

Minimum Standards for an (EAL) Professional

EAGALA promotes that EAL and EAP (Equine Assisted Psychotherapy) sessions are done as a team with a licensed therapist or a trained facilitator and an equine specialist working together in sessions. We recommend that this work be done as a team in order to provide the safest and best possible results for your clients. While EAGALA utilizes existing standards for mental health professionals, no such standards exist for an EAL Professional. Therefore, EAGALA has developed the following system for setting objective standards for a minimum experience and educational requirements for an EAL Professional.

There are many career paths, educational opportunities, and professions that can help a person become a capable facilitator. These fields include, but are not limited to, Organizational Development (OD), Experiential Learning, Coaching, Human Resources Development, Education, among others. The following standards are meant to capture one's practical application, relevant educational accomplishments, and the professional development pursuits of individual.

While the following provides a tool to score measurable accomplishments and activities, we believe that good facilitation is more of an art than a science; therefore, a competent facilitator should be skilled in the application of learning theories, represent their own authenticity and self-awareness, and have a clear understanding of group dynamics and human behavior. Further, since the job of a facilitator is to help participants gain insight and greater understanding of themselves and others, it would be helpful for them to be effective listeners, know how to ask questions, encourage open communication and dialogue, and read non-verbal messages. The Latin root of facilitate means "to enable, to make easy." We hope the following standards help facilitate your own learning about what it means to be a competent, qualified EAL facilitator/professional.

	Points	Your Score
1.) 3 years full time work in your field: Organizational Development, Experiential Learning, Coaching, Facilitation, Human Development, Education, or other related field	5 + 1 for each year after the first 3 yrs.	
2.) 3 years or more part time work in field: Org. Dev., Experiential Learning, Coaching, Human Dev., Education, or other related field	2 + .5 for each year after 1st 3 years	
3.) Teaching/speaking/consulting/presenting. Putting self in position where you are considered the professional, contributing to field. Must have presented at least 3 times per year.	2 for each year	
4.) Recognized by national media in one of fields named above (newspaper article, TV/radio, etc.)	1 per recognition	
5.) Recognized by local media in one of fields named above (newspaper article, TV/radio, etc.)	.5 per recognition	
6.) Professional credential through an association (not including EAGALA)	2	
7.) EAGALA certification in EAP or EAL	2	
8.) 4 year degree in : Organizational Development, Experiential Learning, Coaching, Facilitation, Human Development, other	4	
9.) Graduate degree in : Organizational Development, Experiential Learning, Coaching, Facilitation, Human Development, other	2	
10.) Field specific continuing education in the last 5 years	.25 per hour (5 pts. maximum for this question)	
11.) Member of international professional association, with regular and active participation	.5 current membership .25 previous years	
12.) Active member of professional local association, with regular and active participation	.5 current membership .25 previous years	
13.) Leadership in professional organization: on committee, board, regular presenter, offering service to field in some way.	.75 current leadership .25 previous years	
14.) If you haven't been active in your field of expertise in the last 5 years.	Deduct 5 points	

Add the total points (25 minimum points)

|Total: