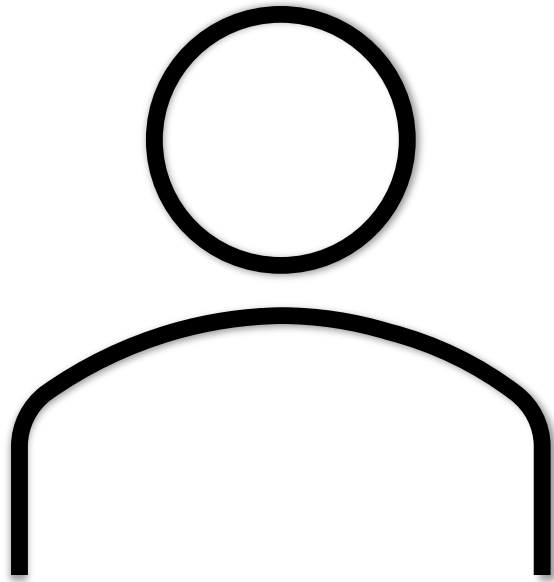


# Cohort Leader Screener Overview

# Cohort Leader Profile



Cohort leaders are experts in the Science of Teaching Reading (STR), literacy, and coaching. They play a crucial role in the K-5 Reading Academies, as outlined by the Texas Education Agency (TEA).

These leaders possess deep knowledge and skills in ELAR-STR and/or Biliteracy-STR.

Cohort leaders are instrumental in fostering a community of educators dedicated to improving literacy outcomes.

They bring a wealth of experience and expertise, ensuring instructional practices are evidence-based and effective. Whether specializing in ELAR, biliteracy, or both, cohort leaders are committed to supporting educators in their professional growth and enhancing the quality of reading instruction across diverse educational settings.

Cohort Leaders engage in the preparation required to lead learners through a course including, but not limited to, internalization of the content, preparation of materials such as handouts and videos, preparation of the space the learners will use, etc.

# What is the Role of a Cohort Leader?

## Responsibilities



### Lead Learning Sessions

Conduct in-person learning sessions, guiding participants through module content with expertise in STR and literacy.



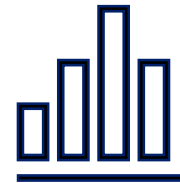
### Provide Individualized Support

Offer tailored support to ensure educators understand and can apply evidence-based literacy instruction.



### Facilitate Hands-On Activities

Support participants by engaging with hands-on activities and group discussions during sessions.



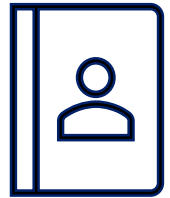
### Coach and Support Participants

Coach participants to achieve an 80% mastery rate on all Checks for Understanding and provide feedback on draft artifacts and resubmissions.



### Conduct Observations and Feedback Sessions

Perform classroom observations and one-on-one coaching feedback sessions to support participants' in applying STR practices in their classrooms.



### Ensure Fidelity of Content Delivery

Ensure that the content and program requirements of the Texas Reading Academies are delivered with fidelity.

# Cohort Leaders Options and Pathways

## **ELAR Screener**

**Purpose:** This screener is designed to assess the knowledge and skills of prospective cohort leaders in Science of Teaching Reading (STR) and English Language Arts and Reading (ELAR).

The screener helps verify that cohort leaders possess the necessary knowledge and skills to effectively teach reading in English. This ensures they can provide high-quality instruction and support to educators.

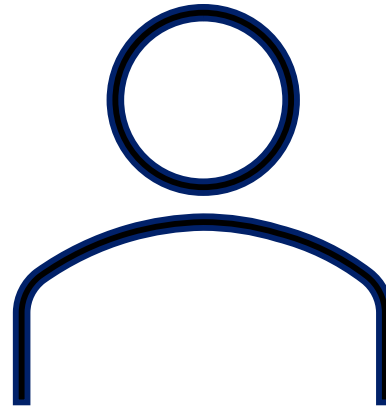
## **Biliteracy Screener**

**Purpose:** This screener is designed to assess the knowledge and skills of prospective cohort leaders in both General Education (ELAR) and Biliteracy (SLAR, STR for Emergent Bilingual students).

The screener helps verify that cohort leaders possess the necessary knowledge and skills to effectively teach reading in a bilingual context. This ensures they can provide high-quality instruction and support to educators in Biliteracy contexts (late-exit bilingual programs, one-way dual language programs, two-way dual language programs).

*By measuring expertise in STR practices, our screeners ensure that all cohort leaders meet a consistent standard of proficiency, leading to uniformity in the quality of cohort facilitation across different cohorts and across the state.*

# Biliteracy and ELAR Cohort Leaders



## ELAR Cohort Leader

ELAR Cohort Leaders take the Screener – testing their understanding of key components for ELAR STR practices.

An ELAR Cohort Leader can lead an ELAR cohort but not a Biliteracy cohort.

## BILIT Cohort Leader

Biliteracy Cohort Leaders take the Screener – testing their understanding on key components for ELAR and Biliteracy STR practices.

A Biliteracy Cohort Leader can lead a Biliteracy cohort and an ELAR cohort.

# EPP Cohort Leader vs. Traditional Cohort Leader

## EPP

The EPP (Educator Preparation Programs) Cohort leader is a STR/coaching expert who has been certified by the TEA through the Cohort Leader Screener and Cohort Leader training (*including recertification every year*) to embed and teach Reading Academies content in their EPP.

Any instructor responsible for coaching, supporting, or delivering the Texas Reading Academies in the EPP must be certified. This includes:

- Course Instructors
- Field Supervisors
  - Professors
  - Coaches

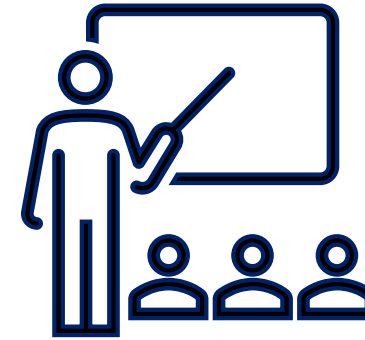
## Traditional

The Traditional Cohort leader is a STR/coaching expert who has been certified by the TEA through the Cohort Leader Screener and Cohort Leader training (*including recertification every year*) to lead cohorts of educators at their LEA (Local Education Agency) or ESC (Education Service Center).

Cohort Leaders at the ESCs and LEAs are responsible for coaching, supporting, and delivering the Texas Reading Academies and must be certified to lead cohorts.

# Becoming a Cohort Leader

All Cohort Leaders are required to complete the following steps before they are allowed to lead a cohort.



1. Pass the Cohort Leader Screener (prior to taking the Cohort Leader Training).
2. Take the Cohort Leader Training and complete all training requirements.

*Cohort Leaders are paid directly by their employer*

# Education Elements Leads Cohort Leader Screening

- Education Elements, the provider supporting the Texas Cohort Leader Screener, leads the Cohort Leader screening process.
- Education Elements 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

- 8 total members
- 6 English; 2 Biliteracy
- 3 educational consultants, 2 district staff, 1 professor, 2 organizational members (National Center on Improving Literacy; Dyslexia Center of Austin)



# Components of the Screener

## 3-Step Screening Process

### Step 1: Pass validated multiple-choice pre-screener

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

### Step 2: Complete Canvas-graded artifacts

*Applicants will complete a Canvas-graded quiz that consists of Artifacts A through E assessing basic literacy skills. An overall score of 80% or higher is required to advance to the next section. **Applicants will receive their scores immediately.***

### Step 3: Complete Panel-Graded Artifacts

*Applicants will complete three panel-graded artifacts, including a video lesson, a scenario-based demonstration of coaching, and a lesson analysis. All artifacts must be attempted and submitted to pass. And the candidate must receive a passing grade on at least 2 of the 3 panel-graded artifacts. **Applicants will receive their scores two weeks after submission.***

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

# Cohort Leader Screener Considerations

## Technical Considerations...



Once the screener opens, the timer begins counting the remaining time for completion (7 days including weekends).



Results are given 3-4 weeks after taking the screener.



Screener can only be taken 3 times in one year.

More Cohort Leader information can be found at this [Reading Practices webpage](#).

## Required to Lead TRA



After passing the Cohort Leader Screener, all new Cohort Leaders are required to attend a New Cohort Leader Training provided by the TEA.

After the new Cohort Leader Training, Cohort Leaders are required to attend a Cohort Leader Recertification Training for each year they will lead a cohort.

# After the Screener

- Results from the screener will be shared with the applicants and with Authorized Providers.
- If applicants are not successful, they can reapply in another window, but applicants **can only apply three times in a year from when they first enrolled.**
- Authorized Providers are responsible for ensuring all cohort leaders, including local implementation cohort leaders, have met necessary requirements.

**Sample guidance for Cohort Leader hiring:**  
Authorized Providers or local hiring managers have final discretion on the criteria for Cohort Leader employment, except for TRA requirements.

- **Required:** Demonstrate proficiency on Cohort Leader Screening
- **Required:** New Cohort Leader Training or Recertification Cohort Leader Training for each year.
- Sample criteria: Served as a teacher in K-3 teacher for three or more (nonconsecutive) years, including special education, ELAR or Bilingual 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

# Cohort Leader Screener Windows



Cohort Leader Screener windows and registration information will be posted regularly to reflect the most up to date information.

We encourage you to visit our HB 3 Reading Academies website frequently.