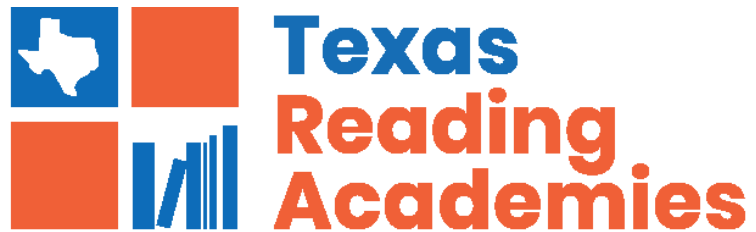




Cohort Leader Screener Overview

May 18, 2020



Cohort Leaders

A Cohort Leader must:

- demonstrate proficiency during the screening process
- secure employment either directly with an Authorized Provider or with a district that's implementing locally (which includes having a signed MOU with an Authorized Provider)
 - *The hiring authority has local authority to craft a job description that meets their Human Resources standards.*
- prepare to lead either the blended or the comprehensive course

Becoming A Cohort Leader

- All Cohort Leaders MUST pass the screener before they are eligible to lead Reading Academies.
- The screening process will be the same for both blended and comprehensive leaders.

- Passing the screening is **necessary but not sufficient** to get hired as a Cohort Leader.
- All Cohort Leaders will be hired either directly by an Authorized Provider or by a district that has signed an MOU with an Authorized Provider to implement locally.
- Hiring managers are encouraged to interview all Cohort Leaders and follow their normal HR procedures.
- Cohort Leaders are paid directly by their employer.

Westat Leads Cohort Leader Screening

- Westat, the Regional Comprehensive Center supporting Texas, leads the Cohort Leader screening process.
- Westat has convened a panel of statewide and national experts in the Science of Teaching Reading who review materials submitted by cohort leader applicants.

Panel Profile

- 12 members
- 9 English; 3 Biliteracy
- 8 located in Texas; 4 Other US states
- 5 educational consultants; 2 district staff; 2 professors; 1 charter; 2 other organizations (National Center for Improving Literacy; Dyslexia Center of Austin)



The Screening Process

Cohort Leaders will complete the screening process in Canvas.

3-Step Screening Process

Pass validated multiple choice pre-screener

Applicants will first complete a multiple-choice screener. Applicants must pass this step to move on in the process. Applicants will receive their scores immediately.

Complete Reading Academies artifacts successfully

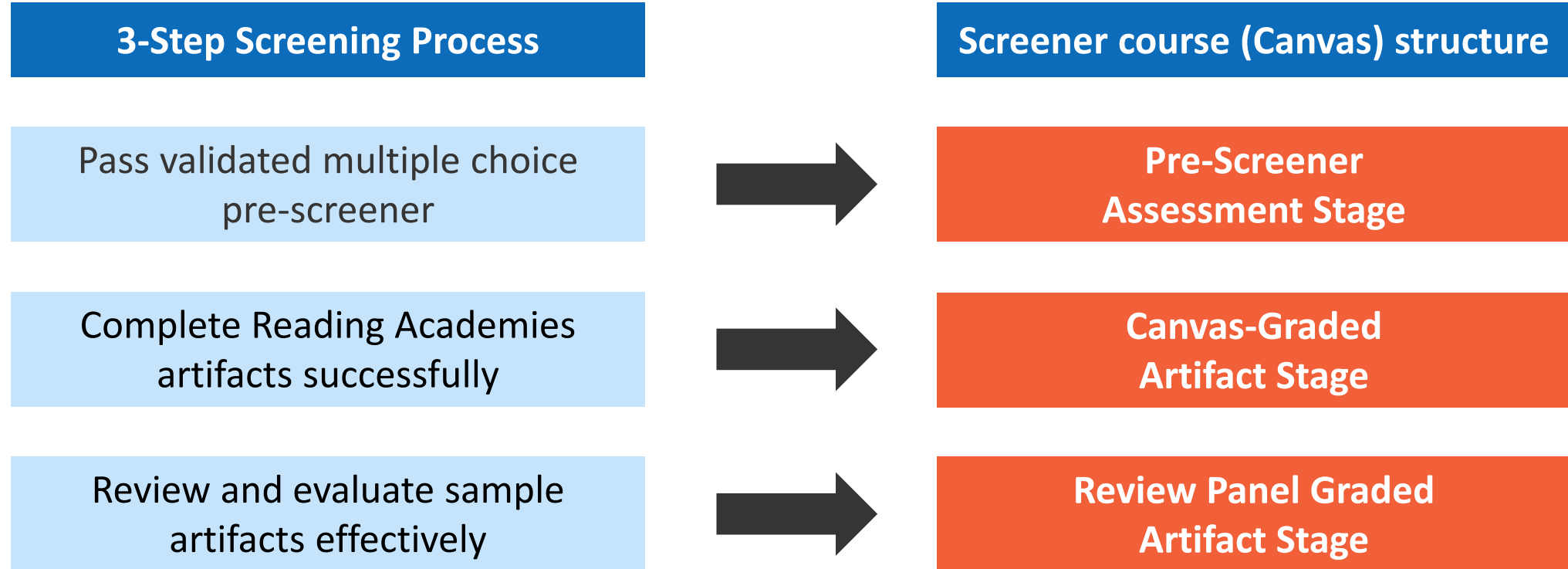
Applicants will be asked to complete the same artifacts that will be included in the Reading Academies. Applicants must videotape themselves and agree that their artifacts can be re-used and shared throughout the academies.

Review and evaluate sample artifacts effectively

Applicants will be given prompts, sample response artifacts, and grading guidance. They will then be required to accurately evaluate artifacts, precisely as they will be asked to do during academies.

At this time, there is no associated cost with taking the screener to be a cohort leader.

The Screening Process in Canvas: 3 Stages



(2020) Cohort Leader Screening Dates

WINDOW	SCREENER COURSE DATES	REGISTRATION	NOTIFICATION DATE
Window #1	March 9 - 31, 2020	March 9 - 31, 2020	April 15
Window #2	April 22 - May 4, 2020	April 15 – April 29, 2020	May 18
Window #3	May 22 – June 8, 2020	May 19 - June 2, 2020	June 22

- Please allow for two business days between registration and enrollment in the course
- Registration dates end before the course closes to allow sufficient time to complete the screener
- You will receive notice of your status of “Pass” or “Did Not Pass” by 5PM CST on the Notification Date

After the Screener

- Results from the screener will be shared back with the applicants themselves and with Authorized Providers.
- Applicants can reapply in another window, though applicants can only apply three times in a year.
- Authorized Providers will be responsible for ensuring leaders hired for the local implementation model have met necessary requirements.
- Sample Cohort Leader hiring guidance:
 - *Authorized Providers and/or local hiring managers have final discretion on the criteria for employment as a Cohort Leader, except for what is [Required]:
 - [Required] Demonstrate proficiency on screening
 - Sample criteria: Have you served as a teacher in K-3 for three or more (non-consecutive) years across career (special education or general education)?
 - Sample criteria: Graduate level training and coursework (e.g., MRT, CALT, CALP, LDT, MEd, PhD, EdD) may be substituted for K-3 experience

*Revised Cohort Leader Training Dates

- After both (a) passing the screening process and (b) obtaining employment with an Authorized Provider, or district operating under MOU with an Authorized Provider, TEA will assign cohort leaders to training sessions that will take place before the launch of their Reading Academies cohort, starting at the end of June (2020) for the first July cohorts. All trainings will be virtual.
- Pre-Work may be assigned once a Cohort Leader is registered.

Training	Cohort Launch	Training Dates	Registration Window	Location
#1	July	June 29 – July 1, 2020	April 29 – June 24, 2020	Virtual
#2	August	July 27 – July 29, 2020	April 29 – July 22, 2020	Virtual
#3	September+	August 31 – Sept. 2, 2020	April 29 – Aug. 26, 2020	Virtual

Frequently Asked Questions

- If a teacher becomes a cohort leader, confirm they are NOT required to ALSO complete the course as a teacher?

- This assumes a teacher BECOMES a Cohort Leader, which requires being hired by either an Authorized Provider or a district with an MOU through local implementation, and facilitating at least one complete cohort of Reading Academies.
- Passing the Cohort Leader Screen is insufficient to complete Reading Academies.