

Coaching Agreement

The Nobility Coaching Agreement outlines the mutual expectations, responsibilities, and protections between Nobility Parent Coaching LLC (“Nobility”) and each coaching client. This agreement ensures clarity around the services provided, payment terms, confidentiality, and professional boundaries for all coaching, consulting, and training programs offered by Nobility.

1. Purpose of Agreement

This Coaching Agreement outlines the terms under which Nobility Parent Coaching LLC (“Nobility”) provides coaching, consulting, training, or advisory services to the Client. Coaching services are designed to provide support, strategy, and professional guidance to childcare owners, directors, and providers seeking improvement and clarity in their leadership, operations, and professional growth.

2. Scope of Services

Nobility offers several coaching options as outlined in its current service menu, including but not limited to:

- Childcare Leadership Standard Program
- Shadowing (Virtual or On-Site)
- Framework Coaching
- Staff Training Development
- Whole Program Intensive
- 1:1 Staff Training
- Hourly or Session-Based Coaching

The exact nature of services provided under this agreement will be determined based on the program or package purchased by the Client. Nobility reserves the right to adjust its service offerings over time.

3. Coaching Expectations

Nobility commits to providing professional, supportive, and goal-oriented coaching services. Coaching sessions are collaborative and focused on development and implementation of strategies that align with the Client's vision and goals.

Client Responsibilities

- Arrive prepared and on time for all scheduled sessions.
- Complete any assigned action items or reflection work.
- Communicate honestly and respectfully with Nobility.
- Understand that outcomes depend on their own participation, implementation, and decision-making.

Nobility's Commitments

- Provide timely, individualized coaching and feedback.
- Maintain confidentiality (except as required by law).
- Offer professional-level support, education, and accountability tailored to the Client's needs.

4. On-Site Coaching and Observation

From time to time, Nobility may provide on-site coaching, shadowing, or observation services at the Client's location or workplace. These visits are intended to offer real-time feedback, model effective practices, and observe staff and classroom environments in a professional capacity.

Client Acknowledgments

- The Client agrees to maintain all required safety, licensing, and supervision standards during on-site coaching.
- Nobility's representative(s) will act solely in a coaching and consulting role and will not assume responsibility for the care, supervision, or safety of any children, staff, or visitors on-site.
- The Client retains full responsibility for their facility, staff, and all individuals present during on-site coaching.
- The Client agrees that Nobility is not liable for any injuries, incidents, damages, or losses that occur before, during, or after the on-site session.
- Any recommendations made during an on-site visit are advisory only and should be implemented at the Client's discretion.

Interactions

During on-site coaching, Nobility may interact with staff, parents, or children for observation and modeling purposes. These interactions will remain professional, limited in scope, and focused solely on coaching objectives.

The Client agrees that Nobility shall not be held liable for any misunderstanding, miscommunication, or outcomes related to such interactions, and releases Nobility from all claims arising from on-site participation or observation.

5. Payment Terms

Payment is due at the time of booking unless otherwise specified in writing. Accepted payment methods include those listed through Nobility's secure booking system or invoicing platform.

Program Rates:

- Childcare Leadership Standard Program — \$500
- Shadowing — \$25/hour
- Framework Coaching — \$200
- Staff Training Development — \$500
- Whole Program Intensive — \$2,500
- 1:1 Staff Training — \$35/hour
- Hourly/Session Coaching — \$50/session

6. Refund & Cancellation Policy

- Refunds are available only for cancellations made at least 24 hours in advance of the first scheduled session.
- Once coaching services have begun, no refunds will be provided.
- If Nobility cancels a session, it will be rescheduled or refunded in full.
- Rescheduling must be requested at least 24 hours before the session start time.
- Missed or late sessions are forfeited and non-refundable.

All refunds and scheduling accommodations are at the discretion of Nobility Parent Coaching LLC.

7. Confidentiality

All information shared between the Client and Nobility will be treated as confidential and will not be disclosed without the Client's written consent, except where required by law. Notes and communications may be retained securely for liability or reference purposes.

8. Legal Disclaimer & Release of Liability

The Client acknowledges that Nobility provides coaching and consulting services for educational and professional purposes only.

Nobility does not provide medical, legal, or therapeutic advice, and no part of coaching should be considered a substitute for professional consultation in those areas.

By signing this agreement, the Client agrees to:

- Assume full responsibility for their decisions, outcomes, and actions resulting from coaching.
- Hold harmless and release Nobility Parent Coaching LLC, its representatives, affiliates, and partners from any and all liability, claims, or damages that may arise from participation in coaching or on-site visits.
- Indemnify Nobility from any third-party claims arising from actions or decisions made based on coaching guidance.

No guarantees are made regarding results, outcomes, or timelines.

9. Intellectual Property

All materials, resources, and content provided during coaching (including workbooks, frameworks, and guides) are the intellectual property of Nobility Parent Coaching LLC and may not be shared, sold, or reproduced without prior written consent.

10. Governing Law

This Agreement shall be governed by and construed in accordance with the laws of the State of Idaho, without regard to conflict-of-law principles.

In the event of a dispute, both parties agree to seek resolution through mediation or arbitration prior to pursuing legal action.

Any litigation shall take place exclusively in Ada County, Idaho.

11. Acknowledgment & Signature

By signing below, the Client acknowledges that they have read, understood, and agree to all terms outlined in this Coaching Agreement and the general terms and policies listed at the bottom of Nobility's website.