

Certified Scrum Trainer (CST) and Certified Enterprise Coach (CEC) Renewal Program

Purpose

Elevated professional certifications such as the CST and CEC demand a deep and robust understanding of the knowledge and specialized skills that are necessary to perform with a high degree of competence. Additional renewal requirements for training and practice ensure currency of skill and knowledge of new developments in the field. Renewal adds additional validity and credibility to the field, the practice, and the certification(s). Renewal encourages community involvement, professional engagement, networking, new skill acquisition, quality assurance, and validation. The intent of a certification renewal is to strengthen our programs, our community, and our credentials through a measureable, purposeful, and streamlined process.

Proposed CST and CEC Renewal

To renew (maintain active certification) as a CST, the CST must...

- Train at least 10 courses every 2 years (any combination of CSM, CSPO, and/or CSD).
- Attend and participate in at least 1 Scrum Alliance Global or Regional Gathering or CST/CEC Retreat every 2 years.
- Earn at least 60 Scrum Education Units (SEUs) every 2 years, as described below (1 contact hour = 1 SEU).

To renew (maintain active certification) as a CEC, the CEC must...

- Coach at least 650 hours every 2 years.
- Attend and participate in at least 1 Scrum Alliance Global or Regional Gathering or CST/CEC Retreat every 2 years.
- Earn at least 60 Scrum Education Units (SEUs) every 2 years, as described below (1 contact hour = 1 SEU).

For those who are both CST and CEC, only the requirements of one certification are required or a combination of both. For example, 5 courses and 325 hours of coaching would fulfill the first requirement above.

SEU Categories

Scrum and Professional Knowledge

(maximum 25 SEUs)

- Author or coauthor an article or case study published by Scrum Alliance or other journal (please describe).
- Author or coauthor a Scrum-related published book, article, blog, podcast, video, or other (please describe).
- Speak or moderate at a Scrum Gathering or other professional conference, user group, symposium, or workshop (please describe).
- Participate in a self-directed learning program about Scrum/Agile (e.g., book, e-learning, webinar(s), or other independent learning) (please describe).

Professional Development/Presentation Skills

(maximum 25 SEUs)

- Attend a conference, workshop, or other academic course on techniques, technology, education, or other related professional development.
- Collaborate with others on the development of new course design, instructional format, or other educational practice (please describe)
- If a CST, co-train with another Agile or Scrum leader.
- Establish and execute an individual or self-directed learning program involving personal research and study.

Community Engagement/Leadership and Change Management

(maximum 25 SEUs)

- Organize or facilitate a Scrum Alliance Global or Regional Gathering.
- Serve as a volunteer or elected position for an organization pertaining to Scrum or Agile (uncompensated).
- Organize or facilitate a Scrum or Agile user group, seminar, webinar, conference, or other professional development opportunity.
- Participate in a Scrum or Agile-related committee, taskforce, work group, or Board of Directors (including TAC, CEC/CTC Review Committee).
- Speak or moderate on an Agile topic at a Scrum Gathering or other conference, user group, symposium, workshop, or conference.

Managing Renewal Guidelines

- CSTs and CECs are encouraged to build SEUs across all categories to broaden their engagement, professional development, learning, and growth (see maximum amounts per category, above).
- The initial 2-year renewal cycle for both certifications will take place **January 1, 2016 through December 31, 2017**. After this initial period, cycles will continue every 2 years. Only SEUs obtained after January 1, 2016 are permitted to be included in this initial period.
- **To renew as a CST or CEC for January 1, 2017, the candidate must submit at least 25 SEUs by December 31, 2016** (with a 90-day grace period ending March 31, 2017). There will be a 90-day grace period each consecutive year, ending March 31. Our first milestone is 1 year—this is to encourage the community towards incremental progress.
- **For those whom are both CST and CEC, they may double count their SEUs for both certifications.** The process is aligned by number of years (2) and SEUs (1 hour=1 SEU).
- Any SEUs proposed outside the above selections will require pre-approval by Scrum Alliance. *As this is a new program, individual concerns and considerations will be taken into account on a case by case basis.*

Outreach

- In order to support Scrum Alliance’s mission and “transform the world of work,” we believe that outreach is a vital and important part of our vision. To this end, Scrum Alliance asks that CSTs and CECs provide charitable educational outreach each 2-year cycle. This outreach could be to students, nonprofits, vocational, educational, or other similar organizations—made in whatever format is most conducive to the work of the CST and/or CEC (such as providing a free course to an unemployed student, donating pro bono coaching to a professional in need, or providing training free of charge to an educational institution to help advance their professional development, etc.). We ask that the CST/CEC provide feedback to Scrum Alliance on the process, the outcome(s), and the rationale for their outreach project(s).
- *For those who are both CST and CEC, only the outreach component applies to only one certification per 2-year cycle.*

Reinstatement Policy

- Leave of absence (or other medical, personal, or professional leave) for a CST or CEC will be granted on a case-by-case basis, after review of the submission of request in writing to Scrum Alliance (leave shall be no longer than one 2-year cycle). Renewal after a leave of absence will require payment of the annual fee (currently \$5000/year or \$750/year, depending on certification). Once reinstated to active status, the normal renewal cycle will continue again.
- If a CST or CEC allows their certification to expire (and has not applied for leave, as stated above), and then seeks reinstatement, they must submit all SEUs obtained within the previous 2 years. In addition, they must pay a reinstatement fee of \$1000. Once reinstated to active status, the normal renewal cycle will continue again.