RADIANCE YOGA

Teacher Guidelines & Standards

Standards & Expectations for Every Teaching Role at Radiance Yoga

These Guidelines establish the professional, teaching, and community standards expected of everyone who teaches at Radiance Yoga. They apply to regular teachers, substitute teachers, workshop and training leaders, YTT300 instructors, and other guest teachers.

Depending on the teaching role, you may also receive an Independent Contractor Agreement, YTT300 Instructor Agreement, or other engagement-specific agreement. Those documents outline the administrative, scheduling, and compensation terms specific to that role. These Guidelines apply alongside any agreement you receive. If anything in these Guidelines conflicts with your signed agreement, the agreement controls.

1. The Radiance Yoga Identity

The Radiance Experience

Radiance Yoga offers a calm, intentional yoga experience that supports strength, balance, and long-term wellbeing. Through skilled teachers, mindful practice, and a welcoming community, we create a space where people feel supported, grounded, and connected.

Every teacher plays a direct role in creating that experience.

Value	What It Looks Like in the Room
Depth	Teach with intention and context; help students understand the purpose behind the practice.
Inclusivity	Use language, options, and examples that welcome different bodies, identities, backgrounds, and levels of experience.
Authenticity	Teach from your own experience and voice while remaining grounded in the class or program you are there to lead.
Excellence	Arrive prepared. Begin and end on time. Make your delivery thoughtful, clear, and intentional.
Community	Help students feel welcomed and connected to Radiance, their teacher, and one another.

2. Professional Expectations

Teachers are expected to:

- Arrive prepared and with enough time to be ready to begin at the scheduled start time.
- Be welcoming and available to students before and immediately after class when practical.
- Begin and end class on time.
- Maintain professional boundaries with students, staff, and fellow teachers.
- Communicate schedule issues, absences, concerns, technical problems, or incidents promptly.
- Keep personal phone use to a minimum while teaching or interacting with students.
- Leave the studio, props, equipment, temperature, and technology ready for the next class.
- Maintain confidentiality regarding students, staff, administration, and internal studio operations.
- Bring concerns about Radiance policies, staff, or other teachers directly to management rather than discussing them with students.
- Read studio communications that affect your classes and respond when action is requested.

3. Working with the Radiance Team

Front desk staff, managers, and Karma Crew help make every class possible. Teachers are expected to treat every member of the studio team with courtesy, patience, and respect.

- Defer to studio management and front desk staff on questions of studio policy, scheduling, space, student accounts, and day-to-day operations.
- Do not overrule or contradict a staff decision in front of students.
- If you disagree with a policy or operational decision, raise it privately with the Studio Manager.
- Respect the role of Karma Crew members and the work they do to care for the studio.
- Communicate clearly with the front desk about anything they need to know to support your class.

Teachers lead their assigned class, workshop, or training. Studio management and front desk staff manage studio operations. Respecting that distinction helps the entire team work well together.

4. Creating the Radiance Student Experience

Regardless of teaching style or tradition, teachers should:

- Welcome students and create an environment that feels approachable, respectful, and inclusive.
- Teach the class format, level, and general experience students registered to attend.
- Offer appropriate options so students can make choices based on their bodies, experience, and needs.
- Respect a student's choice to modify, rest, or opt out without question or comment.
- Avoid comments about body size, shape, appearance, or physical ability.
- Use clear language and explain unfamiliar terminology when appropriate.
- Remain attentive to the room rather than becoming overly focused on demonstrating, music, notes, or technology.

Hands On Assists

Teachers must respect student consent and personal boundaries at all times. A student's decision to decline touch must always be respected without question or comment.

5. Teaching Standards for Classes, Workshops & Trainings

Every teacher brings their own experience, skill, and voice. These standards are not intended to prescribe one teaching style; they establish a consistent level of care and professionalism.

Practices We Encourage	Practices to Avoid
Speaking to and observing the room	Reading slides or notes verbatim for extended periods
Checking for understanding and responding to the group	Using jargon without explanation
Varying pace, tone, and teaching methods	Allowing one voice to dominate a workshop or training
Building in experiential learning and movement	Moving through material faster than the group can absorb
Starting and ending on time	Running over the scheduled end time

Longer Workshops or Trainings

For lecture-heavy workshops or trainings of three hours or more, build in 5-10 minute movement or comfort breaks approximately every 60-90 minutes, along with appropriate opening and closing practices.

6. Role-Specific Expectations

Regular Teachers

- Keep management informed of proposed changes to your class format, level, focus, or regular teaching schedule.
- Follow the scheduling, substitution, LiveStream, Teacher Check-In, and other operational requirements outlined in your Independent Contractor Agreement and current studio procedures.

Substitute Teachers

- Review the scheduled class format, level, and description before teaching.
- Honor the experience students registered for rather than substantially changing the class to match your own regular format.
- Let the front desk or Studio Manager know about anything notable that occurred during class.

Workshop Teachers & Module Training Teachers

- Ensure the session you deliver aligns with the published description and any agreed learning objectives.
- Confirm relevant logistics, room setup, materials, and technology needs with Radiance in advance.
- Follow any additional requirements in the agreement or program materials specific to your workshop or training.

7. Supporting the Radiance Community

Teachers are an important connection point between students and the broader Radiance community. **Regular and substitute teachers are expected to briefly share upcoming Radiance workshops, trainings, retreats, and other relevant studio events at the beginning or end of each class.**

Radiance provides a brief announcement sheet outlining current priorities. Teachers do not need to read it verbatim. Please choose **one or two relevant items** to share in your own voice.

Announcements should be:

- Brief and natural
- Informative rather than sales focused
- Appropriate to the students in the room
- Consistent with the information provided by Radiance

Teachers should:

- Help students discover Radiance offerings that may genuinely support their interests or practice.
- Direct detailed questions about pricing, registration, memberships, or policies to the front desk or appropriate staff member.
- Do not actively recruit Radiance students to non-Radiance events, programs, or other studios.

8. Concerns, Feedback & Contacts

If Something Happens During Class

If a student raises a concern, or you realize that something you said or did may have caused harm, respond calmly and professionally.

- Listen without defensiveness.
- Thank the student for bringing the concern to you.
- Focus on the student's experience rather than immediately explaining your intent.
- Do not involve other students in the conversation.
- If there is an immediate safety, medical, or serious student issue, notify the front desk or Manager on Duty immediately.
- Report other significant incidents or concerns to the Studio Manager or appropriate program contact within 24 hours.

Feedback & Continuous Improvement

Radiance may share student feedback, staff observations, or other guidance with teachers. We ask teachers to receive feedback professionally, look for patterns, ask questions when clarification is needed, and make reasonable adjustments when appropriate.

Radiance also welcomes teacher feedback. If you have ideas for improving classes, programs, operations, or the student experience, please share them with the appropriate studio contact.

Studio Manager - Overall Operations & Schedule: Mo Ellison | info@radiance-yoga.net

Assistant Studio Manager: Marie Uribe | marie@radiance-yoga.net

Teacher Training / Workshops / Privates: Yuki Riley | yuki@radiance-yoga.net

Boutique, Accounting & Payroll: Katrina Radam | katrina@radiance-yoga.net

Marketing, Communications & Programs: Jen Mullison | jen@radiance-yoga.net

Studio Owner: Masuda Mohamadi | masuda@radiance-yoga.net