



JUDGES CERTIFICATION, INC.

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. . . . A Brief Historical Outline

We have learned through all our life experiences that in order to know where you are going you need to know where you have been and how you got there..... and nothing really happens unless first you dream that all things are possible until they are proved impossible, and even the impossible may only be so.... as of now. Soooo, it is appropriate to present a short history lesson.

You are all a part of certification. Certification is more than the people, it is an on going process that continually monitors and supports the highest possible integrity, honesty, and professional ethics, flexible in it's approach to the need for growth, and open for input at all times.

In the beginning, 1966, the NAGWS/USGF Joint Certification Committee was created by a group of ladies, representing NAGWS/USGF, who recognized the need to have a credential for those who judge women's gymnastics. To give the gymnastic judge credibility when performing a job that could lead to verbal and mental abuse by coaches, parents, and even some gymnasts. Abuse, in some cases, just short of being physical. The dream was to put the judge on a professional plane.

Not any of the current committees were involved in the initial beginnings. However, the next few years found some of the current committee replacing our founders and so on down the years. Some positions have had several replacements, and new positions have been created.

The committee was financially supported in it's first year by the USGF. The NAGWS (National Association for Girls and Womens Sports) assisted by publishing gymnastic officiating guides and other publications. Frank Bare, USGF Executive Director at the time, stated that the financial assistance would not be on going because of the financial need experienced by the USGF. However, a very strong directive to "GO FOR IT" and do what you can was given. The USGF and NAGWS were pledged to support us in concept and spirit and needed the service to certify officials for their programs.

After a period of time Frank Bare, USGF Exec. Director, met with us and stated that perhaps we should look ahead at becoming our own organization. The USGF at that time was busy surviving and working on programs for their existence, Programs for the athletes and developing the United States into regions and putting together the women's program. We were so busy developing the compulsory program that all the administrative business was put on a back burner. Our immediate goal was the compulsory program and to begin testing judges.

We personally borrowed money every four years, paying interest on the return to develop the compulsory program for 5 Olympiads.

During the last years, in Fort Worth, the USGF became very depressed financially. To protect the funds we had borrowed and saved to generate the next compulsory set we started working toward incorporating, remembering Frank's words. When the executive director's position changed for the third time, we were advised

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that we could not use the USGF name because, infact, we were not USGF. That is when we changed our name to Judges Certification, Incorporated (JCI). We dedicate our service to the NAGWS, NCAA, USGF and USIGC, and all other organizations that would need gymnastic officials. Mike Jacki met with our committee, in 1985, proposing that the USGF would like to develop the compulsory program and that the USGF would work cooperatively with the NAGWS as we had over the years. Also, that the USGF would meet the required time lines so we could develop the exams and be prepared to certify for the next Olympiad. Not all of the original agreement was met. The USGF did not work cooperatively with the NAGWS as pledged, and the time lines were not met, which put us in a very precarious position for having the information from which to write the exams, and to know that the examinees would have the correct information to study.

We have (JCI Committee Members) accumulated over the years collectively thousands of volunteer hours with enthusiasm and always with goals to continually present, as efficiently as possible, the certification program for you.

We have an open budget that is carefully audited every year and passed on to the IRS for review to be sure we are working within state and federal regulations that govern tax exempt corperations.

The program has been continually evaluated and restructured, when necessary, to meet the professional goals of a "Certified Judge".

We have provided clinics, workshops, and required on going "continuing education" for all judges, so that judging standards are set as high as possible. These clinics, workshops, etc. have been directed by Brevet and Elite judges, coaches, and other professional members of the USGF.

We strongly believe that officials who progress through our program have proven that they possess the highest level of learning, not only of the sport, but in professional ethics. We believe our testing program is conducted with the "Professional in mind" demanding specific knowledge tested by the theoretical and practical exams. The exams are written by members of the USGF Technical committee, Elite and Brevet judges, and evaluated by a team of "educators" led by a Doctorate of Statistics and Measurements.

We do not believe in "open book" tests. They do not adequately test Person's learning. (they may provide an awareness and knowledge, but unless a pattern is changed, one has not learned) A thorough knowledge and understanding of the rules and techniques of gymnastics is what we demand of a judge before they can be responsible to evaluate gymnastic exercises to meet the level of learning possessed by the gymnast, who, by the way, this program is for. The respect for those who coach must also, be more than considered here.

We have continually set standards and monitored the ethics demonstrated by our examinees and we feel our process has eliminated much of the "cheating" and unethical behavior that openly prevails amongst our gymnastic community.

Our computer scoring program is written by a Company which has, also, written programs for Control Data Corp., Federal Express, AT&T, Dow Chemical, Price Waterhouse, and numerous colleges and universities.

An examinee, after testing, receives a PASS or FAIL. No score is announced, since the examination is qualifying in nature and not competitive, actual scores are not released. Scores are only known to the computer, JCI Certification Coordinator and Secretary and therefore cannot be used to "position" a judge by those

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who would use the knowledge for negative input or output. This procedure has, also, eliminated much of the "cheating" over the years, or abusive behavior from one official to another, coach to official, or administrative personnel to official.

We still are one of the least expensive credentialing agencies in the country. We require \$12.00 per exam, for a maximum Certification time of 4 years.

The USGF requires a \$100.00 fee for it's Safety Certification exam with retest costs of \$25.00, also good for 4 years.

Rhythmic gymnastics officials pay \$5.00 per exam.

Men's Gymnastic officials require a \$25.00 fee to cover the judging course, which includes the examination. They must retest every year at a cost of \$10.00.

Other professional organizations require considerably more for a license or a credential, ie: Real Estate etc;

WHERE DOES THE EXAMINATION FEE GO:????????? \$12.00 per exam payable to JCI

Accounting/Legal	\$.53
Computer	.42
Education/Trainin(Exam Film Prod	2.30
Electricity	.07
Insurance	.05
Pavroll mand Taxes	5.57
Postage	.57
Printing	.57
Rent	.16
Supplies	.23
Telephone	.36
Equipment and Maintenance	.16
Administrative	1.78
Miscellaneous	.10
	\$ 12.87

Based on 1989 number of processed exams (6,591) and total expenditures

The current payroll is not realistic to what actual costs would be without the volunteer hours contributed by the Certification Coordinator who is the only paid member of JCI with a base salary of \$9,000.00 a year. All other Officers donate their time for the on going Certification program.

If the Certification Coordinator was paid according to the current market salary scale for the job description, minimum salary would be \$13.00 to \$15.00 an hour for a forty hour week or a minimum base salary of \$24,960.00 to \$28,800.00

The JCI secretary is paid \$8.50 an hour which is low according to researched job description payroll scales. Supplemental help is called in at times at \$5.00 to \$8.00 per hour. The JCI Secretary works a minimum of 15 hours per week.

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You are at times assessed higher fees by your Test Administrator and that is because she/he must cover expenses to give the exam. Each TA is required to advise the JCI, through a financial report, what they charged the examinee for each exam, plus submit an expense report with receipts. Our office randomly selects two examinees from each test session as recipients of a questionnaire to verify that they were or were not charged the same fee as reported to the JCI office. The expenses of the examination session are then balanced against the income to demonstrate that excessive fees are not being charged. This monitoring system has been in effect since July 1989, but has been more carefully scrutinized since January 1, 1990.

We are always open to your constructive criticisms and have over the years molded the Certification process by using your comments and ideas.

Give us a call or write if you have any questions. They will be answered as precisely as possible.