



Università
Pontificia
Salesiana



SETTORE PASTORALE GIOVANILE
Salesiani di Don Bosco - Sede Centrale

ADVANCED TRAINING COURSE
FOR THE SALESIAN LEADERS OF EUROPE

THE PREVENTIVE SYSTEM

IN-DEPTH ANALYSIS,
ACTUALIZATION
AND PROPOSALS



1. INTRODUCTION TO THE COURSE

Today's societies are undergoing increasingly rapid change, and Salesian Educational-Pastoral Communities need more dynamism to respond to emerging needs. In the Salesian context, there is an increasingly urgent need to improve the quality of the Salesian style of leadership that enabling every member of the community to feel they are an integral part of the Salesian educational mission and at the same time promoting responsibility, initiative and effective collaboration within the Educational and Pastoral Community.

The aim of this advanced training course is to offer reflection and skills characterizing Salesian educational and pastoral leadership that complement the other levels of training previously acquired, in order to walk towards an integral approach to advanced European Salesian training, seeking synergies between the experiences and reflections present in international contexts.

2. AIMS AND OBJECTIVES

The aim of the course is to *train lay and consecrated Salesian leaders who are qualified to lead processes of discernment, animation, and coordination in educational and pastoral formation, utilizing the criteria of the Salesian charism within a work or sector of the Salesian mission.*

The objectives of the course are as follows:

1. Foster a *space for exchange and learning* among leaders of Salesian works, addressing the challenges posed by local realities and institutional management.
2. Explore *the basic concepts of the Preventive System* through an organized approach that incorporates Salesian history, spirituality and pedagogy.
3. Provide contextualized *training tools* based on the professional and charismatic realities of Salesian institutions.
4. Improve *management skills* with in areas such as planning, communication, teamwork, leadership, conflict resolution and training programs for Salesians and lay people.

3. TARGET AND ADMISSION REQUIREMENTS

The target group of the course is Salesian educators from Salesian presences in Europe who are called to develop *national, provincial or local leadership* in the formation of educational and pastoral operators. To enroll in the Course, they must submit a letter of assignment from their Salesian provincials. In addition, a bachelor's degree is required for admission to the advanced training course.

4. TRAINING METHODOLOGY

For the acquisition of competence, it is considered essential to adopt active methodologies throughout the course to facilitate learning by doing. A method of organizing lessons is proposed that includes moments of individual activation, group discussion and a final discussion on what has been learned, in order to elicit actualization and contextualization.

The training is structured in various modalities: *in-person educational activities* on the campus of the Salesian Pontifical University (Rome) carried out during three working weeks in September, February and July; *asynchronous distance educational activities* using computer media and dedicated platforms of the Salesian Pontifical University; *personal study and final work* in line with the actualization of the Preventive System in the work context within the participant's competence.





5. TEACHING PLAN

(SKILLS, OUTCOMES AND TRAINING ACTIVITIES)

OUTPUT PROFILE: *Salesian leader who actualizes the processes of discernment, animation and educational and pastoral and formative coordination with the criteria of the Salesian charism in a Salesian mission work or sector.*

UNITS OF COMPETENCY AND PROFESSIONAL OUTCOMES ORGANIZED IN MODULES (*SUBJECT TO POSSIBLE UPDATES)

MODULE 1

PERSONAL IDENTITY

Exploring **personal Salesian identity** based on personal socio-emotional-relational skills.

- 1.1. Self-awareness, self-regulation, self-management.
- 1.2. Skills for lifelong learning in dialogue with context.
- 1.3. Personal integrity and awareness of one's framework of values.

MODULE 2

THE IDENTITY OF SALESIAN WORKS

Understanding, internalizing and developing the **identity of Salesian works** in a changing world.

- 2.1. Knowledge of the basic characteristics of the origin and evolution of the Salesian mission.
- 2.2. Collaboration and cooperation within a well-organized youth ministry.
- 2.3. The ability to use cooperative methodologies in educational and pastoral service.
- 2.4. Learning and applying the characteristics of the Preventive System in management activities.

MODULE 3

LEADERSHIP AND MANAGEMENT IN SALESIAN HOUSES

Developing relational and communication strategies and skills for **Salesian House leadership and management**.

- 3.1. The internalization of a Salesian leadership model that fosters people motivation and teamwork.
- 3.2. Developing appropriate interpersonal communication considering cross-cultural categories.
- 3.3. The ability to enhance the qualities and talents of staff and implement the delegation of their functions.
- 3.4. The mastery of tools that promote a work environment conducive to a positive atmosphere and the achievement of goals.

MODULE 4

PLANNING AND PROJECTS

Analyzing, writing and assessing the various **projects of the center** (SEPP, curricular plans, educational projects, annual plan...).

- 4.1. Collegial and participative coordination and development of the main projects of the Salesian Home (SEPP, Annual Plan..).
- 4.2. Development, implementation and assessment of the local SEPP.

MODULE 7

FINAL PROJECT ON THE CONTEXTUALIZED ACTUALIZATION OF THE PREVENTIVE SYSTEM

Educational project, SEPP or a strategic project, etc. that applies knowledge to one's area of responsibility.

MODULE 5

MANAGING A SALESIAN EDUCATIONAL ORGANIZATION

Accompany the processes within the Salesian educational environment seen as a **learning organization**.

- 5.1. Actualizing the Preventive System at the community and institutional level of the Salesian work.
- 5.2. Implementing an organization model that learns in order to achieve continuous improvement.
- 5.3. Promoting, following and assessing the processes of accompaniment.
- 5.4. Promoting a climate for coexistence in the Salesian institution that prevents conflicts.

MODULE 6

SPIRITUALITY OF THE SALESIAN FAMILY

Understanding the evolution and spirituality of the **Salesian Family**.

- 6.1. Supplementary course on the history and actuality of the Salesian Family.
- 6.2. Supplementary course on Salesian spirituality.

6. CREDITS, DURATION AND TRAINING SCHEDULE

The Advanced Training Course consists of 3 in-person working weeks (from Monday afternoon to Friday morning) and 2 intermediate online learning sessions. The course includes *375 total hours of training, of which 96 are in-class and 16 are asynchronous online learning activities*. The remaining hours are devoted to individual training and the preparation of the final work. Attendance of the in-person learning portions is mandatory for no less than 75% of the total scheduled hours.

The participation and assessment of the course will give **15 ECTS**.

The total duration is one year distributed as follows:

- I. Three weeks in-person: corresponding to 96 hours of in-person educational activities distributed throughout 3 sessions x 4 working days x 8 hours of training per day:
 1. Last week in September - modules 1, 2
(23-27 September 2024)
 2. First week in February - modules 3, 4
(3-7 February 2025)
 - Second week in July - modules 5, 7
(7-11 July 2025).
- II. Two online courses:
 - 8 hours in the first semester (October-December 2024) - module 6, part I
 - 8 hours in the second semester (February-April 2025) - module 6, part I
- III. Personal training: readings, study, online discussions, personal research
- IV. Final work: 60 hours of personal work

****Simultaneous translation into Italian and English will be provided. In the event of a large number of participants in other languages, we will consider offering a translation service suitable for that language group.**



7. COURSE EVALUATION

The evaluation criteria for participants are as follows:

- Student participation with the criteria of personal involvement and commitment.
- Compliance with the scheduled timetable.
- Development of planned activities in each of the scheduled modules.
- Evaluation at the end of each module.
- Ongoing reflection on processes and content.
- Preparation of the final work.

The evaluation of the instructors will take place in the following ways:

- Evaluation at the end of each in-person module.
- Self-evaluation of teaching at the end of the course.
- A survey on the final satisfaction of teachers.

8. ADMISSION, ENROLLMENT, ATTENDANCE, FINAL CERTIFICATE

The course secretary will handle pre-enrollment in contact with the Salesian provinces of Europe. After closing the pre-enrollment, a list of potential participants will be drawn up by the Course Director. This list will be consulted with the Councillor for Youth Ministry and then the procedure for enrolling students will be activated at the UPS General Secretariat.

In the event that the attendance at in-person learning activities is less than 75%, or if there is behavior that goes against the learning dynamics or is ethically unacceptable, the Director reserves the right to withhold the issuance of a certificate of attendance. In such cases, the registration fees paid will not be refunded. Please note that registration fees are non-refundable, except in cases where the course is not activated.

Once the course is successfully completed, participants will be awarded a certificate. The following conditions must be met in order to obtain the certificate: attendance in at least 75% of the scheduled in-person educational activities, submission of the final work, and regular payment of fees.

9. LIST OF LECTURERS

FACULTY OF EDUCATIONAL SCIENCES UPS

- Michal Vojtáš, Salesian history and pedagogy area
- Francesca Napoletano, area of cooperative learning
- Antonio Dellagiulia, area of developmental psychology
- Dariusz Grządziel, general didactics area
- Francesca Busnelli, pedagogical methodology area
- Giulia Augustinus, pedagogical methodology area

FACULTY OF THEOLOGY UPS

- Aldo Girauda, Salesian history and spirituality area
- Wim Collin, Salesian spirituality area
- Paolo Vaschetto, Salesian history area

YOUTH MINISTRY DEPARTMENT SDB

- Miguel Ángel García Morcuende, General Councillor for Youth Ministry
- Rafael Bejarano, area of works and services for young people at risk and exclusion
- Francisco Cervantes, oratory-youth centre area and formation together sdb-lay people
- Antonio Rodríguez, area of schools Europe; professor at the CES Don Bosco (Madrid)

INVITED EXPERTS

- Javier Valiente, journalist and national delegate of communication social communication (Spain)
- Carles Rubio, professor at the EUSS and the University Autonomous University of Barcelona, coordinator of schools in the María Auxiliadora Province (Spain)

10. ORGANIZATION, ROLES AND CO-ORDINATION OF THE COURSE

The course **COORDINATION GROUP** is composed of the Course director belonging to the Faculty of the Science of Education and the General Councillor for Youth Ministry of the SDB Directorate General. The group:

- is the guarantor of the scientific, educational and Salesian quality of the Course;
- designates the teachers involved in the Course;
- monitors the progress of the course and carries out the final review of the course development.

COURSE DIRECTOR (MICHAL VOJTÁŠ):

- has teaching and organizational responsibility for the Course;
- ensures that the course meets the established quality requirements by monitoring teaching materials, virtualization of the teaching materials, and course activities;
- assumes the financial management of the course and is the person in contact with the UPS Administration

COUNCILLOR FOR YOUTH MINISTRY

(MIGUEL ÁNGEL GARCÍA MORCUENDE):

- animates and coordinates those in charge of training for the Provinces;
- ensures that all Provincials and Provincial directors have received all course documentation.

COURSE SECRETARY

(ANDREA MONTESANO, SEGRETARIO DELL'ÉQUIPE DI PG):

- is the contact person for the UPS General Secretariat regarding enrollments;
- contacts participants who are not following the course regularly to find out why this is happening and to try to resolve it;
- coordinates the lecturers and the preparation of the necessary teaching materials and receives the originals (textual, graphic and audiovisual content) for the in-person sessions;

- coordinates the practical execution of the in-person sessions concerning accommodation, food and other logistical matters.

DISTANCE TEACHING TUTOR (GIULIA AUGUSTINUS):

- can be contacted by participants during the course for all questions related to the platform, content and educational objectives of the online sessions;
- follows the progress of activities, encourages participation and enters into communication with participants who don't carry out their activities regularly.

11. ADMINISTRATIVE AND ACCOUNTING MANAGEMENT

The administrative and accounting management of the course is assigned to UPS.

A minimum number of 15 participants and a maximum number of 50 is required to initiate the course.

The fee of 1300€ is calculated for a minimum number of 15 students. If the number of participants increases, the fee will be reduced.

The cost includes the training course. Not included in the fee are: travel to and from the course venue, overnight accommodation, which can be requested at the UPS facility (ospitalita@unisal.it)

CONTACT:

amontesano@sdb.org

