

Levels of Coaching Credentials

Based in Dreyfus and Benner "novice to expert" framework, coaches are invited to consider their own "coaching" development, experiences and expertise and submit an ePortfolio to be considered for the following levels:

eCTC Credentialing Table (all application fees are for 3 years)

| LEVEL AND YEARS OF COACHING EXPERIENCE | DESCRIPTION | REQUIRED SUBMISSION | RESOURCES TO CONSIDER |
|---|--|--|--|
| One (1-2 years) Application Fee: \$299.00 Click here to apply | Completed microsystem coach education and has coached 1 clinical microsystem for 6-12 months. | Evaluation from clinical microsystem members in written format with action plan for coaching improvement and continued development. Documentation: Improved interdisciplinary team function and desired improvement outcomes, along with enhanced microsystem leader effectiveness. | <ul style="list-style-type: none"> • CV or resume • Evaluation summary from members of microsystem • Coaching assessment and development plan for 6-12 months |
| Two (2-3 years) Application Fee: \$299.00 Click here to apply | Has coached 3-6 microsystems for 12-18 months. | Evaluation same as Level 1 with additional feedback from leaders of the microsystems. Action plan completed for improvement with documented evidence of improvement. | Same as Level 1 plus: <ul style="list-style-type: none"> • Microsystem leader feedback • Coaching assessment and development plan for 6-12 months • Documented outcomes/measurement of coaching (include desired quality goals, group dynamics, staff satisfaction) |
| Three (2-4 years) Application Fee: \$399.00 | Previous levels including > 6 microsystems coached and 1 mesosystem for 12-18 months. Regularly collaborates with organizational leadership to link | Same as previous levels with additional feedback from organization leaders and coaches. Action plan for continued development | Same as Level 1 & 2 plus: <ul style="list-style-type: none"> • Meso/Macrosystem leader feedback • Peer review feedback from other coaches • Summary of mesosystem |

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| | <p>strategic improvement with coaching activities.</p> <p>Creates coaching network infrastructure and supports coaches.</p> <p>Teaches coaching.</p> | <p>completed and reviewed semi-annually.</p> <p>Additional documentation includes the implementation of timely, user-friendly two-way communication/information transfer among frontline microsystems, mesosystem leaders and macrosystem senior leaders.</p> | <p>improvements and coaching activities</p> <ul style="list-style-type: none"> • One page overview of coaching curriculum being taught |
| <p>Four (4-6 years)</p> <p>Application Fee: \$599.00</p> | <p>Previous levels plus coaching of whole organization.</p> <p>Regular contributions to broader coaching community through conferences, teaching, web/teleconference participation, presenting at conferences and contributing to websites and sharing sites or newsletters.</p> | <p>Same as previous levels with continued feedback from leaders at all levels of the organization and coachees.</p> <p>Developmental plan created and reviewed semi-annually with coach colleagues at same level or above.</p> | <p>Same as Level 1, 2, 3 plus:</p> <ul style="list-style-type: none"> • Include conferences, teaching, presentations on CV or resume • Identify contributions to websites and sharing sites |
| <p>Five (5+ years)</p> <p>Application Fee: \$599.00</p> | <p>All previous levels.</p> <p>Mentor to other coaches.</p> <p>Involved in regional and/or national coaching network(s).</p> <p>Publishes coaching manuscripts in journals, presents and teaches within formal settings. e.g. Organizational quality education council or institute, academic institutions.</p> <p>Develops original materials and tools to support coaching.</p> | <p>Same as previous levels.</p> <p>Evidence of sustainability of coaching goals by those coached once the coach transitions forward and continued coach growth and development in the organization.</p> | <p>Same as Level 1, 2, 3, 4 include on CV or resume:</p> <ul style="list-style-type: none"> • List those being mentored with progress • List coaching networks • List Journals where published • List teaching events • List name of organization quality education center • Include original materials and tools |