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.

<table>
<thead>
<tr>
<th>3-Step Screening Process</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pass validated multiple choice pre-screener</strong></td>
</tr>
<tr>
<td>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.</td>
</tr>
<tr>
<td><strong>Complete Reading Academies artifacts successfully</strong></td>
</tr>
<tr>
<td>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.</td>
</tr>
<tr>
<td><strong>Review and evaluate sample artifacts effectively</strong></td>
</tr>
<tr>
<td>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.</td>
</tr>
</tbody>
</table>

At this time, there is no associated cost with taking the screener to be a cohort leader.
The Screening Process in Canvas: 3 Stages

3-Step Screening Process

- Pass validated multiple choice pre-screener
- Complete Reading Academies artifacts successfully
- Review and evaluate sample artifacts effectively

Screener course (Canvas) structure

- Pre-Screener Assessment Stage
- Canvas-Graded Artifact Stage
- Review Panel Graded Artifact Stage
## (2020) Cohort Leader Screening Dates

<table>
<thead>
<tr>
<th>WINDOW</th>
<th>SCREENER COURSE DATES</th>
<th>REGISTRATION</th>
<th>NOTIFICATION DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Window #1</td>
<td>March 9 - 31, 2020</td>
<td>March 9 - 31, 2020</td>
<td>April 15</td>
</tr>
<tr>
<td>Window #2</td>
<td>April 22 - May 4, 2020</td>
<td>April 15 – April 29, 2020</td>
<td>May 18</td>
</tr>
<tr>
<td>Window #3</td>
<td>May 22 – June 8, 2020</td>
<td>May 19 - June 2, 2020</td>
<td>June 22</td>
</tr>
</tbody>
</table>

- 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.

<table>
<thead>
<tr>
<th>Training</th>
<th>Cohort Launch</th>
<th>Training Dates</th>
<th>Registration Window</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1</td>
<td>July</td>
<td>June 29 – July 1, 2020</td>
<td>April 29 – June 24, 2020</td>
<td>Virtual</td>
</tr>
<tr>
<td>#3</td>
<td>September+</td>
<td>August 31 – Sept. 2, 2020</td>
<td>April 29 – Aug. 26, 2020</td>
<td>Virtual</td>
</tr>
</tbody>
</table>
Frequently Asked Questions

- 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.

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