SCRUM ALLIANCE® CERTIFIED SCRUM PROFESSIONAL® SCRUMMASTER (CSP®-SM)
Learning Objectives

January 2022

PURPOSE

This document describes the Learning Objectives (LOs) that must be covered in a Certified Scrum Professional-ScrumMaster offering.

- Every implementation of Scrum is different.
- Teams and organizations apply Scrum within their context, but the fundamental framework always remains the same.

The Learning Objectives for this offering are based on:

- Manifesto for Agile Software Development, four values and 12 principles, agilemanifesto.org
- Scrum values, https://www.scrumalliance.org/about-scrum/values
- Scrum Guide, scrumguides.org*
- Scrum Alliance Guide level feedback

SCOPE

Students attending a CSP-SM offering should expect that each Learning Objective identified in this document will be covered. The CSP-SM Learning Objectives fall into the following categories:

1. Lean, Agile, and Scrum
2. Scrum Master Core Competencies
3. Service to the Scrum Team
4. Service to the Product Owner
5. Service to the Organization
6. Advanced Scrum Mastery

Individual Path to CSP-SM Educators may choose to include ancillary topics. Ancillary topics presented in a CSP-SM offering must be clearly indicated as such.

A note about Bloom's Taxonomy:

Bloom's-style Learning Objectives describe what the learner can do upon completing the offering. Please mentally start each Learning Objective with the following phrase: "Upon successful validation of the CSP-SM Learning Objectives, the learner will be able to … "

Bloom's style of Learning Objectives consist of six levels of learning:

- **Knowledge**
- **Comprehension**
- **Application**
- **Analysis**
- **Synthesis**
- **Evaluation**

The levels progress from lower- to higher-order thinking skills, Knowledge through Evaluation. The level of each Learning Objective can be identified using the image designations above.

LEARNING OBJECTIVES

1 - Lean, Agile, and Scrum

⚙ 1.1 describe the origins of Lean Thinking.

⚙ 1.2 explain the core concepts of Lean Thinking and how they can be applied to Scrum.

📊 1.3 relate at least five wastes in product development to the seven wastes in Lean manufacturing.

📊 1.4 relate at least three agile development practices to Lean practices.

2 - Scrum Master Core Competencies

Facilitation

⚙ 2.1 differentiate at least three alternatives to open discussion.

💡 2.2 identify at least three actions the facilitator can perform to support the development of an inclusive solution.

⬍ 2.3 apply at least three visual facilitation techniques for a collaborative session.

💡 2.2 identify at least three practices for facilitating remote meetings.

Coaching and Training

⏦ 2.5 create a coaching agreement.

⚙ 2.6 discuss the importance of at least two fundamental coaching assumptions.

💡 2.7 list at least three fundamental psychological concepts that help transform individual behavior.

⏦ 2.8 develop and teach at least one topic related to Scrum or agile.

3 - Service to the Scrum Team

Team Dynamics

✅ 3.1 appraise at least two different models for team development.

✅ 3.2 compare at least three techniques for improving team effectiveness.

Scrum Teams

⚙ 3.3 describe at least five responsibilities for Scrum Team members and stakeholders when forming a new Scrum Team.

⏦ 3.4 plan the launch of a new Scrum Team.

⏦ 3.5 propose strategies to fill in missing skills or capabilities the Scrum Team needs to create successful products.

⬍ 3.6 illustrate how at least one element of software craftsmanship applies to their work.

4 - Service to the Product Owner

⬍ 4.1 apply at least two techniques for moving from Product Goal to Product Backlog.

✅ 4.2 appraise at least three criteria that can be used for structuring a complex or multi-team Product Backlog.

💡 Knowledge   ⚙ Comprehension   ⬍ Application   📊 Analysis   ⏦ Synthesis   ✅ Evaluation

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LEARNING OBJECTIVES

5 - Service to the Organization

Organizational Development

5.1   compare at least two systemic approaches for helping organizations improve their Scrum adoption.

5.2   analyze your approach to a complex intervention that addresses the root cause(s) of an organizational impediment.

5.3   summarize at least two tangible examples of how they changed the culture of their team or organization.

5.4   evaluate how their Scrum Team and/or organization could benefit from the adoption of the latest definition of Scrum.

Scaling Scrum

5.5   contrast at least two patterns for scaling the Product Owner role.

5.6   experiment with at least three techniques to improve inter-team collaboration.

5.7   plan the launch of multiple Scrum Teams.

6 - Advanced Scrum Mastery

6.1   outline a personal development strategy toward Scrum Mastery.

6.2   practice mentoring someone.

PROGRAM TEAM

Path to CSPˢᴹ Design and Audit Team (2021)
- Erika Massie
- Carlton Nettleton
- Lisa Reeder
- Jason Tanner
- Andreas Schliep

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