

JUDGES TRAINING COMMITTEE (JTC)

REPORT TO THE BOARD June 2013

REGION & STATE	COMMITTEE MEMBERS	ROTATE OFF
2-CA	Tim Norman	Dec. 2015
2 -CA	Gail DeGough	April 2014
3-AZ	Kelly Estes	Aug. 2015
5-NY	Fran Bishop	Jan. 14
8-MS	Chris Rowley	Jan. 2015
8 - NC	Debbie McGhee	April 2014
4-OH	Doug Bragg	Jan. 2015
5 -PA	Sarah Read	April 2015

COMMUNICATION:

- I have distributed a copy of the NPGA Board decisions, provided to me, made at the January 2013 meeting to the judges, Board and committee members.
- I have requested that all judges and Board members submit their thoughts, concerns and ideas to me to help improve the NPGA Judges corps.
- I provided information to prospective candidates for the June 2013 Judging Exam (JE).
- The JTC, as a committee, is now making several proposals to the board.
- I have updated the Web site and address book with the correct contact information for all of the judges, if the information was given to me to make changes/corrections.
- I have sent updates to the Webmaster, the Central Office, and the memo editor for publication.
- I have updated the Judge's Written Exam to implement the NPGA changes made over the past several years.
- I continue to update all JTC documents to reflect NPGA changes approved over the past few years.

Continuing Education (ConEd):

The two judges who were given a one-year extension for the year 2012 must attend the 2013 ConEd in Maryland. (Tom Halquest and Rusty Repp)

NO judges have requested a one-year extension for the 2013 ConEd.

There is ONE judge whom must attend the 2013 ConEd to meet their NPGA license requirements. (Fraser)

In response to my inquiry regarding attendance at the 2013 NPGA ConEd and National Champion Challenge, 24 judges responded and **32 have no response** as of this report. 8 of the 9 JTC members shall be present for the JE.

The JTC is working closely with the NPGA Clinician, APRIL SEILER, to ensure that the program is updated with the changes approved by the board and to assist her in the preparation of the June clinic.

2013 Judging Clinic

Again, April Seiler will be the NPGA Clinician; the JTC has made every effort to assist her in preparing for the 2013 Clinic. April has been working on changes and updates to be used in the 2013 Clinic. She and the JTC have been designing updated materials to be presented in the clinic and ConEd. The JTC and April have been working with the convention hosts to make sure all arrangements are being made and to facilitate a successful endeavor.

2013 Judging Exam:

There are approximately five candidates who have spoken with me regarding taking the JE and Judging Clinic in Maryland in June 2013.

2013 JE Scoring:

It has been requested by the majority of the JTC that there be a review of the “new” Hormel system of scoring, implemented by the NPGA Board in June of 2012. The JTC feels that the scoring system should be reviewed after the 2013 JE to make certain that it is the proper system to be used by NPGA, as compared to the prior system used for scoring.

2013 Budget:

Whenever possible, my correspondence will continue to be sent via e-mail, which is free. Income shall be composed of the fees received for the Judges Written Exam, Judging Clinic, and ConEd Judges Clinic. The expenses are yet to be determined since they shall be based on the Clinic costs.

BOARD PROPOSALS:

Procedure of JTC:

As JTC Chair I manage the committee just as the current NPGA Board President resides over the board. Ideas, thoughts, questions and issues are brought to my attention or the attention of a JTC member. I then propose the question to the Committee and allow them to formulate an answer through discussions. Only majority rule proposals are included in the JTC’s report to the board. Unresolved or disputed issues are not presented to the board. Every JTC member’s ideas and thoughts are incorporated into the final proposal that I include in this report. In an effort to make the JTC’s proceedings transparent to the board, I will include the names of the JTC committee members that voted for each proposal and those that were non-responsive. This disclosure is meant to help the board understand the JTC’s procedures and processes.

This JTC committee has spent a formidable amount of time and consideration on each of the following proposals, and, as in our previous reports, have addressed the pros and cons of each proposal. The committee has carefully and thoughtfully developed each

proposal for submission to the board. As chair, I have compiled the committee's decisions into the coherent proposals now presented.

Below you will find the committee's proposals and each JTC member who approved the proposal for the board's consideration. There are 8 JTC members and 1 Chair, though only 8 votes have been cast for each proposal since the chair does not vote.

The JTC kindly requests the board's approval of the following proposals. The entire JTC, as a unit, endorses these proposals by majority rule.

Topic 1: Rule Stating that a Judge May Not Be a Show Chair or Show Prior to Judging.
Approved: Bishop, Bragg, DeGough, Estes, McGhee, Norman, Read, Rowley . Non-Responsive: None

Currently there is no rule that restricts a Judge from chairing a show that they will also judge. There is no rule restraining a judge from showing in a show prior to their judging the same show location and same weekend. Example: Currently a judge may Be the show Chair of Show A, show in show 1 of 2 in show A and then judge show 2 in show A. This scenario has become a huge "ethical perception" issue within the membership.

Pros: *Public Perceptions will remove any doubt of potential bias by a judge.
*Protect the Judge Group from unnecessary scrutiny regarding ethics/bias while judging.
*Allow for exhibitors to show without worry of the discussions in the ring that the latter judge might hear while they are showing prior to their own judging.

Cons:

- None

Facts: NPGA shows are our main outlet for public opinion and public awareness. Judges are well aware that they must give up certain chances to show at a show due to the fact that they would be judging that same show. Currently, judge's ethics and bias has been called into question due to the fact that several judges have been a Show Chair in the same show in which they judge. Judges have now been showing in the Saturday Show and Judging on Sunday at the same show. This has created issues with the membership and put the judges group in unnecessary potential unethical situations.

Conclusion:

The JTC Requests to add to Show Rules B.2. :

- h. The judge shall not judge a show if he/she is first showing at that show event.
- i. A judge must not be a judge of a show that he/she is also chairing.

Topic 2: WETHER SANCTION

In practice, NPGA states that the Wether portion of the show is sanctioned. Historically, a wether must be registered to record an official win. These official wins, in turn, are accumulated into different color-status levels of winning for the wether. A wether must have a certain number of official wins to be eligible to compete for the National Champion Wether title.

A show chairman must fill out a wether sanction portion of the Doe/Buck/Wether sanction form, in addition paying a sanction fee, to receive NPGA ribbons and the proper paperwork to record the official win.

Wethers should meet the standards set forth by the NPGA in order to meet the requirements for registration.

NPGA treats Wethers the same as Bucks and Does in regards to registration requirements and sanction required wins for recording purposes.

Pros:

- NPGA already operates as if the Wether portion of the NPGA show were sanctioned.
- An official NPGA statement clearing up the confusion would only allow NPGA members to practice what is already taking place as an official NPGA act.
- Wethers would be required to meet the Breed Standard in order to be registered and to be shown in order to record official wins.
- Wethers would be apart of the official shows.

Cons:

- Unregistered animals may not record an official win. This practice is already in place.

Facts:

- The sanction forms are already printed and currently in use by the NPGA Show Chairs.
- The official paperwork to record a Champion Wether win are already printed and in use by show chairs and judges.
- The official champion wether and the national champion wether guidelines are already in place in the rules and are currently being used by show chairs and judges.
- Wethers must obtain official recorded wins in order to be a part of the medal program and to earn credits towards competing for National Champion.

Conclusion:

The JTC requests that the NPGA Board of Directors make a specific, official statement sanctioning the Wether portion of the show.

The JTC requests that the following are adopted:

1. The Wether portion of the show be “officially” sanctioned.
2. Best Wether and Reserve Best Wether be changed to Grand Champion and Reserve Grand Champion Wether in all of the NPGA publications and ribbons.
3. Rules For Official Shows A.5. be changed to add Wethers.
4. Rules For Official Shows B.3.b. NOT be altered in any manner.

5. Rules For Official Shows D.1. be changed to remove the “sponsored” and replaced with “Sanctioned”. Please note, this same area already states “sanction” fees for wether classes.
6. For the Wether registration certificates to remove the “Certificate of Recorded Ancestry” and be changed to read Certificate of Registry.
7. Only NPGA registered Wethers may be shown in the Sanctioned part of the Wether show.
 - a. Shows may add non-registered Wether classes to their show classes if desired.

JTC Members Vote: Approve: Bishop, Bragg, DeGough, Estes, McGhee, Norman, Read
Against: Rowley.

Topic 3: Amend Rules and Regulations to establish eligibility to become JTC CHAIR.
Approved: Bishop, Bragg, ,DeGough, Estes, McGhee, Norman, Read, Rowley . Non-Responsive: None

Currently there is no rule that restricts a Judge from chairing the judges training committee. The NPGA Board of Directors in January of 2013 amended the Rules and Regulations to make it mandatory that a judge me be judging for at least five years in order to become a member of the Judges Training Committee. If this is the standard the Board deems necessary to become a member of the JTC, then logically the Board would want to extend this notion for the Chair position, to ensure that only qualified persons apply and are qualified to Chair this committee.

Pros: *Public Perceptions will improve regarding the qualifications of the chair.
*Protect the progress and educational requirements approved by the JTC and the Board of Directors.
*Allow for a purposeful line of succession regarding one of the most important committees in NPGA.
*Creates a solid foundation for the Chair, to have been a judge and to serve on the committee prior to taking the Chair ship, can only make this person more knowgable and capable in regards to running the committee.
*Serving as a Judge for SIX years only makes you a more seasoned and knowledgeable person that will give you greater insight as Chair.

Cons:

- None

Facts: Every JTC Chair that has been appointed from 1979 until 2010 had served on the JTC prior to their Chair appointment. This has never been a written rule, but a practice. If you go back in the history of NPGA, there have been 10 JTC Chair’s appointed from the beginning. In the early years, the committee was formed of the founding members of NPGA and they did the testing and ConEd. As the years passed, those members whom became judges under the original JTC, or instructors as they were called back then, served on the JTC and then were later appointed as chairs. NPGA has never appointed a JTC Chair that has not prior served on the Committee itself.

In January 2013, the NPGA Board of Directors amended the Rules and Regulations to require that “Before serving on the Judge’s Training committee, an NPGA judge must be licensed for a minimum of three years before being able to qualify to serve on the Judges Training

Committee.” Following this unanimous vote by the board 15-0, it would seem that the board also agrees with the logic of the founding members of NPGA. It can only guarantee the consistency of the JTC if the Chair has experience as a judge and as a member of the JTC prior to being able to apply for the JTC Chair position.

As it stands now in the rules, a Judge must be licensed for THREE years prior to being eligible for serving on the JTC. A JTC member term is Three years, following the logic of the January 2013 unanimous Board decision, a judge should be licensed for three years, serve on the committee for their three year term and then be eligible to apply for the JTC Chair position.

Conclusion:

The JTC Requests:

FOLLOWING THE LOGIC AND AMENDMENTS OF THE RULES AND REGULATIONS FROM JANUARY 2013 the JTC Requests that:

Amend Rules and /Regulations to establish eligibility of members of the Judge’s Training Committee CHAIR.

Move that Rules and Regulations H.1 be changed to include (addition in bold): Judges Training Committee shall be composed of a chairperson, who is a NPGA licensed judge in good standing, and a nucleus of other licensed judges in good standing, not to exceed the number of regions. Before serving on the Judge’s Training committee, an NPGA judge must be licensed for a minimum of three years before being able to qualify to serve on the Judges Training Committee. **Before serving as the Judges Training Committee Chair, an NPGA judge must be licensed for a minimum of SIX years AND have been a member of the Judges Training Committee before being able to qualify to serve as the Judges Training Committee Chair.**

January 2013 Board Minutes:

The board discussed whether judging experience is a reliable indicator of teaching/training ability. Motion #2013-12 Passed Proposed by: O’Kelly/Leman

I move that Rules and Regulations H.1 be changed to include (addition in italics): Judges Training Committee shall be composed of a chairperson, who is a NPGA licensed judge in good standing, and a nucleus of other licensed judges in good standing, not to exceed the number of regions. Before serving on the Judge’s Training committee, an NPGA judge must be licensed for a minimum of three years before being able to qualify to serve on the Judges Training Committee.

Yes: Butler, Fonda, Fraser, Gredin, Henwood, Hepner, Hubbard, Leman, Mumpower, O’Kelly, Overman, Rogers, Shipley, Sisco, Stettler. No: None. Absent: None.

JTC Accomplishments from June 2011 to May 2013: Chair Kevin Kress:

In June 2011 Kevin Kress was appointed as Chair of the JTC. At that time, the NPGA Board of Directors selected Kevin as Chair due to his outline and plan for his term as Chair. These objectives were shared by the NPGA Board and they asked Kevin to assist in implementing these plans. The board felt that the JE and the ConEd requirements needed stream lining and

reworking to put into practice what was needed to create a stronger Judges Corps for NPGA and a stronger Candidate pool for the JE.

Only through the assistance of the JTC members and the NPGA Board of Directors support were the following list of accomplishments achieved during the past three year term. The credit needs to be given to the JTC as a whole and the board members that supported the changes they desired to take place in order for a stronger NPGA Judges group.

1. Judges Pledge- Implement use of the pledge to hold judges more accountable for their actions.
2. Judges Clinic Requirement for Candidates- Mandatory clinic improving candidates chances for success in the JE
3. ConEd Requirement changed from 2 days to one day of the Clinic- Money saving idea for judges and a wonderful refresher course for everyone.
4. New Bite Check mandate -coordinated with HER Committee and Breed Standard Committee to help stop the spread of possible diseases and protecting our breed.
5. Implementation of NPGA Judges Clinic Clinician Position- selection of a leader to present the NPGA information to the candidates and the ConEd.
6. Removal of Provisional Judges from NPGA- setting the requirements at a higher standard for candidates to become a licensed judge.
7. JE Test Class requirements- standardized test for consistency for every JE, keep the testing at the same level of consistency and class structure.
8. Eliminated the cost of the yearly mailed judges paper license- saving NPGA money and saving trees by keeping a master list on the Judges Portal for ConEd requirements.
9. Board Officially Mandate to make showmanship manual consistent with the changes set forth by adding terms and clearly defining what is expected during a showmanship class.
10. JTC Procedures-Outlined the democracy and votes for proposals listed in the JTC report. Holding the members of the JTC more accountable for their votes and decisions that effect their proposals.
11. Judges Exam Written Re-take Requirement- clarification into the rules for time limit/attempt limits after the written exam is passed, clarification of the rules and regulations.
12. Implementation of Wether Oral reasons into manuals and judges terms.
13. Adding terms and conditions to the convention contract for JE and Clinics- updating the JE, Clinic and ConEd requirements necessary for a successful convention.
14. Showmanship Oral terms and reasons added to manuals and officially recognized by board allowing for judges and candidate to use consistent terms while judging.
15. Showmanship Scorecard update and changes-officially changing scorecard to reflect what actually takes place during the showmanship classes.
16. Selection of JTC member and clinician by JTC procedures- outlined in the reports voting by majority rule in the JTC.
17. Ad Hoc Committee And Board Approval of "New" Hormel System- a "new" system of scoring was implemented by the board in June 2012, adhering to the strict Hormel system of judging scoring.
18. JTC Under Budget- for the past 3 years, it is believed that the JTC has operated under budget for each year.

This is an amazing list of accomplishments by the JTC and the NPGA Board of Directors. KUDOS to all that supported the positive changes and believed in a better and stronger NPGA.

JTC CHAIR NOTE:

This JTC committee has discussed and analyzed all of the topics presented to the board for approval. The committee worked for countless hours making that report and its proposals a success.

Over the past 6 months the JTC has worked diligently on the proposals for this June report. This committee has been working on the Judges Clinic, adding committee members, selecting a new Clinician--ALL at the board's request and to move the judges in a bright and knowledgeable direction.

The Committee Members request that the board review this report and discuss its contents with their region. The JTC members request that you direct your discussion and questions to me as the Chair and I will do my best to address any concerns. Please, come to the JTC directly and do not presume answers. This committee, as always, has discussed the pros and cons of every proposal and, with a majority rule vote, presents these items for acceptance.

The JTC thanks the board for its faith and trust in the members of this committee, whom it selected to represent NPGA as the JTC, and for allowing the JTC to operate and execute the decisions made by the board in prior votes.

The past three years have had their grand moments and their ups and downs, as any length of time would see historically. As Chair, I thank the Board and the members of the JTC for putting their personal agendas aside and for always striving to do what is best for the membership of NPGA and the protection of our breed.

Thank you for your time and dedication to NPGA.

Respectfully Submitted

Kevin Kress

Judges Training Committee Chairperson
May 2013

Report Approved by:

JTC Members: **Bishop, Bragg, DeGough, Estes, McGhee, Norman, Read, Rowley . Non-Responsive: None**