



# National Enrichment Teachers Association, Inc. Program Provider Certification

The National Enrichment Teachers Association's (NETA) mission to protect the safety and welfare of children and to elevate the profession as a whole in concert with those of like-minded organizations and individuals has helped to raise the public's estimation of the industry.

In recent years there has been an explosion in the number of enrichment program providers. As such, competition between providers has greatly increased.

By being a NETA certified enrichment provider you exhibit your pledge to serve the needs of the public in a safe and responsible manner, thereby distinguishing your program's excellence.

Parents demand quality assurance and accountability of the enrichment programs available to their children. NETA certification delivers this assurance.

Parents, schools and PTAs are starting to demand proof of certification before utilizing an enrichment program.



## Schools and Facilities Look For...

- Certified enrichment providers because it elevates the stature of their programs and raises the standard of safety for the children.
- Enhanced educational options for their student body.
- The recognition for bringing quality programs to campus while maximizing public trust and minimizing risk.
- Proof of best business practice, including certification standards for all teachers that providers place with children.

## How can NETA help you?

- The designation of "NETA Certified" on your website, literature and company sales materials.
- We provide a population of certified enrichment teachers for you to draw from.
- We can certify your existing teaching staff.
- We are your advocate in the enrichment industry.



# National Enrichment Teachers Association, Inc. Development of the Standards

The impetus for NETA to develop the Standards for the Certification of Enrichment Providers was based on NETA's mission to continue to foster the culture of enrichment and to elevate the industry as a whole, as well as the need to further secure the public safety and trust, and to establish a forum in which the enrichment industry is provided the means to regulate itself.

NETA has taken the initiative to introduce and implement self-regulation in the enrichment industry as a means to reduce risk and build public reputation and trust.

To that end, NETA developed the Standards for Certification of Enrichment Providers that address the question, "What constitutes best practice for enrichment providers?"



## Standard Domains for Best Practice:

- Purpose and organization
- Risk assessment and insurance
- Financial governance and taxes
- Non-discriminatory hiring practices
- Utilization of certified enrichment teachers
- Training of teaching staff
- Curriculum and teacher performance analysis
- Fair and ethical business practices



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## Who is NETA?

The National Enrichment Teachers Association is dedicated to protecting the welfare and safety of school-aged children by establishing a uniform set of standards and practices predicated on safety, ethics and professionalism through certification, training and legislation.

The founders of NETA are working proactively to protect and elevate the enrichment industry. They have been working in the enrichment industry for over 30 years, in almost every capacity the field has to offer—as teachers, administrators, program owners and consultants.

At NETA, we feel it is incumbent upon the enrichment industry to diligently regulate itself by setting and enforcing high standards in order to ensure the safety of the children and to elevate the profession as a whole.



### NETA Services

#### **Program Provider Certification**

We offer the opportunity for providers to certify their programs, thus maximizing consumer confidence in the services they provide.

#### **After School Advantage**

We provide instruction and training for entrepreneurs who wish to start an enrichment company in their area.

#### **ASA Fundraising Program**

We teach PTAs and other parent organizations how to launch or transform existing enrichment classes into a fundraising program for their school.

#### **Consulting Services**

Through consultation, training and seminars we assist providers with troubleshooting or streamlining existing programs in both the public and private sector.

#### **Publications for Enrichment Teachers and Program Providers**

"The Enrichment Teacher's Companion" is the first in a series of four "how to" books about the enrichment industry.

#### **Association Membership**

We provide the nationwide enrichment community with access to newsletters, discounts on NETA resources and, coming in 2009, a database of certified enrichment teachers and job listings.



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## The NETA Teacher Certification Exam

The NETA Certification Exam is a 300-question criterion based exam developed by a panel of enrichment industry experts. These experts include school administrators, enrichment teachers, school principals, school district officials, university professors, parent groups, parks and recreation departments, enrichment providers and company owners. These experts analyze the specific job requirements in order to develop an outline of the tasks, knowledge and skills required to perform the job effectively.

This practice analysis is then forwarded to a representative cross-section of enrichment industry professionals to determine its validity. These professionals help further define the performance domains as well as submit ideas for questions for inclusion in the exam.

Exam questions are derived from the practice analysis study and are subjected to editing for efficacy in assessing a candidate's knowledge of the subject matter. The questions are then reviewed and selected for inclusion in the exam.

The passing score of the exam is determined as a standard for public protection and is derived by using a modified Angoff Method.

Before an exam is administered, it is subjected to a battery of pre-testing to ensure content validity, weighting and to minimize potential sources of error and bias. Following an exam administration, there is continual evaluation and analysis of each question to help ensure validity. If a question is determined to be flawed it is reworked or replaced.



## Exam Content and Job Domains

### Section A

- Legal liabilities, professional protocol and procedures
- Creating a safe environment and proper use of equipment
- Classroom management
- Transferring custody of children
- Supervision of children
- Reporting suspected child abuse
- Food, medications and injuries
- Understanding corporal punishment

### Section B

- Ethics and fair business practices
- Legal rights of children and parents
- Professional on-site conduct and procedures
- Student management techniques and appropriate discipline
- Student safety and confidentiality
- Special needs students and aides

### Section C

- Criminal background checks
- Building classes
- Jobs acquisition and employment status
- Interviewing techniques, materials and attire
- Enrichment venues
- Enrichment as an industry



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# Testimonials

## Logical Training

“...The Enrichment Teacher’s Companion is a great resource for prospective teachers... It would be great if all enrichment teachers were this well prepared.”

**Dr. Janice Schultz, Ed.D.**  
Asst. Superintendent,  
Torrance Unified School District

“...this book should be required reading for all agencies, school districts and companies who hire and train enrichment instructors.”

**Dr. Eva Marie Shivers, Ph.D.**  
Professor, Psychology in Education  
University of Pittsburgh



## Practical

“...there seems to be sensible logic in having enrichment teachers trained and issued background checks. It’s good to know that organizations like yours aid our children in ways that supplement their schools.”

**Cindy Miskowski**  
Councilwoman, Eleventh District  
Los Angeles, California

## Ensures Safety

“After reviewing the curriculum, I found that the training clearly ensures the safety of the children involved and the quality of the teachers involved...”

**Joyce Aimee**  
Commissioner  
Los Angeles County Arts Commission

“...heightened awareness regarding school codes, safety procedures and additional techniques for building classes has enabled our teachers to have more confidence in their work with children.”

**Stan Stitgen**  
President, Noteworthy Learning Systems  
Los Angeles, California