



Ambassador or Presenter:

Introduce yourself briefly by giving your name, club and your role as Ambassador or your office.

The Toastmasters education program is going to be entirely new and the new education program is called "Pathways".

Today's presentation includes the explanation of WHY a new education program has become necessary, WHEN Pathways will arrive and WHAT is going to be changed within the available time. There will be a question and answer session too.

This PPT presentation will be made available on the District 76 homepage. Please write down your questions remaining unanswered in the Google Form to be provided later via the Internet and we will try to answer them on the District homepage.

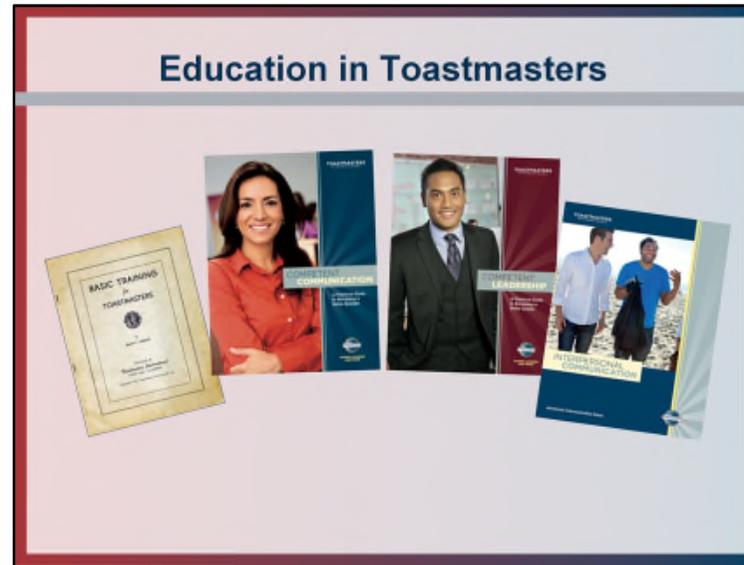
[CLICK]

“Communication... leads to the discovery of hidden abilities ... broadens the person’s conception of how to live with people. ...It brings out for use the leadership traits and abilities, and thus helps to prepare the individual to be a leader.”



Ralph C. Smedley
Personally Speaking

This is Dr. Ralph Smedley, the founder of Toastmasters. His belief in the importance of human development has been the very basis of the birth and development of the current Toastmasters education programs.



The current Toastmasters Education Program and materials have a history of many year's development and improvement and you must be fully aware of their values. It is also clear that the passing of time has made it necessary to update the contents and incorporate improvements. For example, the change of social environment, the birth of new theories, IT development and globalization, these are some of the more important factors necessitating improvements.

In 2010, Toastmasters International Board of Directors adopted a strategic plan for Toastmasters future development which included a decision to revitalize the education program in order to enhance its potential for the future growth. Such a decision has paved the road for the overall revamping of the Toastmasters education programs, which has resulted in the completion of the new education program officially named Pathways. This Pathways is exactly what we are introducing to you today.

What will not change:

We learn communication and leadership “in moments of enjoyment.”

- ① Self-paced learning**
- ② No Instructor**
- ③ Immediate Feedback**
- ④ Club meeting format**

First, let's see what will remain unchanged.

Toastmasters' education programs has always been the programs in which learners will learn communication and leadership in moments of enjoyment. Pathways will retain this most important attribute of the Toastmasters programs.

- ① Pathways continues to be a self-paced learning system in which each learner can set his or her learning speed.**
- ② There is no teacher as before.**
- ③ Speakers can get an immediate feedback on the spot as before.**
- ④ Most important of all, the format and the importance of regular meetings will remain unchanged.**

What will change:

- ① Ten paths to choose from
- ② PC use online becomes standard
- ③ All paths are available in Japanese
- ④ More frequent awarding
- ⑤ Learning Communication and Leadership together

Here are some of the important changes.

In the current program, all new members will equally begin by taking up CC and CL manuals.

In Pathways,

- ① there will be ten different courses called Paths and a new member will select one Path most suiting to this member's interest.
- ② digital equipment such as PC and Tablet will become the standard means of studying on Pathways programs. This will be a great opportunity for those who have not really got into digital equipment yet to start using them.
- ③ all ten Paths are available in English as well as in 8 other languages including Japanese if the on-line course is selected.
- ④ there will be more frequent opportunities for educational recognitions.
- ⑤ all ten Paths combine studies of both communication and leadership.

(Additional information)

Here are some other overall improvements.

- ① More interactive learning
- ② Easy and handy storage of past studies and evaluation
- ③ Easy access to related reference materials

- ④ **More inclusion of ideas to incorporate more fun into the learning process**
- ⑤ **Competencies learned in each project are made clear to make learning more clear and transferrable to third parties**

- More interactive
- Ease in Record-keeping
- Greater resources
- More fun

Why are there 10 paths?

- For customizing to a member's need
You can select your own path
by answering simple questions.
Through this process, you can be made
aware of the reason why you joined
Toastmasters

Is it going to be confusing to have as many as ten paths to choose from? We have 10 different paths so that each individual member can find the best possible path to suit the member's particular need and objective. When we say "communication", there are a variety of communications and when we say leadership, the same can be said. When a new member joins Toastmasters, the member will get a suitable Path by answering simple questions. It is also possible for the member to select some other Path despite the recommendation. By answering a set of simple questions, the member is also made aware of the reason why the member has decided to join Toastmasters. Becoming more clearly aware of the reason for joining Toastmasters will be useful in making the future Toastmasters journey more effective and useful.



In the early stage of Pathways program development, the team identified some 100 competencies that can be learned in the current education programs. Those competencies were further divided and also additional competencies added to a total of some 300 competencies in Pathways. Those competencies were then grouped into five groups, which are called Core Competencies. Those five core competencies are ① Public Speaking, ② Interpersonal Communication, ③ Strategic Leadership, ④ Management and ⑤ Confidence. Confidence, the fifth Core Competency, is something that is acquired as a result of learning something but not confidence itself. Therefore, while being left as a Core Competency, it is not an object of learning. 10 Paths are the results of combining those core competencies by differing degrees of emphasis on each core competency.

Levels and Project Types

LEVEL 1 Mastering Fundamentals	LEVEL 2 Learning Your Style	LEVEL 3 Increasing Knowledge	LEVEL 4 Building Skills	LEVEL 5 Demonstrating Expertise
"Ice Breaker" "Evaluation and Feedback" "Researching and Presenting"	Two required projects + "Introduction to Toastmasters Mentoring"	One required project + a minimum of two elective projects *Serve as Topicsmaster, Toastmaster and evaluator by the end of Level 3	One required project + a minimum of one elective project	One required project + a minimum of one elective project + "Reflect on Your Path"

Each Path has five different levels with an ascending degree of expertise learned in the Path. Most of those levels have 3 projects per level. There are some projects that are commonly included in all Paths. Ice Breaker, for example, is included in all Paths as a starting project. Other such common projects include Evaluation and Mentoring. Projects are divided into Core Projects that all members have to take and Elective Projects that members can choose. To conclude one Path, you need to complete at least 14 projects that include 15 speeches.

Evaluation and Mentoring, which are very important elements in Toastmasters learning but have been left to individual judgement to some large extent, are now offered as core projects, a very interesting and important improvement in Pathways.

CHOOSING YOUR PATH: ONLINE OR PRINTED

	Online Materials		Printed Materials	
	English	Non-English	English	Non-English
Dynamic Leadership	✓	✓	✓	
Effective Coaching	✓	✓		
Innovative Planning	✓	✓		
Leadership Development	✓	✓	✓	✓
Motivation Strategies	✓	✓		
Persuasive Influence	✓	✓		
Presentation Mastery	✓	✓	✓	✓
Strategic Relationships	✓	✓	✓	
Team Collaboration	✓	✓	✓	
Visionary Communication	✓	✓		

Pathways are designed around online learning and all 10 Paths can be taken either in English or in Japanese as well as in seven other languages.

With print materials, you can take Pathways but the number of available Paths are limited to 5 in English and 2 in Japanese.

Online Pathways also offer ready access to many reference materials such as additional reading materials, videos and interactive activities. With print materials, those additional materials are limited and supply of project-related materials relies on express delivery service which will delay progress of learning.

Cost for Online and Print

Online version Path \$20 each

Print version Path
additional printing cost \$25 each

When you take a Path online, your cost for one Path is \$20.

If you take a Path with print materials, there will be an additional cost of \$25 for each path. This covers the cost of printing and air-shipment.



There are many recognition opportunities.

In the current program, the very first award you can win is the Competent Communicator’s award after completing 10 speeches in the CC manual.

In Pathways, you will receive digital badges and printable certificates as a recognition when you complete each level. When you complete Level 5, you receive the Proficient designation. This award marks the completion of your path. You can also request a print certificate of Path completion from the World Headquarters. There are other types of recognitions among club members through your own Base Camp.

When will Pathways roll out in Japan?

Pathways will roll out in March, 2018

(Current schedule as of July, 2017, and
subject to change)

When will Pathways roll out in Japan? Currently, Pathways is scheduled to roll out in March, 2018. In this presentation, we will use March, 2018, as our rollout date.

What will happen after March, 2018

Overlapping period:

The Current Program and Pathways
will run concurrently

For 2 years after the completion of the
world-wide roll-out or approximately for 3
years from now.

What will happen after March, 2018? First, there will be a period called the overlapping period during which both the current program and new Pathways program can be used concurrently. The overlapping period will last for full two years after the world-wide rollout is completed. We can expect it to last for three years from now or until about the summer of 2020.

What will happen after March, 2018

- New members: Pathways program only
- Member in good standing in one club:
 - One path free of charge
 - Can change to Pathways anytime during the overlapping period
 - Can also continue with the current program until the overlapping period ends
- Member in good standing in more than one club:
 - Two paths free of charge
 - Can change to two Pathways anytime
 - Can also continue with the current programs until the overlapping period ends .

After the Pathways rollout in March, all new members will start their Toastmasters Journey with Pathways.

A member who is a paid member of one club is entitled to one Pathways Path free of charge. The member can start Pathways at any time. This member can also continue with his or her current program until the end of the overlapping period.

A member who is a paid members at two or more clubs is entitled to two Paths free of charge. The member can also continue with the current program.

Any education credit earned on the current education program cannot be transferred to Pathways. Club and district leadership credits, if they have not been used for earning any award under the current program, can be used for Pathways awarding.

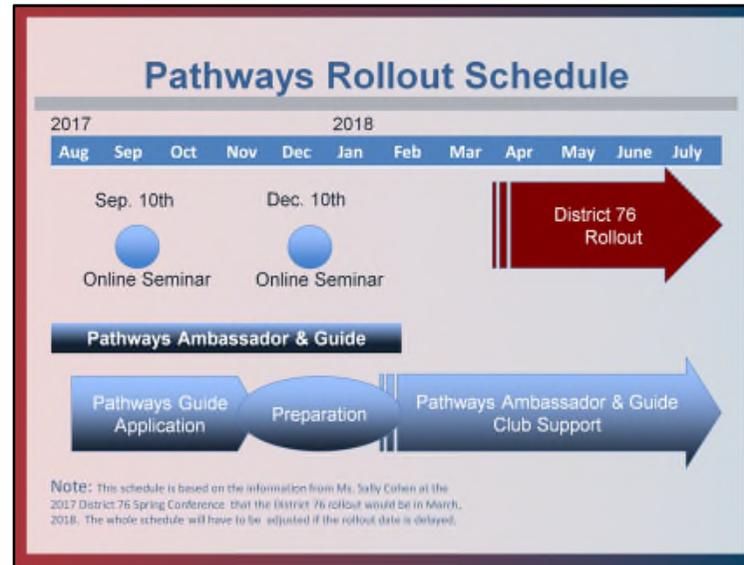
Pathways Doesn't Change the Club Meeting

	Today	With Pathways	
Your club meeting has an agenda, meeting roles and speeches	✓	✓	
You sign up for a speech and receive an evaluation	✓	✓+	Access and store speech evaluations online
Club members support you and give feedback	✓	✓+	Feedback is also available online through Base Camp
You receive recognition	✓	✓+	Receive digital badges and certificates through Base Camp
The Ice Breaker is your first speech	✓	✓	
The VPE tracks your progress	✓	✓	
Speeches last 5-7 minutes	✓	✓	
Learn 68 competencies	✓	✓+	Learn more than 300 competencies
One communication track, one leadership track	✓	✓+	10 different learning paths tailored to you

You will be pleased to learn that Pathways will not change the current format of the Club Meeting. The meeting will remain equally important even after Pathways start being used concurrently with the current program or even after it becomes the sole education program of a club.

Distinguished Club Program	
EDUCATION (SELECT 6 OF 12 GOALS)	
<input type="checkbox"/> Two CC awards	<input type="checkbox"/> Four Level 1's
<input type="checkbox"/> Two more CC's	<input type="checkbox"/> Two Level 2's
<input type="checkbox"/> One ACB, ACS or ACG award	<input type="checkbox"/> Two more Level 2's
<input type="checkbox"/> One more ACB, ACS or ACG	<input type="checkbox"/> Two Level 3's
<input type="checkbox"/> One CL, ALB, ALS or DTM award	<input type="checkbox"/> One Level 4
<input type="checkbox"/> One more CL, ALB, ALS or DTM	<input type="checkbox"/> One Level 5

Here is how the DCP credits are generated during the overlapping period of two years. This graphic shows how the DCP will work. For the educational credits, a club can achieve six of these twelve credits to achieve the full mark in the educational part of the DCP.



This graphic roughly shows District’s supports to clubs before and during the early stage of rollout.

The rollout in Japan is scheduled in March, 2018. Two online seminars are scheduled in the fall. A team of Pathways Ambassadors will stand by to support a smooth rollout at the club level in cooperation with a team of people called Pathways Guides. Pathways Guides are those who will help clubs particularly at a technical level. Pathways Guides are currently being recruited and will be trained to start working in January. Anyone who are interested in serving as a Pathways Guide, please visit the District 76 Website and see how the application can be made.

Pathways Rollout Support Structures

District Rollout Support Structure
PQD and District Leadership Team
Chief Ambassador and Ambassadors
Pathways Guides

Club Rollout Support Structure
VP Education will play the
key role, assisted by club
officers



For supporting Pathways Rollout operations, District will work with the team of Ambassadors and Pathways Guides. Pathways Guides who are currently being recruited will be directly in contact with all clubs to assist all those clubs technically so that those clubs can roll out the Pathways programs smoothly.

On the club side, VP Education in cooperation with President, Secretary and other club officers will support club members in Pathways introduction.



To the extent time permits, questions will be entertained. When time runs out, please write your questions in the Google Form COT questionnaire which will be sent to you after this COT. In the Google Form, there is a section you can use to write your questions as well as concerns and we will answer all questions on the District Website.



Thank you very much for your attention. Let's all look forward to the arrival of Pathways

ICE BREAKER

http://www.toastmasters.org/websiteApps/Pathways/tm100101_SCORM12_20151004/tm100101/index.html
or
<https://goo.gl/GyokAD>

- Recognize the elements of a basic speech structure
- Balance preparation and spontaneity when delivering your speech
- Demonstrate self-confidence when speaking in front of an audience
- Identify your communication and leadership skills
- Define communication and leadership goals



Additional Information 1

If time permits and WiFi is available, clicking either of these URLs will connect you with the Ice Breaker online project.

You can see and experience by yourself that Pathways project is simple, clear, concrete and interactive. It will also help identify your study purpose, evaluate your skills before the project and after. It also provides a step-by-step preparation of the Ice Breaker. It also provides video testimonial by senior Toastmasters on how they prepared their Ice Breaker. This project as well as many other Pathways projects gives many types of materials useful for improving one's English abilities too. The video narration script is available in PDF format too. Project contents can be printed out too.

Competency-based?

- When you learn something, you are acquiring some competencies
- When competencies are made clear, you know more clearly what you are learning
- When you know what competencies you are learning, you can explain to others precisely what you are learning.

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Additional Information 2

In any educational program, you study to acquire some competency. In the current Toastmasters education program, some 100 competencies are identified as obtainable by studying the program. Those competencies are further expanded and added resulting in the total of 300 competencies in Pathways. Those competencies are grouped into five groups called the Core Competencies. 10 Paths are the results of combining those core competencies by differing degrees of emphasis on each core competency.

For selecting a suitable Path, a member will answer a set of easy questions, tabulation of which will lead to three recommended Paths. The member can take other Path if the member so wishes.

Ref.

Competency is defined as the [ability to](#) successfully [deal with](#) a [complex issue \(challenge\)](#) in [a particular context](#) by [making](#) use [not only](#) of [knowledge](#) or skills but also of various [psychological](#) or [social](#) resources.

Competencies in a new project ICE BREAKER

- Recognize the elements of a basic speech structure
- Balance preparation and spontaneity when delivering your speech
- Demonstrate self-confidence when speaking in front of an audience
- Identify your communication and leadership skills
- Define communication and leadership goals

Skip

These are the competencies that are expected to be learned in the Ice Breaker project. Each project specifies the competencies expected to be learned in the project. This clear identification of competencies to be learned prompts the learner to be aware of what to learn, which will help making the learner clearly objective-minded. These competencies can be clearly explained to outside people when they ask what we learn in Toastmasters.

DTM Requirements

New Path to DTM

- ▶ Completion of two learning paths
- ▶ Serve as a club officer for 12 months (current requirement is six months)
- ▶ Serve as Club Mentor or Coach
- ▶ Serve as Club Sponsor or conduct Speechcraft or Youth Leadership Program
- ▶ Serve as a district officer for one year
- ▶ Complete the capstone DTM project

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Additional Information 3

Here is a list of requirements for the new DTM.

The capstone DTM project is nicknamed the HPL light and is similar but not as demanding as the HPL and this is a project all DTM applicant has to complete regardless of whether this member has already completed one or two HPLs as a part of the Paths done by the member. For your information, all Paths have HPL either as a core project or as an elective project.