

## **Exhibit A**

### **PROFESSIONAL SERVICES SCOPE OF WORK**

Contractor will provide the services set forth in this scope of work starting on March 1, 2017 and will include 2 full days, 1 half day, and one virtual session of Professional Development through June 30, 2017. The specific days that services will be provided will be mutually agreed upon by the Contractor and CoachJax!. The Contractor shall work with and report to the CoachJax! Project Manager to provide the following services:

**Title: CoachJAX! Advanced Coaching Academy**

**Purpose:** Enhance coaching capacity of CoachJax! coaches and supervisors to meet the diverse needs of the professionals they work with.

**Scope of Work:** Provide a professional development experience to the CoachJax! group beginning with a two-day intensive face-to-face session, followed by a virtual session and then a half-day face-to-face session.

**Goals:**

1. Empower & inspire coaches
2. Recalibrate to the Lastinger Coaching Model
3. Dive deeper into adult learning theory and differentiated feedback
4. Improve questioning techniques by employing Facilitative Leadership Principles
5. Work as a CoP to analyze and improve practice

**Deliverables:**

Contractor will:

1. Design and facilitate a training experience for CoachJax! Coaches and supervisors.
2. Establish a Community of Practice to deepen and sustain learning of the Lastinger Coaching Model.
3. Provide in person, field-based sessions, with virtual follow-up support.
4. Facilitate planning with leadership for continued support after Lastinger completes the advanced coaching professional development.

**Program Content:**

**TWO-DAY FACE-TO-FACE**

SESSION ONE - Reconnecting and Improving Questioning Techniques

- Reconnect as a CoP of Certified Coaches- Celebrating coaching successes
- Facilitative Leadership Principles.
- Use Ways of Knowing to consider a providers' "Coaching Readiness".

SESSION TWO- Feedback and Improving Questioning Techniques

- Adult Learning Theory and Change Management Theory
- Developmental Approach to Feedback- strategies to support each type of learner using the ideas in Tell me so I can hear article and the Ball Metaphor.
- Consultancies around dilemmas of coaching practice. This will simultaneously help them with probing questions

**VIRTUAL FOLLOW-UP**

- Connecting Virtually
- Effective Virtual Professional Development
- Differentiating your Approach to Coaching

**FACE-TO-FACE HALF DAY FOLLOW -UP**

- Connecting as a Professional Learning Community
- Effective Components of a Professional Learning Community