

Scrum Alliance[®] Certified Agile Leadership (CAL) Approved Educator Application

Approved Scrum Alliance Certified Agile Leadership Educators have demonstrated an elevated level of professional, instructional, and leadership experience in order to be authorized to instruct the **Certified Agile Leadership Program** (including CAL Credential I and CAL II). Stringent certification requirements are imposed on prospective CAL Educators to ensure that only those who are highly qualified to meet this commitment are entrusted to engage in this role on behalf of Scrum Alliance. The highly specialized level of expertise and technique required for an approved educator of this program requires the validation of three key capabilities:

1. Agile training and coaching
2. Agile-aligned leadership development coaching
3. Organizational change coaching

Approved CAL Educators must demonstrate an ability to convey their expertise through CAL Credential I and CAL II courses. Specifically, the CAL courses taught by approved CAL Educators must address all of the [Learning Objectives](#) of the CAL Program.

CAL educator applicants must meet at least 2 of the following 3 requirements in order to proceed with the application process:

- **Must be an active CST[®]**
- **Must be an active CEC**
- **Must demonstrate validated leadership development experience (with supporting documentation)**

Each CAL Educator application will be considered on an individual basis. The prospective CAL Educator has a unique opportunity to highlight their background, skills, and experience with open-ended documentation guidelines. This process will allow Scrum Alliance and the CAL Educator Review Team to set the bar for Approved CAL Educators, as well to inspect and adapt the process during the Beta phase.

- **Beta phase (through December 31, 2017):** Any Certified Scrum Trainer[®] (CST) **OR** Certified Enterprise Coach (CEC) can deliver the program, provided they can demonstrate competency, maturity, and coaching in an established leadership development framework **AND/OR** they have a validated credential in an established leadership development programs (or equivalent). For example, Organization and Relationship Systems Coaching (ORSC), International Coaching Federation (ICF), Co-Active Coach Training (CTI), Leadership Agility

360, the Leadership Circle, the Leadership Gift, etc. *Other training, credentials, AND/OR experience outside this list will be considered on a per-application basis.*

To apply, please complete the following steps:

1. Submit the **nonrefundable Application Fee** of \$250 by accessing the [following link](#). See further fee information below.
2. Submit electronic documents for **both Part 1 and Part 2** of this application (supporting documentation described below) to [Hightail](#). Electronic documents must be in MS Office and/or PDF formats. These documents must be compressed in a zip file identified with your name and email address. All documents must be in English.

Applicants will be registered as Approved CAL Educators upon successful completion of both Part 1 and Part 2 of this application:

Part 1: Certification Documentation

Please complete and submit this [CAL Application template](#) with your application in order to guide your application materials and supplemental documentation.

- Documentation of **active CST certification** (please provide date of CST certification). If applicant is NOT an active CST, please document training and instructional experience, including milestone dates. In addition, please provide a reason for not pursuing a CST certification.
- Documentation of **active CEC certification** (please provide date of CEC certification). If applicant is NOT an active CEC, please document coaching experience, including milestone dates. In addition, please provide a reason for not pursuing a CEC certification.
- Documentation of **leadership development education and practice** (including milestone years, relevant practice, and key content areas). Please document your capability in coaching individuals on their personal leadership development goals. Some possible ways to do this:
 - a. A certification/accreditation/credential in a leadership development or coaching program, *for example*: Organization and Relationship Systems Coaching (ORSC), International Coaching Federation (ICF), Co-Active Coach Training (CTI), Leadership Agility 360, the Leadership Circle, the Leadership Gift, etc. *Please note that this is not an exhaustive list--other training, credentials, AND/OR experience outside this list will be considered on a per-application basis.*
 - b. Letters of recommendation from coaching clients where the main focus of

the coaching was leadership development.

- c. Anecdotes, with specific examples, illustrations and observations, from your experience helping leaders make a shift in effectively leading in an Agile context.
- The **leadership development framework** that you choose to be the guiding framework underpinning your CAL I course can either be an accepted leadership development framework as listed above, your own unique framework, or a blend. The key to describing this guiding framework in your application is providing details, showing ownership, deep understanding, competency, evidence of practice, and proposed methodology.

Supporting documentation must include:

- Personal statement
- At least two letters of recommendation from executives, VP level and above

Other documentation may include:

- Detailed CV
- Higher education degree (master's or PhD, description(s) of course of study; please list dates)
- Certifications/credentials/fellowships/extended training; please list dates and key course content
- Student feedback forms or synthesized online feedback data
- Other supporting documentation that highlights key experience areas, including visuals, instructional aids, illustrations, graphics, photos, exercises, video, etc.

Part 2: Course Material

- Submit an English version of your Certified Agile Leadership course material.
- We understand that you may be instructing with materials that were co-created or are proprietary to your company/employer. Please credit any sources where appropriate. Also request appropriate permission(s) for photos, illustrations, etc. To help clarify your application, it is most helpful to the reviewers to understand how you make this material your own — we want to see your experience, your perspective, and your unique story come across in your materials.
- Materials may include a slide deck, handouts, workbooks, manuals, study guides, photos of flip charts, lesson plans, a course outline or syllabus, class exercise descriptions, group activities, video links, or other learning aids.
- If you are "training from the back of the room," please ensure that you demonstrate that the CAL Learning Objectives are fully covered by providing

photos of flip charts, in-class notes, exercises, game results, etc. The submitted materials should convey what the experience would be as a student in your course.

- Please submit your own detailed CAL mapping document to illustrate the connection between your course and the [CAL Learning Objectives](#), broken out by CAL I and CAL II. ***Visuals are encouraged, and greatly aid in reviewing this mapping.*** Your mapping document should list the time (in parts of an hour) estimated for each section/activity/learning objective, accounting for the total time allocated for each offering.

The completed application and all corresponding documentation will be treated as confidential and distributed to Scrum Alliance-authorized reviewers only. Any course material submitted in connection with this application shall remain the sole property of the applicant.

CAL application and associated fees:

- \$250 nonrefundable application fee
- \$100 per student load (per CAL Level)
- Total CST annual fee with CAL = \$7,500 (prorated to CAL Educator approval date)
- Total CEC annual fee with CAL = \$3,250 (prorated to CAL Educator approval date)