

## Year 3 Cohort Leader Roles and Responsibilities

There are two types of Reading Academies cohort leaders. A **comprehensive coach** leads participants through the comprehensive implementation model. A **blended facilitator** leads participants through the blended model.

In some cases, a blended facilitator may also serve as a **support cohort leader** for other cohorts. A support leader could also be an inactive cohort leader (meaning they do not serve any cohorts in the current term). The only requirement is that the cohort leader must have already received HB3 credit. Comprehensive cohort leaders may not serve as support cohort leaders.

All cohort leaders are provided with access to Cohort Leader Central, which includes robust training materials and resources, training calendar, and technical assistance.

### Comprehensive vs. Blended Responsibilities

Comprehensive coaches and blended facilitators share many of the same essential functions:

- Share approved resources with participants through Canvas learning management system (LMS)
- Facilitate discussion, practice, reflection, and provide digital feedback
- Engage in ongoing professional development to support evidence-based literacy instruction through training and coaching around the science of teaching reading
- Share approved resources with participants through Canvas learning management system (LMS)
- Hold office hours to support teachers during the eleven-month window

The roles also have several key differences, including cohort size and the type of support provided for participants.



## Comprehensive Coach

### Full Time (40 hours)

A comprehensive coach leads up to 60 participants through **comprehensive training** from the LMS platform and in face-to-face sessions. Leading one comprehensive cohort is a full-time position.

- Provides **individualized scaffolded supports** to ensure educator understanding and evidence-based literacy instruction
- Supports online and face-to-face learning
- Establishes a literacy community of educators
- Provides four observations and four coaching sessions to each participant
- Provides **individual feedback** and coaching for draft artifacts and grades artifact resubmissions
- May not serve as a support cohort leader

## Blended Facilitator

### Part Time (25 hours minimum) or Full Time (40 hours)

A blended facilitator **coordinates training through the LMS platform** with fidelity of implementation. May lead one to three cohorts (three is full time) with up to 100 participants per cohort.

- Provides **online scaffolded supports** to ensure educator understanding and application of evidence-based literacy instruction
- Establishes a **virtual** literacy community of educators
- Moderates online discussions
- Provides **digital feedback** on draft artifacts and grades artifact resubmissions.
- Part-time facilitator may serve as support cohort leader in specific circumstances

## Support Cohort Leader Responsibilities

When a blended facilitator also serves as a support cohort leader, these combined roles add up to a full-time (40 hours) commitment. A support cohort leader who is not also a blended facilitator must have HB3 credit in order to serve as a support cohort leader. A support cohort leaders role may not exceed 40 hours.

The number of cohorts that can be led and supported simultaneously is limited. A **maximum of three cohorts** can be led and supported simultaneously. A blended facilitator leading two cohorts may support one additional cohort. A blended facilitator leading one cohort may support two additional cohorts. If they are not leading any cohorts for a term, they may support up to three cohorts. *Comprehensive cohort leaders cannot serve as support cohort leaders.*

Support responsibilities:

- Monitor discussion posts
- Assist cohort leader with targeted support
- Provide feedback for draft artifacts
- Assist during office hours