

PLOVER YOGA TEACHER TRAINING CATALOG

ORGANIZATION OF THE SCHOOL

Plover Yoga's mission is to create personal empowerment, peace, and play by making the practice of yoga accessible to all. To advance our mission, we are offering this 200-Hour Yoga Teacher Training. By creating a transformative experience for Teacher Trainees, Plover Yoga continues to empower students to be in creation of the life they want.

Plover Yoga, in partnership with Living Liberated, intends to operate a comprehensive, Yoga Alliance approved, 200-Hour Yoga Teacher Training. The training takes place over six weekends: one weekend per month over six months. As owner of Plover Yoga, Lisa Lee-Oswald, E-RYT 200 YACEP, will be present and facilitating all six weekends. In addition to Lisa being present, Living Liberated facilitators will rotate in for additional expertise each weekend. Co-Faculty include Derek Waddy, E-RYT 200, and Courtney Griffin, E-RYT 500. The training and school will also tap Kiersten Mooney, E-RYT 500, and creator of the training program, as an additional mentor and coach.

Training will be held at Plover Yoga. The studio is set up to empower each and every student to succeed. We have props and mats to serve students' bodies and practices, a clean, distraction-free studio to serve students' minds and spirits. Plover Yoga has public restrooms as well as a reception area for students to gather outside of the studio space.

Following each training, Plover Yoga will request anonymous feedback from participants on delivery of material, thoroughness and ease of use of manuals and printed materials, coaching and feedback shared with participants (whether it was helpful, how it could be more useful), amount of and feedback regarding practicum (practice teaches and co-taught classes, hands-on assists, etc.), approachability and accessibility of faculty, and anything else deemed relevant over the course of the training.

ADMISSIONS OR ENTRANCE REQUIREMENTS

Teacher Training applicants complete an application on the Plover Yoga website (<https://ploveryoga.com/plover-yoga-teacher-training-application/>). The questions on the application are:

1. How long have you been practicing yoga?
2. What modality (power, restorative, etc.) is your favorite way to practice? Why?
3. Why do you want to take Teacher Training?
4. What do you hope to discover or learn about yourself and your practice during Teacher Training?
5. Do you want to teach yoga? Why or why not?

This training is available to anyone who is interested in deepening their yoga practice; no prior practice or experience is required. Admittance to the training is first come, first served. Application questions give faculty an idea of who the participants are, participant goals and interests, and guide further conversation about independent study, future employment, and opportunities to expand participants' practice. When a student completes their application, a member of Plover Yoga's faculty will follow up over the phone to ask clarifying questions and give applicants an opportunity to ask questions themselves. During that conversation, applicants are notified of their acceptance, or, in the event that the current training is full, notified of their placement on the waitlist or into the next round of training. A follow-up email will be sent summarizing the conversation and affirming acceptance into the training or placement on the waitlist, whichever is applicable. Applications are accepted up to the day before training begins.

Participants age 18 and up are welcome to join this training.

ADVANCED STANDING (OR IF AND HOW CREDIT IS GRANTED FOR PREVIOUS TRAINING)

Prior education and experience does not count towards existing course requirements.

ACADEMIC REQUIREMENTS & STANDARDS OF PROGRESS

Participants are required to attend all 6 weekends of training. If, for any reason, a participant needs to miss time, that time would need to be made up with Plover Yoga Faculty to ensure all participants are receiving the required 180 contact hours set forth by the Yoga Alliance.

During weekends together, participants will have the opportunity to teach faculty and one another and receive coaching and feedback on their delivery, mastery of the sequence, cueing, assisting, and conversation. The goal of this training is to deliver powerful teachers; Plover Yoga and Agri Yoga Retreat faculty prioritize the art and pedagogy of teaching so that when participants graduate, they feel confident and comfortable stepping into teaching right away.

In addition to participating in the weekend training sessions, participants will be required to assist a minimum of 10 in-studio classes to gain mastery of assisting and will be required to teach a minimum of 15 community classes to gain mastery of teaching. Both the assisting and teaching requirements must be completed before a certificate of completion is awarded. Because the training is spread out over six months and participants will learn assisting and teaching early in the program, most participants are able to complete their additional requirements before the final weekend.

To support practice teaching and assisting, Plover Yoga will provide use of the yoga studio during non-class hours to teacher training participants so they can host family, friends, and community for their practice teaching. The participants will also have membership to the studio included in their tuition so they can attend classes and practice with their community.

STUDENT, FINANCIAL & ACADEMIC RECORDS

All records related to participants are kept by Plover Yoga's management software, BSport. BSport can track attendance, payments, balances due, and any other student records, and all records are able to be kept permanently. Plover Yoga's Owner is the only member of the Plover Yoga team with access to sensitive information.

CODE OF STUDENT CONDUCT

Plover Yoga and Living Liberated faculty and team adhere to the Yoga Alliance Code of Conduct in all matters. The Yoga Alliance Code of Conduct is listed below:

Code Principle 1 — Adhere to Applicable Law

Code Principle 1 requires adherence to applicable law. Members MUST abide by all local, state, provincial, national, and federal laws and regulations applicable in their location(s).

Code Principle 2 — Follow the Yoga Alliance™ Scope of Practice

Under Code Principle 2, Members MUST follow the Yoga Alliance Scope of Practice (SOP). Members MUST attest that they have read, understand, and agree to the SOP. The SOP sets out acceptable, recommended, required, and prohibited practices by which Members agree to conduct themselves while teaching yoga.

Code Principle 3 — Follow the Yoga Alliance Anti-Harassment Policy

Under Code Principle 3, Members MUST follow the Yoga Alliance Anti-Harassment Policy. Members MUST NOT harass Students, Trainees, employees, peers, other Members, other Teachers, Registered Yoga Schools (RYS™s), other schools, studios, or members of the public, in person or through online activities, now known or unknown, such as trolling, stalking, using hate speech, threatening, intimidating, reporting of false grievances, manipulating, or otherwise harassing in any form or manner.

Code Principle 4 — Follow the Yoga Alliance Sexual Misconduct Policy

Under Code Principle 4, Members MUST follow the Yoga Alliance Sexual Misconduct Policy. Members MUST NOT intentionally or negligently cause sexual harm—verbally, physically, or otherwise—to Students, Trainees, employees, peers, other Members, other teachers, or members of the public through any action, including but not limited to: actions proscribed by local, state, provincial, national, and federal laws and regulations.

Code Principle 5 — Do No Harm

Under Code Principle 5, Members MUST do no harm. Members MUST attest that they will take reasonable steps to do no harm and will not intentionally or negligently cause harm to Students, Trainees, employees, peers, other Members, other teachers, or members of the public through any action or inaction, including but not limited to

actions proscribed by local, state, provincial, national, and federal laws and regulations.

Code Principle 5 also prohibits, for the purposes of safety, the Member from teaching yoga while under the influence of alcohol or drugs, except for those drugs that have been prescribed to the Member for medical purposes by a licensed medical or mental health professional. This teaching prohibition is irrespective of jurisdictional legality and within certain yogic practices and lineages, styles, and methodologies.

Code Principle 6 — Actively Include All Individuals

Under Code Principle 6, Members MUST NOT discriminate against and SHOULD actively include all individuals. Members are expected to go beyond basic legal prohibitions against discrimination and, within their scope of practice, actively include, accommodate, and welcome all who wish to be included in the practice of yoga.

Code Principle 6 includes, but is not limited to, the following:

- a. **Avoid Discrimination:** Members MUST NOT discriminate against Students, Trainees, employees, staff, peers, or any other Members on the basis of age, gender, gender identity, sexual orientation, race, ethnicity, culture, national origin, religion, body type, personal appearance, physical or mental ability, socioeconomic status, marital status, political activities, or affiliation or any other basis proscribed by local, state, provincial, national, and federal laws and regulations.
- a. **Seek Active Inclusion:** Members SHOULD seek to actively include, accommodate, and welcome persons who are typically excluded on the basis named above in 'Avoid Discrimination' as a committed practice towards creating equity.
- b. **Provide Reasonable Accommodations:** Members SHOULD understand and facilitate to the best of their ability reasonable accommodations for people with disabilities. Members are responsible for complying with disability laws and regulations applicable in their jurisdictions, including the Americans with Disabilities Act for U.S.-based Members. For reference, the United Nations Department of Economic and Social Affairs provides a resource to Disability Laws and Acts by Country/Area which may be applicable in particular jurisdictions.
- c. **Establish Reasonable Physical Location:** Members SHOULD carefully consider the safety and accessibility of the physical location(s) of their yoga classes and workshops.

Code Principle 7 — Respect Student-Teacher Relationships

Under Code Principle 7, Members MUST respect Student-Teacher relationships.

Code Principle 7 includes, but is not limited to, the following:

- a. Consent-Based Touch: As it pertains to the act of physically assisting, the Member MUST obtain Explicit and Informed Consent before physically adjusting Students and Trainees in yoga practices. Explicit and Informed Consent can be given verbally, in writing, by an unambiguous gesture, or via a consent indicator. Silence or lack of resistance, in and of itself, does not demonstrate consent. Further, Members understand and agree that Explicit and Informed Consent is an ongoing process of communication and agency and that previous consent does not imply future permission or allow for future physical adjustment or contact of any type.
- a. Romantic and/or Sexual Relationships: The Member SHOULD NOT enter into a new romantic and/or sexual relationship with a Student or Trainee during the course of an RYST™, other school, conference, workshop, retreat, class, or other such events at which the Member is perceived to be the Teacher. If feelings do develop, or if the parties mutually agree to move forward with a romantic and/or sexual relationship during the course of the aforementioned events, the Member SHOULD suggest that the Student or Trainee find an alternate Teacher.
- b. Work Status: Members MUST abide by all local governing agencies, including but not limited to: local, state, provincial, national, and/or federal laws and regulations when hiring, working with, or engaging Students, Trainees, employees, or other Members. In cases of non-monetary work exchanges, Members MUST commit the details of those agreements to writing to decrease possible tensions and misunderstandings.
- c. Consent to Record: Members MUST NOT photograph, record video, or capture any other imagery in any other medium, nor use such imagery or such person's likeness, without the express consent of the Students, Trainees, or members of the public who are included in such photography, video, and imagery.

Code Principle 8 — Maintain Honesty in Communications

Under Code Principle 8, Members MUST maintain honesty in communications. This principle includes a duty to both refrain from certain activities and to proactively and affirmatively make certain disclosures including, but not limited to, the following:

- a. Honesty in Communication: Members MUST NOT falsely represent their professional yoga history, including but not limited to: education, training, experience, and credentials. Members MUST NOT plagiarize any copyrighted material and MUST accurately disclose the source of any teaching, writing, or resource that is not their own. Members SHOULD acknowledge their Teachers or mentors when sharing a teaching related to that relationship. Members MUST NOT make unsupported or exaggerated claims regarding the effects of yoga.
- a. Local Resources: Members MUST NOT provide advice or services in locations where they are not currently and properly licensed during or resulting from any program, including residential or immersion. In terms of disclosures, Members SHOULD create and provide referral lists of locally available resources for Students, including but not limited to: medical and mental health professionals, law enforcement, suicide prevention hotline, sexual abuse hotline, and Yoga Alliance.
- b. Cultural Responsibility: Members SHOULD educate and inform themselves about the history and genesis of yoga and proactively inform Students and Trainees of the origin and practices from the lineage, style, or methodology being taught. Members SHOULD seek to responsibly adapt yoga teachings and practices for Students of various cultural backgrounds while also understanding the existence of appropriation and commodification in contemporary yoga and its effects on Indian and other cultures and traditions.
- c. Individual Responsibility: Members SHOULD, in addition to utilizing Yoga Alliance resources, establish an individual and personalized structure for periodic and ongoing peer mentoring, support, and advice as well as self-reflection, especially around yoga and yoga teaching issues they find challenging.

In addition to adherence to the Yoga Alliance Code of Conduct, faculty, team, and participants review and agree each weekend to the following:

TEACHER TRAINING RULES OF THE GAME

ATTENDING SESSIONS

- You must attend all sessions unless given prior approval
- 100% of your participation is required at every session
- Be on time and ready at the. Start of each session

- Stay in the room during sessions
- Do not schedule other appointments during session times
- No cell phone use while in session

EATING & DRINKING

- No eating in the yoga room during classes or workshops open to the public
- All drink containers must be closed or have a lid
- Appropriately nurture yourself with food and drink and plenty of water and other fluids.
- No alcohol or mood-altering substances permitted

GROUP DISCUSSIONS

- Sit next to someone you don't know
- When not speaking, participate fully by listening generously
- Raise your hand
- No talking or adding to the conversation when someone is sharing
- No chit-chat while something is going on in the room
- No giving/asking for advice
- Avoid critiquing the process
- Respect the confidentiality of all participants
- Be responsible for the integrity of the program by reminding others of these agreements

COMMUNICATION

- Have 100% commitment to each other's success
- Trust is given not earned
- No gossip. Don't speak about each other; speak to each other
- Share from "I" vs. "We" or "You"
- Take responsibility for getting clear and complete; be coachable and be in action

OTHER

- Be aware and mindful of the other students and classes occurring
- Keep your personal items out of practice space during classes; bring multiple changes & layers of clothing
- Keep yoga studio and yoga room clean and organized. Set up and clean up before, during, and after sessions, classes, and workshops

- Mat, block, & strap – make sure you have one at all times for practice
- Always have your manual, journal, pen, & highlighter with you
- Bring enough meals, snacks, & water
- Relationships – be inclusive; include everyone

ATTENDANCE, TARDINESS & LEAVES OF ABSENCE

Attendance is required unless approved ahead of time. Approved absences are granted under the following circumstances, including but not limited to, illness, family emergency, pre-approved conflicts (when spoken about during the admissions process). In the event that participants are not able to attend, make up time must be scheduled with Plover Yoga's Owner to ensure participants receive the required 180 contact hours.

Tardiness is defined as being any amount late for any session. Clear start and resume times will always be communicated by Faculty. In the event that a student is tardy for a session, they will be asked to take accountability with the group by saying the following, "I take accountability for being late and recommit to being on time."

In the event a participant must miss an entire training weekend, they will be given the opportunity to participate in that weekend during the next training session.

PROBATION, DISMISSAL & READMITTANCE

In the event that participants fail to abide by the YOGA ALLIANCE CODE OF CONDUCT and/or TEACHER TRAINING RULES OF THE GAME, the following actions will be taken:

- 1st offence: conversation with the participant with the aim of resolving the issue. Conversation will be documented in MINDBODY.
- 2nd offence: verbal warning documented in MINDBODY along with co-created action steps to get back on course.
- 3rd offence: written warning given to participant and documented in MINDBODY. Written warning will describe the issue, previous action taken, and reiterate the co-created action steps the participant agreed to in the verbal.
- 4th offence: participant will be asked to leave training. Readmittance will be considered for future trainings following an interview process during which the

participant shares his or her evolution around the issue(s) that resulted from dismissal from the program.

SATISFACTORY ACADEMIC PROGRESS

Progress through the training is observed by faculty throughout each module and ongoing coaching and feedback is provided. Ultimately, Plover Yoga strives to produce graduates ready to lead a powerful yoga class immediately following this training. That means that participants will have memorized the provided sequence taught during the trainings and are able to deliver it to fellow participants and faculty without the use of their sequence card (provided during Module 1, The Awakened Practice) by the end of Module 4, The Yoga Body. Students who do not meet this expectation will be removed from training and refunded as though they have withdrawn before 60% completion. This is to give students as much time as possible to learn the sequence as well as honor the reality that 60% completion of the overall training occurs somewhere during the 4th Module.

To support participants' success, Plover Yoga will provide:

- A printed, laminated card that contains the entire sequence taught printed out (delivered during Module 1, The Awakened Practice)
- A recording of faculty delivering the sequence that participants can use at home in their physical yoga practice as well as to call and repeat (delivered via email after Module 1)
- Ongoing coaching and feedback during practice teaching sessions in training
- 1 on 1 instruction outside of training for participants struggling to deliver the sequence following Module 3, Unleash the Teacher Within
- A written assessment of individual progress ahead of Module 4, The Yoga Body, so each participant knows how they are doing and if they are in danger of being dismissed.

It is our goal to ensure every participant who wants to complete training is given every tool for success.

STUDENT COMPLAINT PROCEDURE

When a complaint is received by a student of Plover Yoga's 200-Hour Teacher Training, the complaint is reviewed by the Owner of Living Liberated and addressed with the faculty at Plover Yoga. Faculty and the Owner of Agri Retreat will put into place new procedures to address the specific complaint as well as accountability to the Owner of Agri Retreat to ensure new procedures and changes are followed through. Additionally, the Owner and/or faculty at Plover Yoga will address the student's concerns directly, take accountability where necessary, and communicate the new procedures going forward. We understand that feedback is essential to growth and value opportunities to grow all the time. Complaints can be sent to:

Living Liberated
C/O Derek Waddy
1800 Bay Rd. Ste. 201
Miami Beach, FL 33139

TUITION, FEES & REFUNDS

Tuition for the teacher training is \$2500. Plover Yoga does offer Early Bird Tuition of \$2250 provided the amount is paid in full no later than 30 days prior to the start of training.

\$400 application fee holds participants' spot and is applied toward tuition.

If needed, students are able to pay tuition on a payment plan. Payment must be made in full before a certificate of completion will be awarded. Plover Yoga will work with students to ensure their balance due is paid in full prior to the end of the final weekend of training so there is no delay with their certification.

Any supplies and books required for training DO NOT have to be purchased from Plover Yoga; however, books required will be available for purchase at a discount if participants choose to purchase from the studio.

The student will receive a full refund of all money paid if the student:

1. Cancels within the three-business-day cancellation period under SPS 406.03;

2. Accepted was unqualified and the school did not secure a disclaimer under SPS 409.04;
3. Enrollment was procured as the result of any misrepresentation in the written materials used by the school or in oral representations made by or on behalf of the school.

Refunds will be made within 10 business days of cancellation.

A student who withdraws or is dismissed after attending at least one class, but before completing 60% of the instruction in the current enrollment period, is entitled to a pro rata refund as follows:

<u>At Least</u>	<u>But Less Than</u>	<u>Refund of Tuition</u>
1 unit/class	10%	90%
10%	20%	80%
20%	30%	70%
30%	40%	60%
40%	50%	50%
50%	60%	40%
60%	no	no refund

As part of this policy, the school may retain a one-time application fee of no more than \$100.

The school will make every effort to refund prepaid amounts for books, supplies and other charges. A student will receive the refund within 40 days of termination date. If a student withdraws after completing 60% of the instruction, and withdrawal is due to

mitigating circumstances beyond the student's control, the school may refund a pro rata amount.

Students are encouraged to withdraw by sending a written notice to lisa@ploveryoga.com; however, a written notice of withdrawal is not required. Any mode of withdrawal will be recognized. Students will be administratively withdrawn after missing 3 consecutive sessions (without prior approval of absence). Refunds will be based on the student's last date of attendance pursuant to the chart above.

PROGRAM OUTLINE & SUBJECT DESCRIPTIONS

THE AWAKENED PRACTICE: Personal Discovery and Development (30 hours)

Create an exciting and limitless new future for yourself. Enhance your interpersonal and communication skills to have impactful conversations and meaningful relationships. Uncover who you are as a leader.

- Journaling & self-discovery exercises
- Daily asana practice
- Daily meditation practice

FUNDAMENTALS AND FLOW: Asana, Alignment, and Assisting (30 hours)

Demystify yoga poses and alignment. Learn modifications to adapt your practice.

- Hands-on assisting tools and practice
- Daily asana practice
- Daily meditation practice

UNLEASH THE TEACHER WITHIN: Methodology and Teaching (30 hours)

Gain concrete tools to create confidence in public speaking and in presenting a yoga class. Give and receive empowering feedback. Be a confident leader in action and discover your power. Get practical experience implementing our outstanding methodology.

- Daily asana practice
- Daily meditation practice

THE ENLIGHTENED PRACTICE: Yoga History, Philosophy, and Meditation (30 hours)

Discover the roots of yoga, including its history, philosophy, and the 8 Limbs of Yoga. Develop and strengthen your meditation practice. Gain concrete tools and practice to guide meditation for others.

- Daily asana practice
- Daily meditation practice

THE YOGA BODY: Anatomy, Physiology, and Biomechanics (30 hours)

Learn how your body is working in yoga poses through sound physiological principles, anatomy, biomechanics, and physiology with hands-on practice and enlightening lectures.

- Daily asana practice

- Daily meditation practice

LIVE YOUR PRACTICE: Yoga Lifestyle and Well-Being (30 hours)

Learn holistic living and well-being, including mindful nutrition and how to Live Your Practice both on and off your yoga mat. Strengthen your organizational and teamwork skills while learning about the business of yoga. Take a look behind the scenes into the business of yoga. Work in a team environment to create a service project to support the local community.

- Daily asana practice
- Daily meditation practice

INSTRUCTIONAL CALENDAR

- Our next 200-Hour Teacher Training will commence in October, 2024. We do not have dates for all modules at this time.

EMPLOYMENT PLACEMENT SERVICES

Plover Yoga and Living Liberated do not offer placement services, but it is the intention, though not the guarantee, of Plover Yoga to employ graduates of this teacher training as instructors. Any student referrals to prospective employers are not based on direct contact with the employer regarding current job openings.