several short clips) showing the following:
    - Introducing a class including group agreements.

- Running an awareness game (Think principle).
- Teaching a verbal skill (Yell Principle).
- Teaching two physical skills.
- Interactive discussion of Tell Principle

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2. Applicant and Coach/Mentor meet to discuss materials and need for any changes.
3. Submit a recommendation and the materials to the Regional Certification Committee & Continuing Education Officer.
4. Application is reviewed by the Regional Certification Committee. The Coach /Mentor and Applicant are notified if the materials are approved as submitted or if additional work will be required.

### **ESD Europe LEVEL 4:**

**GOAL:** Level 4 Instructors are able to competently and comfortably teach ESD classes in varying circumstances to a range of diverse groups and speak confidently and accurately about the impacts of ESD in reducing violence.

**Opportunities:** Level 4 Instructors are eligible for consideration as:

1. Lead Co-trainers for ESD Global instructors training programs
2. Lead Level 1 in coordination with ESD Europe
3. ESD Coach, Advisor or Mentor: Level 4 graduates interested in assisting newer graduates can apply to assume these roles with a new cohort of ESD Global graduates.

### **Application for ESD Europe Level 4:**

Graduates work with their Mentor to complete and submit the following:

1. **Engagement:** Continue engagement with ESD Coach or Mentor, Graduate Cohort, and/or other ESD graduates in their region.
2. **Teaching hours:** Document an additional 50 hours of teaching/training in ESD.  
Note: Peer Mentor hours can be counted towards this total.  
Additional hours counted toward Level 4: Working one-on-one with a lower level instructor; working with a small group of instructors, frontal or online, in order to hone a specific skill or ability; recording a webinar or offering a zoom class focused on a specific subject or skill. Those projects can be time-limited and will be counted toward Level 4.
3. **Evaluation:** Submit evaluation information received from participants in ESD classes taught, which may include both qualitative and quantitative data.
4. **Training / Continuing Education:** Complete an estimated 20 hours of training and/or self-directed learning to broaden expertise. (See list under Level 3). Training must be provided by qualified instructors and attendance and content documented. Submit original writing/presentations or summaries of additional training completed and how the topics have been integrated into your ESD teaching. Note: this can include research and preparation for new courses. Sources may include: webinars,

conferences, attendance at meetings/discussions, reading and research around issues that are related to or impact a community.

5. **Submit 3 letters of recommendation from the following:**
  - a. A former ESD student
  - b. A co-instructor
  - c. A community partner organization
  - d. Your ESD Europe Mentor
6. **Optional Presentation:** A topic of choice related to ESD to the Mentorship Coordinator and Certification Committee.

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3. Submit a recommendation and the materials to the Regional Certification Committee & Continuing Education Officer.
4. Application is reviewed by the Regional Certification Committee. The Coach /Mentor and Applicant are notified if the materials are approved as submitted or if additional work will be required..

**Maintaining Certification:** To maintain certification with ESD Global and ESD Europe, instructors must:

1. Maintain a high standard of ESD teaching practice including:
  1. Ensuring training environments that are physically and emotionally safe, trauma sensitive and free from bias, harassment, and abuse.
  2. Commitment to ethical practice of empowerment self defense.
  3. Show a commitment to ongoing learning and development.
2. ESD Global Certification may be reviewed every 5 years.

Certification can be revoked in cases where instructors are shown to act in ways which violate the mission, values, ethics, and policies of ESD Global Inc and ESD Europe. including but not limited to:

- Harassment, assault, or abuse of a student, co-trainer, partner, or community-member.
- Fraudulent business practices
- Teaching in a way that is dangerous to students' emotional, mental, or physical health and well being