

Issue 5  
May, 2016–July, 2016



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## Message from Mentor- Dr. A K Sengupta

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*“The teacher is the one who gets the most out of the lessons, and the true teacher is the learner” Elbert Hubbard*

## *Message from Mentor Dr. A K Sengupta*



*I am extremely happy to note that Adhigam, the training bulletin of the Central Training Department has successfully completed one year of its journey and this issue is the 1st issue of the 2nd year.*

*My compliments to my colleague Suma for her extraordinary initiative in making this successful.*

*I also take this opportunity to thank all members of the Managing Council, Advisory Committee as well as the authors without whom this would never have been possible.*

*The education sector is highly regulated, fragmented and competitive both in public and private sector. There is scarcity of high quality teachers in terms of acumen as well as dedication.*

*In this scenario, the challenge that arises before all leaders / owners of educational enterprises, particularly those in the private sector, is how to create excellence inside and outside the classroom in these institutions?*

*It is in this regard that a well-thought of entity like Central Training Department can play a vital role in upgrading knowledge / skills and enhancing competencies of teaching as well as non-teaching staff, enabling SIES to create some of the finest educational institutions in the city of Mumbai and if possible, extend the same on a national scale. All SIES institutions are already well-recognized but we need to take them to higher trajectory making them globally competitive while retaining core Indian values and ethos.*

*I am sure Central Training Department is working in this regard in right earnest as a catalyst for change, though we are aware that we have miles to go.*

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***“The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.” William Arthur Ward***

## ***EVERY PROBLEM HAS A SOLUTION***

***Prof. Lakshmi S & Dr. Vidhya Satish,***

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*Sitting in the school foyer to meet Shriya's teacher Ms. D'Souza was an uphill task. I was one of the few parents who had been called for the meeting. My daughter's grades had gone down steadily. However much I tried, there seemed to be a lag in her reading and spelling capabilities.*

*Ms. D'Souza began addressing us. She said, "We feel that there might be an issue in the manner in which your child learns and might need intervention". She continued further by saying " In our house if there is an issue with the telephone connection don't we call in a line man to set the wiring right, so that we could hear sounds clearly"? "In a similar manner we need to approach learning skills differently to help your child learn better" she stressed clearly. I did not quite understand what Shriya's teacher was saying.*

*Ms. D'Souza further continued by saying that one would have noticed some children having difficulty in remembering dates or even telling the time. Reading and spellings too are tough. Every child learns differently. Neurons need to be stimulated. Our brain changes depending on what has happened. We remember things because of plasticity – Plasticity is the process by which, we learn a new skill. If a person has had a stroke or brain injury, the brain gets back to doing many things. It can be compared to the process of gaining weight when we eat more.*

*Similarly when inputs are more, more messages are passed, and thus better connections are made.*

*"Neurons that fire together wire together. Contiguity breeds connectivity." What am I hearing I thought!! Ms. D'Souza further reiterated by saying we always think plasticity is memory. What is memory? It is the ability to reconstruct the whole from fragments. If I tell think of cake, different regions of the brain get activated to help us form an image. Our visual memory helps us remember the appearance, our olfactory memory brings to us the smell, the tactile and kinesthetic memory helps us recollect the texture and feel of cake. Thus each region helps to simulate the experience even in the absence of the real thing to form the mental image. So the next time I hear the word cake, all these impressions act together to construct the image and make the connection.*

*Science has taught us that our brain shapes us and makes us who we are; it makes us unique. Every child learns differently. Neurons need to be stimulated. Shriya's teacher continued by saying you are here because we suspect chances that your child might have a specific learning disability. I felt the world come crashing down. My child has learning disability!!!! It just can't be!! We, her parents are so qualified!!! Nothing made sense to us.*

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*But the following points she said was very reassuring.*

*Ms. D'Souza said the following:*

- *Do not worry about how your child can cope. Although academic success is important, it should not be the end goal.*
- *Provide support to build the child's self-confidence.*
- *When it comes to learning disabilities, look at the big picture. Understand the specific challenge your child faces, and find the treatment that works best. "Every problem has a solution."*
- *Early intervention is the key to success in life.*
- *Focus on strengths, not just weaknesses - Your child is not defined by his or her learning disability. A learning disability represents one area of weakness, but there are many more areas of strengths.*
- *Focus on your child's gifts and talents. Your child's life – and schedule – shouldn't revolve around the learning disability. Nurture the activities where he or she excels, and make plenty of time for them.*

*How do you educate a child with Learning Disabilities? There are provisions available for children diagnosed with a learning disability. The school is required by law to provide an Individualized Education Plan (IEP). Understand the guidelines for services that the school offers, also the accommodation and support that the school must provide.*

*Identify your child's learning style - Everyone (with or without learning disability) has their own unique learning style. Some people learn best by seeing or reading, others by listening, and still others by doing. You can help a child with a learning disability by identifying his or her primary learning style. Is your child a visual learner, an auditory learner, or a kinesthetic learner? Once you've figured out how he or she learns best, you can take steps to make sure that type of learning is reinforced in the classroom and during home study. The following lists will help you determine what type of learner your child is.*

*Is your child a visual learner? If your child is a visual learner he/she:*

- *Learns best by seeing or reading*
- *Does well when material is presented and tested visually, not verbally*
- *Benefits from written notes, directions, diagrams, charts, maps, and pictures*
- *May love to draw, read, and write; is probably a good speller*

*Is your child an auditory learner? If your child is an auditory learner, he/she:*

- *Learns best by listening*
- *Does well in lecture-based learning environments and on oral reports and tests*
- *Benefits from classroom discussions, spoken directions, study groups*
- *May love music, languages, and being on stage*

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### Studying Tips for Different Types of Learners

Tips for visual learners:	Tips for auditory learners:	Tips for kinesthetic learners:
<ul style="list-style-type: none"> <li>•Use books, videos, computers, visual aids, and flashcards.</li> <li>•Make detailed, color-coded or highlighted notes.</li> <li>•Make outlines, diagrams, and lists.</li> <li>•Use drawings and illustrations (preferably in color).</li> <li>•Take detailed notes in class.</li> </ul>	<ul style="list-style-type: none"> <li>•Read notes or study materials out loud.</li> <li>•Use word associations and verbal repetition to memorize.</li> <li>•Study with other students. Talk things through.</li> <li>•Listen to books on tape or other audio recordings.</li> <li>•Use a tape recorder to listen to lectures again later.</li> </ul>	<ul style="list-style-type: none"> <li>•Get hands on. Do experiments and take field trips.</li> <li>•Use activity-based study tools, like role-playing or model building.</li> <li>•Study in small groups and take frequent breaks.</li> <li>•Use memory games and flash cards.</li> <li>•Study with music on in the background.</li> </ul>

*Think of life success rather than school success: Success means different things to different people, but your hopes and dreams for your child probably extend beyond good report cards. Your child's future includes a fulfilling job and satisfying relationships, for example, or a happy family and a sense of contentment. The point is that success in life – rather than just school success - depends, not on academics, but on things like a healthy sense of self, the willingness to ask for and accept help, the determination to keep trying in spite of challenges, the ability to form healthy relationships with others, and other qualities that aren't as easy to quantify as grades and SAT scores.*

*Shriya's teacher had said many things. I took some time to internalize the whole problem. Soon I realized that the world had not come crashing down after all!!! My child is special, a child with only some difficulty in learning!! That's it!! It is not the end of the world. Shriya's teacher has offered many tips... I smiled...I can surely help Shriya. As I walked out of the school, I truly understood the phrase "Every problem has a solution".*

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## **Yoga as part of Training**

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Human beings are comprised of three components – body, mind and soul corresponding these there are three needs – health, knowledge and inner peace. Health is physical need, knowledge is our psychological needs and inner peace is spiritual need when all three are present then there is harmony. Yoga gives us relief from countless ailments at the physical level. The practice of the postures (asanas) strengthens the body and creates a feeling of well-being. From the psychological view point, yoga sharpens the intellect and aid in concentration; it steadies the emotions and encourages a caring for others. The practice of breathing techniques (pranayam) calms the mind. In the realm of the spiritual yoga brings awareness and the ability to be still. Through meditation inner peace is experienced. Thus, yoga is a practical philosophy involving every aspect of a person's being. It teaches the evolution of the individual by the development of self-discipline and self-awareness. Anyone irrespective of age, health circumstances of life and religion can practice yoga. Yoga helps to discipline our sense of power with the "power" of our own.

In this world of competition and stressful life it becomes imperative to find some solution for leading a healthy life. When corporates are contributing towards the stress it is their responsibility to reduce it otherwise it may result in burn out of an employee. Yoga can be treated as a part of training process, which can give immense benefits to employees.

Yoga is a very vast subject like the depth of an ocean and the endless expanse of the sky. Also, yogasanas and pranayama are a huge treasure of knowledge and information handed over to us by Patanjali Maharshi. The origins of Yoga have been speculated to date back to pre-Vedic Indian traditions, but most likely developed around the sixth and fifth centuries. The Yoga Sutras of Patanjali has gained prominence in the 20th century.

Yoga gurus from India later introduced yoga to the west, following the success of Swami Vivekananda in the late 19th and early 20th century. In the 1980s, yoga became popular as a system of physical exercise across the Western world. Yoga in Indian traditions, however, is more than physical exercise; it has a meditative and spiritual core.

Many studies have tried to determine the effectiveness of yoga as a complementary intervention for cancer, schizophrenia, asthma, and heart disease. The results of these studies have suggested that yoga may reduce risk factors and aid in a patient's psychological healing process. In this world of competition as part of improving efficiency and effectiveness yoga training is to be made mandatory. Yoga training can be one of way helping to come out of stress related problems.

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Benefits of Yoga

- Yoga has many advantages over other methods of maintaining health, such as gymnastics, athletics, aerobics, games, and various other forms of exercise.
- It does not need any costly equipment and materials, or playgrounds, swimming pool, gyms, etc. So no additional costs as such except the trainer's expenses.
- It can be practiced inside the house or in the open, singly or in groups. Every organization can allot a specific place towards it.
- Currently, there is no national certification program for yoga instructors. Voluntary certification is available from various groups, but some organizations award teaching certificates to people who have completed only a weekend course.
- The Yoga Alliance – a voluntary national coalition of yoga organizations and individual yoga teachers is seeking to establish voluntary national standards for yoga teachers, but not all yoga instructors agree with those standards or support the alliance's philosophy
- Yoga helps to be humble and to realize that yoga is meant to be practiced, not perfected. It is a noncompetitive activity.
- Yoga can also change the attitude of an individual along with overall development.

Suggestions and Recommendations

- Campaigns which can create awareness among people must be conducted in order to inculcate the spirit of yoga.
- Workshops should be conducted to train people how to do yoga.
- Doctors should train their patients, mudras which would help them to cure their problem.
- Schools as well as colleges should have a compulsory yoga classes for the students so that they can take up all the challenges personally as well as professionally when they grow up.
- Organizations also should have a session of yoga for their employees which will help them to reduce their stress levels.

In this world of competitions and performance appraisals in every organization, employees are racing to achieve the set targets for them on a daily basis. In this situation employees forget about their own health. This can lead to various other complications later on. Yoga becomes a perfect solution here. Yoga is also self-diagnosis, healing prevention and maintenance. Although it is not replacement of one's doctor, yet it has been practiced safely and successfully by millions of people who never had doctors, for thousands of years.

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# **Mental Health of Teachers**

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*In our (and I think in almost all the cultures) teaching is thought to be the noble profession. We are taught since childhood, 'Guru-Brahma, Guru-Vishnu and Guru-Devo Maheshwara'. Thus, teachers have been equated to God. Have you ever heard anyone talking about Mental Health of God? Of course No, right?! May be that is why Mental Health (Godlike) teachers is rarely discussed. However, the good news is, recently there have been many articles published studying mental health and job satisfaction of teachers. (Thank God!!!). It is very important that the teachers have better mental health because otherwise it will not only affect the teachers themselves but also, the students and the educational institute as a whole. But what do we exactly mean by 'Mental Health'?*

*World Health Organization defines 'Mental Health as' a state of well-being in which the individual realizes his/her abilities, can cope with normal stress of life, can work productively and fruitfully and is able to make contribution to her community'..*

*According to VandenBos (2007), Mental Health is a state of mind characterized by emotional well-being, good behaviour, adjustment, relative freedom from anxiety, disabling symptoms and capacity to establish constructive relationships and cope with ordinary demands or stresses of life. Considering this definition, though most of us by and large have good mental health, our work-related life does have some stressors (at least, sometimes) that affect our 'ability to work productively and fruitfully', our 'ability to make contribution to community', our 'emotional well-being and adjustment' and our 'ability to establish constructive relationships'. In case of some of us, unfortunately, some stressors continue to exist for long, thereby affecting their mental health substantially. So, what in our job causes stress and affects mental health?*

*Every job involves some level of intelligence. If the occupations are arranged in the hierarchy in terms of intelligence or cognitive ability they require, job of teachers is one of the top 5 jobs, requiring high level of intelligence. But apart from cognitive ability, there is something called Thinking Styles.*

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'Style' refers to preferred way of doing something or preferred way of using one's abilities. So, two persons who are equally intelligent may have very different Thinking Styles; one might prefer to use one's intelligence to generate newer, creative ideas and the other might prefer to use his intelligence to evaluate ideas given by others, not generate one's own. (Ultimately, we need both kinds of people in any system). One of the well-known theories of Thinking Styles is given by Robert J. Sternberg (1988). He says, we differ in terms of our styles. Some of us like to create, invent, design whereas others enjoy executing others' ideas rather than giving one's own. Yet others enjoy evaluating ideas proposed by others. Some of us prefer working on one task at a time and devote one's energy totally to one task only; whereas others work on many goals simultaneously. Some prefer looking at bigger picture whereas some focus more on details. Some prefer working with others, others prefer working alone. Some like to experiment with newer ways of doing work, others are more comfortable doing things in a conventional manner. Basically it means that we all differ, we have different preferences to use our abilities i.e different thinking styles. When we are given tasks that match our Thinking Style or we are working with people whose thinking styles match ours, we enjoy otherwise we experience at least psychological discomfort or sometimes distress.

Apart from mismatch of demands of the task and our own Thinking style, or mismatch of our own and others' Thinking styles, there are many **stressors in our work-life** that affect our Mental Health, at least occasionally. Following are some of them:

- Having to do too much work in too little time (quantitative overload) or having to do the work which is too difficult for one's ability and skill levels (qualitative overload).
- Not knowing one's role as a teacher or co-worker or committee member clearly.
- Having to do something which is in conflict with what one would like to do or is below one's own standards of doing that task.
- Having to work with 'difficult' people, unsupportive co-workers or bosses.
- Having to take continuous lectures, having to teach and control the class with huge number of students, having to stand for long for practical's.
- Having to work in noisy or crowded environment, having to face challenges due to lack of proper infrastructural facilities.
- Having to balance demands and responsibilities at home and at workplace.

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*This is especially (thought not exclusively) likely to happen in case of female employees. So, the times when we have early morning lectures or practicals, supervision or other college duties which extend till late evening, when we have to stay at residential camps can cause stress, especially to mothers with young kids and to those who have ill or elderly people at home who need to be taken care of and when no other support system is available.*

*Though most of us experience more or less the same stressors, we often 'keep talking' about them but very rarely we 'discuss' how to handle them effectively. So, let us try to understand the steps that can be taken at individual and organizational level to reduce stress and thereby enhance mental health.*

❖ **Individual efforts for better mental health:**

**Maintain better physical health:** *This can be ensured by eating breakfast, eating healthy food (taking meals at appropriate time, not delaying meals due to work-pressures, avoiding consuming too much tea/coffee/cold-drinks to keep one going, making sure that one drinks adequate amount of water), taking adequate sleep, exercising regularly. Better physical health helps to be better-equipped to deal with stress.*

**Acknowledge stress:** *A lot of times, we fail to understand that what we thought of 'irritating' thing in our job is actually causing substantial stress and is*

*responsible for our frequent headaches, colds, lower-back pain, change of appetite, lack of sleep etc. We accept a lot of stressors in our job as 'givens' of job and so do not feel the need to discuss about them with supportive colleagues or higher authorities and seek help and guidance. So, the first step in dealing with stress is accepting, acknowledging stress and seeking help for the same.*

**Use A-B-C model of thinking:** *This model is a part of Cognitive Behaviour Theory given by Aaron Beck. According to this theory, 'A' i.e. Activating event does not directly lead to 'C' i.e. Consequence (emotional or behavioural) but our Beliefs (B) do. This is to say*

**A → B → C**

*If this was not the case everyone who is in the same situation should have felt and reacted in exactly the same way, but this does not happen. Beck further says that our beliefs, many a times, involve a lot of cognitive distortions, they don't match with reality.*

**All or None thinking:** *Thinking of events or people as either good or bad, absolute categories (e.g. I am either good at everything or I am not good at all)*

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- **Overgeneralization:** Viewing negative event as never-ending pattern of defeat (e.g. If my boss wasn't supportive this time, he /she won't be so ever)
- **Mental Filter:** Dwelling on negative event/aspect and ignoring the positive
- **Jumping to conclusions:** Mind-reading (assuming that people are reacting negatively to us when there is no definite evidence for the same) or Future telling (arbitrarily predicting that the things will turn out to be bad)
- **Magnification or Minimization:** Either making mountain of molehill or reducing importance of events inappropriately.
- **Should statements:** Criticizing oneself or others with 'should', 'should not's', 'musts', 'have to's'
- **Labelling:** Putting label's on oneself or others and thereby ignoring other important characteristics (e.g. instead of saying "I/He made a mistake", saying "I am /He is stupid")
- **Personalization or Blaming:** Blaming oneself for the things that you were not entirely responsible for or overlooking how one's own attitude or interpretation contributes to a problem.

Recognizing distortions in our thinking can be helpful in avoiding them.

### ❖ **Organizational Efforts for better mental health of staff**



#### Organise work appropriately:

Distributing the work to be done fairly and giving sufficient time for its completion can reduce the stress caused due to work-overload. If possible, giving employees the tasks, putting them in the committees the stylistic demands of which match their own Thinking Style can be a win-win situation for both employees and the organization.

Developing 'WE CARE' system: This includes:-

**W-Willingness** to help or Support employees

**E- Empathy** i.e. looking at situations from employees' point of view

**C-Caring** for them /providing Counseling services to employees (In fact, according to new rule made by Maharashtra Government in 2010, educational institutes are expected to employ a counsellor separately for teachers as well).

**A-Accepting and Acknowledging** that individual differences. Some employees experiences more stress than others and may need help to deal with it.

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**R- Redesigning the work-environment.** This can be done by creatively using available space, providing required infrastructural facilities, providing well-ventilated, well-illuminated rooms, providing mikes to teachers etc.

**E- Effectively** implementing such a system (WE CARE) developed for enhancing mental health of employees.

Actually, willingness of the organization for improving working conditions of employees also makes a great difference to their mental health. It gives them the feeling that 'someone cares'...The workplace where such a **WE CARE** system exists and where employees take steps at their own level to maintain their mental health will be one of the best places to work at. Eventually, teachers with better mental health will be able to create future generation which is mentally healthy.

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## *Snap Shot of Central Training Department*

*Central Training department is moving towards 3<sup>rd</sup> year with the continuous support and response from all the members across SIES group of institutions. With this encouragement “ADHIGAM” has successfully published four issues in the year 2015-16 and moving ahead to the 2<sup>nd</sup> year.*

*During the beginning of academic session program on “Research Philosophy-Challenges Ahead” by an international speaker on research was conducted; international yoga day was celebrated with a program on Health & Yoga. Health management program has been initiated with specific target audience many more to come.*

*The knowledge sharing process on Leadership Excellence through Google Hangouts also conducted in the Quarter for students and staff successfully.*

## *Glimpses*



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## Central Training Programs from May 2016 to July 2016

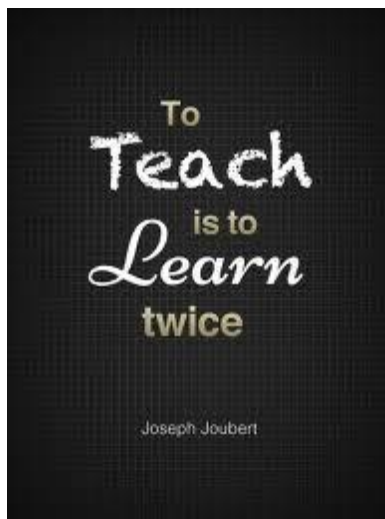
TITLE	DATE	BENEFICIARIES
Workshop on Art of Email Communication	11/05/2016	Non-Teaching Staff
Program on Health & Yoga	21/06/2016	All Staff
Workshop on IFRS/Inds	02/07/2016	Teaching Staff
Workshop on Advance Use Excel	08/07/2016	Non-Teaching Staff
Health Management- Urinary Tract Infection	22/07/2016	All Female Staff
Workshop on Research Philosophy – Challenges Ahead	23/07/2016	Teaching Staff
Effective Supply Chain Management	27/07/2016	Students, Faculty & Staff
Workshop on Happy Living & Self Development	28/07/2016	Non-Teaching Staff

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## Forthcoming Programs

- Understanding of Statistical Tools and SPSS software for Research
- Understanding about Academic Performance Indicator - API
- Managing Health
- How to Write Research Paper
- Disaster Management
- Understanding of Cloud computing
- Language Skills
- Program on Happy Living & Self Development
- Use of ICT in teaching
- Managerial Effectiveness
- Working in Team
- Becoming Effective Teacher
- Challenges in Education



*We invite articles (around 800 words) from all faculty / staff to make the newsletter interactive learning forum by sharing Learning/ Teaching initiatives, experiences/ideas and also provide feedback.*

*Last date for submission -10<sup>th</sup>October 2016*

*Please write to us or contact*  

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