

NAPD Course Development, Delivery, & Instructor Compensation

The mission of the NAPD Online Courses Academy is to provide excellent, client-centered online education to improve the quality of representation for public defense clients. We strive to reach all job types and practice areas within public defense, ensuring that every public defense professional has access to essential training and resources, regardless of their location. By offering affordable and accessible courses, we aim to enhance the knowledge, skills, and commitment of defense staff and promote excellence in public defense nationwide.

Instructor Recruitment and Development:

- Solicit applications from potential course creators.
- Require selected instructors to complete NAPD's Online Train the Trainer course.
- Provide LMS access and support for course development.

NAPD Responsibilities:

- LMS technical support and video editing
- Course marketing and participant registration
- Participant enrollment and payment processing
- Mentoring and coaching for instructors

Instructor Responsibilities:

- Own course materials and grant NAPD usage rights.
- Provide course content and materials.
- Timely communication and participation in marketing.
- Maintain professional integrity.

Course Tiers and Compensation:

- Courses assigned tiers based on complexity, length, and demand.
- Compensation:
 - Flat fee for course creation (\$500-\$1500)
 - 30% of on-demand course revenue (capped at \$5000 annually)
 - Flat fee for facilitating small groups (\$100-\$250/session)
 - Annual license renewal with potential course content updates for a fee.

Course Quality Assurance:

- NAPD reviews courses for quality and minimum registration requirements.
- NAPD uses a scoring rubric to assess courses based on content, design, resources, assessment, and instructor expertise.

Intellectual Property and Termination

- NAPD holds a license to sell online course content.
- Instructors retain rights to teach and sell course material independently for in-person training.
- Non-compete clause for 6 months post-contract.
- NAPD reserves the right to terminate a contract if the course or instructor fails to meet requirements.