Registered Scrum Trainer™
by Scrum Inc.

Overview of the Registered Scrum Trainer™ (RST) Program by Scrum Inc.

Registered Scrum Trainers actively push the boundaries of Scrum and Scrum@Scale application through their experience working with teams and organizations. Registered Scrum Trainers by Scrum Inc. satisfy the acceptance criteria outlined in this document and meet the standards of the Scrum Inc. Agile Education Program in the dimensions of quality, impact, knowledge, and ability. Scrum Trainers by Scrum Inc. regularly contribute to the Scrum community by sharing their experiences and thought leadership.

There are two concentrations within the Registered Scrum Trainer program: **Team Concentration** and **Organization Concentration**. Each concentration area requires the Candidate to fulfill a unique set of criteria and authorizes the Candidate to teach a specific set of credentialing courses associated with that concentration area.

Team Concentration equips the Registered Scrum Trainer (RST) Candidate to bring individual Scrum Teams to a state of high-performance and prepares the Registered Scrum Trainer to address the unique set of challenges that occur at the team level. RST Candidates who complete the Team Concentration are authorized to teach Registered Scrum Team Member™ (RSTM), Registered Scrum Master™ (RSM) and Registered Product Owner™ (RPO) courses.

Organization Concentration prepares the RST candidates to drive agility at the organization, or enterprise level by focusing on scaling agility using the Scrum@Scale framework and addressing the unique challenges that arise at the cross-team and organizational level. RST Candidates who complete the Organization Concentration are authorized to teach Registered Scrum@Scale Fundamentals™ (RS@SF) and Registered Scrum@Scale Practitioner™ (RS@SP) Courses.

Only Registered Scrum Trainers and Registered Scrum@Scale Trainers by Scrum Inc. may teach Scrum Inc. Credentialing Courses.[1] Courses must meet the criteria outlined in this document to qualify students for credentialing. All active Registered Scrum Trainers are eligible to:

- List their Scrum Inc. credentialing courses and display their public profile page on the Scrum Inc. Agile Education Program's public site.

- Provide students who successfully complete their courses access to the credentialing exam and the opportunity to earn an Agile Education credential.

- Provide students who earn Agile Education credentials the opportunity to be recognized in The International Registry of Agile Professionals™ .

- Access to Scrum Inc. Agile Education program's Learning Management and Exam platform which supports course listings, in-person and virtual learning, cross-language student experience, billing, student data and reporting, and custom content sharing for students and clients.

- Participate in the Registered Scrum Trainer and Registered Scrum@Scale Trainer community and monthly Trainer Sprint Reviews.

- Access the Registered Scrum Trainer resources, including video recordings of course content, case studies, and marketing material.

- Access the latest versions of the Scrum Inc. teaching materials and thought leadership of Jeff Sutherland and Scrum Inc.

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[1]This includes the Registered Scrum Team Member, Registered Scrum Master, Registered Product Owner, Registered Scrum@Scale Fundamentals, Registered Scrum@Scale Practitioner, and Registered Product Owner@Scale courses.

- Access operational and marketing support from the Scrum Inc. Agile Education Team.

- Display their trainer score,[2] badges, and accomplishments on the public course listing page as well as on their public profile page.

- Have their next annual trainer renewal fee waived if they teach 200 or more students in the previous 12 month period.

Trainers must renew their credential annually. The annual membership fee is $5,000, regardless of concentration. For more on renewal requirements see the 'Trainer Renewal' section below.

Becoming a Registered Scrum Trainer

To become a Registered Scrum Trainer, candidates must complete the requirements detailed below in accordance with their concentration area(s) (**Team Concentration** or **Organization Concentration**).

Regardless of the concentration area, all applicants must have demonstrable experience improving the performance of teams and organizations using Scrum and must satisfy the Scrum Inc. Agile Education program acceptance criteria. Experience will be evaluated by Scrum Inc.'s Agile Education Program Team. The seven parts of the Registered Scrum Trainer application process are defined below.

1 Submit Your Application of Interest

Apply to become a Registered Scrum Trainer by submitting your application of interest and intent here: agileeducation.org/trainer-application. When submitting your application of interest, you should indicate your intended concentration area (Team, Organization, or both), and should clearly articulate how you meet all the Agile Education Program's Trainer Acceptance Criteria.

Registered Scrum Trainer Candidate Acceptance Criteria:

- You are committed to the Scrum Values.

- You have a proven track record of educating people in the Scrum Framework.

- You have a body of evidence in the way of case studies, references, and data that you have helped teams or organizations improve their performance through your coaching and training.

- You have unique contributions you can make to the Scrum community.

- You have read the full requirements document and agree to our code of conduct.

- You are dedicated to continuous improvement.

- You understand that completing the requirements of the program does not guarantee your status as a Registered Scrum Trainer with Scrum Inc. and that additional co-training or work may be required.

NOTE: RST Candidates may only apply to the program once every six months.

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[2]Your trainer score is a publicly visible 5-star rating that will appear on your profile and the course listing page on the Scrum Inc. Agile Education website. The score is an average of ratings from students who have taken your courses.

2   Demonstration of Trainer Readiness

After we process your application of interest and confirm you meet the program acceptance criteria, we will invite you to take the next step in the application process. This step requires you to create and submit a 15-minute, time-boxed recording of yourself teaching a sets of learning objectives (assigned by the Agile Education Program team[3]) to a live class of students.

This teaching sample should showcase both your grasp of the concepts as well as your ability to effectively teach those concepts to others in an engaging and meaningful manner.

3   Individuals and Interactions

Once we've reviewed your teaching video and determined that you are ready to continue your Registered Scrum Trainer journey, you will be invited to participate in a face-to-face conversation with the program team so we can better understand your goals and interests.

4   Demonstration of Impact

The mission of the Scrum Inc. Agile Education Program is to spread good Scrum across the world, and to leave a lasting, positive impact. Our trainers have a proven track record of helping teams and organizations improve their performance and achieve lasting results. To demonstrate this, Registered Scrum Trainer applicants must submit a case study from their own experience implementing Scrum. If you are applying for the Organization Concentration, your case study should document a scaled implementation involving three or more teams. If you are applying for the Team Concentration, your case study can document a single team or multiple teams. Case studies must include concrete metrics that demonstrate the impact of actions taken, and should document an experience from within the last two years.

Once submitted, the Scrum Inc. team will either approve your case study or provide feedback on changes needed to qualify. Please expect at least one round of iteration. If your case study is accepted, it will be eligible to become part of a free, open-source library of case studies. Case studies may be submitted, along with other application material, to education@scruminc.com. The acceptable case study formats are defined as follows.

- Option 1 - Video

  - Please submit 3-5 PowerPoint slides (slide template here) documenting your experience, along with a 5-10 minute recording of you presenting the case study.
  - The presentation should include a detailed description of the context in which the engagement occurred, including but not limited to: the industry, size of the organization, scope of the implementation (i.e., number of teams), key reasons for implementing Scrum, challenges and successes of the implementation, and concrete data that demonstrates the impact. For the purposes of this application, the recording can be video (preferred) or audio, and production quality is not important.[4]
  - If you chose this option, you will have an opportunity to present your case study during a Train the Trainer course and have it professionally recorded and edited. The finished product can be used for promotional purposes and may be hosted on our YouTube channel and/or website.

- Option 2 - Write-up

  - Please submit a 3-5 page .pdf write-up documenting your experience (write-up template here). The submission should be copy-edited and in a publishable state.

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[3]These learning objectives will be directly pulled from the Agile Education curriculum associated with the intended concentration area you indicated in your application of interest.

[4]We do, however, encourage you to familiarize yourself with how to present yourself on video before the Train the Trainer course.

- The write up should include a detailed description of the context in which the engagement occurred, including but not limited to: the industry, size of the organization, scope of the implementation (i.e., number of teams), key reasons for implementing Scrum, challenges and successes of the implementation, and concrete data that demonstrates the impact.

- If you chose this option, you will have an opportunity to present your case study during a Train the Trainer course and get feedback from peers in the class. The finished product can be used for promotional purposes and may be hosted on our website.

- Option 3 - Podcast

  - Please submit a 15-30 minute audio recording (.mp3) of you presenting the case study. The presentation must include enough context to stand alone without supplemental visual material, though you may optionally include supplemental visual content in a downloadable format (.pdf, .jpg, .png).

  - The audio recording should include a detailed description of the context in which the engagement occurred, including but not limited to: the industry, size of the organization, scope of the implementation (i.e., number of teams), key reasons for implementing Scrum, challenges and successes of the implementation, and concrete data that demonstrates the impact. The submission should be production-ready and in a publishable state.

  - If you chose this option, you will have an opportunity to present your case study or play the recording during a Train the Trainer course and get feedback from peers in the class. The finished product can be used for promotional purposes and may be hosted on our YouTube channel and/or website.

5 Demonstration of Training Expertise

Registered Scrum Trainer Candidates may only proceed to this step after successfully completing the previous steps in the application process. Please note that both paths to Registered Scrum Trainer outlined below may require additional co-training or work if you do not meet or exceed standards.

- Option 1 - Train the Trainer

  - Applicants who choose this option must attend a Scrum Trainer Train the Trainer (TtT) course to become a Registered Scrum Trainer or Registered Scrum@Scale Trainer. The TtT courses are invite-only (based on acceptance of the applicant's teaching sample and case study) and will be limited to 8 applicants per course. Each TtT course culminates in a public Scrum Inc. Course which the Registered Scrum Trainer candidates will co-teach to get hands-on experience with the Scrum Inc. curriculum[5].

  - Trainers will be evaluated on their performance and will be given feedback and opportunities to iteratively improve throughout the course of the public training. Applicants who do not meet or exceed standards during the Train the Trainer course will not be able to repeat the course and will have to pursue the apprenticeship path.

  - The cost for attending the Train the Trainer course is $3000[6].

  - Contact education@scruminc.com to learn more about upcoming Train the Trainer opportunities.

- Option 2 - Apprenticeship

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[5]RST Candidates interested in the Team Concentration should attend a Train the Trainer course that ends in a Registered Scrum Master (RSM), Registered Product Owner (RPO), or Registered Scrum Master and Product Owner (RSMPO) course; RST Candidates interested in the Organization Concentration should attend a Train the Trainer course the ends in a Registered Scrum@Scale Practitioner course.

[6]Please note that this fee does not include the annual Registered Scrum Trainer membership fee which is due upon graduation from the RST program.

- **–** Applicants who choose this option must successfully complete at least four co-trainings, incrementally increasing the proportion of the course they are teaching with each subsequent co-training, as shown below. You must co-train with at least two current Registered Scrum Trainers, one of whom must be a Registered Scrum Trainer-Fellow.[7]
    - Co-training #1: Registered Scrum Trainer Candidate is expected to deliver 25% of the course.
    - Co-training #2: Registered Scrum Trainer Candidate is expected to deliver 35%-50% of the course.
    - Co-training #3: Registered Scrum Trainer Candidate is expected to deliver 50%-75% of the course.
    - Co-training #4: Registered Scrum Trainer Candidate is expected to deliver at least 75% of the course.
- **–** For Trainers applying for the Team-Concentration, co-trainings must including at least one Registered Scrum Master and one Registered Product Owner class.
- **–** **Note:** Your final co-training must be with a Registered Scrum Trainer-Fellow.
- **–** Applicants who choose this option must submit the following:
    - Date of co-training
    - Names of Registered Scrum Trainer co-trainer(s)
    - Course type & number of students in the course
    - Feedback received from the Registered Scrum Trainer-Fellow you co-trained with and a statement from you on how you have incorporated, or will incorporate that feedback in subsequent trainings

6   Content Contribution

The Scrum Inc. Agile Education Program is dedicated to enabling the successful adoption of Scrum and Scrum@Scale®. To that end, Registered Scrum Trainer applicants are required to contribute at least one piece of content. Content contributions should be submitted to education@scruminc.com. Content from accepted Registered Scrum Trainer applicants will be released under Creative Commons (CC4 BY-SA) and shared back with the community.
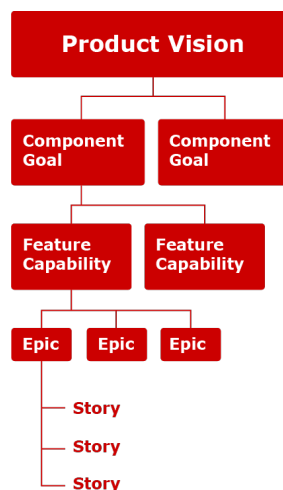
- Option 1 - Backlog Decomposition Example

    - **–** Applicants who choose this option must submit one real world example (sensitive details may be anonymized) of the decomposition of a Product Backlog Item (PBI) from the perspective of the Executive MetaScrum to the perspective of the team doing the work.
    - **–** Your content contribution should make clear the industry or context it comes from.
    Example:

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[7]To learn more about the Registered Scrum Trainer-Fellows, visit The International Registry of Agile Professionals or contact education@scruminc.com.

- Option 2 - Story Slicing Example
    - Applicants who choose this option must submit at least three challenging, real-world examples (sensitive details may be anonymized) of PBIs that have been appropriately sliced and written in a format that incorporates the "who," "what," and "why".
    - Your content contribution should make clear the industry or context it comes from.
    Example:

7   Code of Conduct

Registered Scrum Trainer applicants must successfully demonstrate an understanding of the Registered Scrum Trainer Code of Conduct.

As ambassadors of the Scrum Framework, the Scrum@Scale Framework, and the Agile Movement itself, Registered Scrum Trainers must endeavor to embody the Scrum Values in all of their interactions with other trainers, students, and the Agile community at large. Registered Scrum Trainers are expected to welcome students of all backgrounds and identities and may not refuse access to their courses or training by paying customers without reasonable cause. Registered Scrum Trainers are expected to make a good faith effort to avoid creating environments in which individuals feel threatened or unsafe. Failure to uphold the Registered Scrum Trainer Code of Conduct may result in the loss of your Trainer Credential at Scrum

Inc.'s sole discretion and may also be grounds for Scrum Inc. declining to renew your credential after it expires.

Scrum Inc. Agile Education Program Course Requirements

Registered Scrum Master, Registered Product Owner, and Registered Scrum@Scale Practitioner courses must meet the following requirements for students to be eligible for credentialing:

- 14-hours of live interactive instruction time.[8]

- Course instruction achieves all the Learning Outcomes for the course (Registered Scrum Master, Registered Product Owner).

Registered Scrum Team Member courses must meet the following requirements for students to be eligible for credentialing:

- 8-hours of live interactive instruction time.

- Course instruction achieves all the Learning Outcomes for the course (Registered Scrum Team Member).

Registered Scrum Trainers may use their own instructional materials, or Scrum Inc.'s, in the delivery of Scrum Inc. courses. All references and sources of information used in your courses must be properly cited, and citations provided to students.[9] Regardless of which materials are used, Scrum Inc. branding will be included in a manner meant to clearly indicate the Agile Education Credentials are Scrum Inc. programs.

Student Exam and Membership Fees for Scrum Inc. Courses

There is a per-student exam and membership fee billed to the Registered Scrum Trainer for each student that attends their Agile Education course. Students will be able to renew their Agile Education credential annually. Membership and renewal fees will be assessed based on the GDP per capita of the legal residence of the student[10], as per the table below:

Legal Residence of Student	Credentialing Fee	Renewal Fee
Top 100 GDP per capita	$50 (USD)	$50 (USD)
Below top 100 GDP per capita	$25 (USD)	$25 (USD)

The Agile Education Program Credentialing exams are administered online by Scrum Inc. and are composed of 30 multiple-choice questions. The exams can be taken in several languages[11] and will be made available to students at the end of the course via a unique self-sign-on code. Students must complete the exam within 30 days of the course end-date with a passing score is 75% or better to earn their credential. Students will have up to two attempts to pass the exam. Once started, there is no session time limit for the exam, and all progress will be saved.

Marketing and Business Development

There are no price controls on offering Scrum Inc. Agile Education courses. The Registered Scrum Trainer is free to arrange pricing with clients with no restrictions. This is intended to help determine a competitive price point while also reflecting the value of the Scrum Inc. brand and Agile Education Program courses.

Scrum Inc. grants the Registered Scrum Trainer a limited non-transferable use license for Scrum Inc.'s copyrighted training materials, logos and branding in the pursuit of teaching Scrum Inc. Agile Education courses.

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[8]21-hours of live interactive instruction time is required for the RSMPO course.
[9]See attribution under Creative Commons (CC4 BY-SA).
[10]Based on World Bank Data.
[11]We currently support examination in English, Spanish, Japanese, German, Italian, Simplified Chinese, Traditional Chinese, Turkish and Portuguese, and strive to continue expanding our language capabilities.

Student Renewals

The Scrum Inc. Agile Education program endeavors to keep individuals at the leading edge of high-performing Scrum practice and current on the latest insights and patterns from the field.

Agile Education Program credentials are valid for one year following successful completion of the course and associated exam, after which time students can renew their credential for a fee as outlined above. The renewal process includes a brief re-examination to demonstrate the student's retention of knowledge and an opportunity for students to reflect on their experiences and results with Scrum over the previous year. Passing rate for the renewal exam is 75% and students will have up to two attempts to pass.

Scrum Inc. Agile Education credentials will include a "Good Through" date and an "Active Since" date so that students know when their renewal is due and to note their standing and longevity in the program.

Registered Scrum Trainer Renewals

Trainer credentials are valid under the terms above for one-year from the date of issuance. You must renew your Registered Scrum Trainer credential within 60-days of the expiration date. If you do not renew your credential within 60-days of expiration, you may be required to repeat some or all of the application process at the discretion of Scrum Inc. You may not teach any Scrum Inc. Agile Education classes without an active Registered Scrum Trainer credential.

To be eligible for renewal you must meet the following criteria before your renewal date:

- Submit an experience report from the previous 12 months which demonstrates how you have helped teams, individuals, and/or organizations improve performance. This can be demonstrated through:

  - Case Study (see above under 'Demonstration of Impact')
  - Character Report or Testimonial from a client.

- Co-train at least once during the previous calendar year with another Registered Scrum Trainer who holds a current credential at the time of the co-training. You must provide the following feedback to the Registered Scrum Trainer you co-trained with.

- Pay the annual trainer membership fee of $5,000 (If you train 200 or more students during the previous twelve month renewal cycle, this requirement for renewal will be waived and you will not have to pay the fee).

The terms and conditions of the Registered Scrum Trainer program are subject to change

As with all things in Scrum, this program is apt to evolve over a series of iterations. Thus, the terms and conditions are subject to change at Scrum Inc.'s discretion. If you wish to desist from participating as the program evolves there are no penalties. Either party can end their participation in the Registered Scrum Trainer Program at any time.