

# International Academy of Professional Coaching

## Coaches Evolve, LLC

Certificate of Achievement in Evidence-Based  
Professional Coaching ICF Level 1 ACC



Presented To

**Andrea Sande**



On This First Day of January, 2025

75 Coach Specific Education Hours/6weeks to 3 Month Program November 2024-January 2025  
has successfully completed all requirements of LEVEL 1 and passed final exam.

Presented By

*Dr. Kathy Norwood*

Dr. Kathy Norwood Ed. D, MCC  
Founder and Director, Coaches Evolve, IAPC

*Dr. Mary Ann Burke*

Dr. Mary Ann Burke, PhD, Ed. D, MFT  
Founder, Coaches Evolve, IAPC