



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 addition, a blended facilitator leading one or two cohorts also has the option to serve as a **support cohort leader** for other cohorts. (A comprehensive coach may not serve in this role since they already are committed full time to leading a cohort.)

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

Comprehensive vs. Blended Responsibilities

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

- Share approved resources with learners through Canvas learning management system (LMS)
- Facilitate discussion, practice, reflection, and provide digital feedback
- Complete moderated grading of artifacts for multiple cohorts; for each cohort a coach leads, two additional cohorts are assigned
- 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 learners through Canvas learning management system (LMS)
- Hold office hours to support teachers during the 11-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 with a flipped learning model**, coordinating pre-work from the LMS platform and 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 learner
- Provides **individual feedback and coaching around artifacts**
- 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 artifacts** where appropriate or requested by learners
- A part-time blended facilitator cannot serve as a support cohort leader

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.

The number of cohorts that can be led and supported simultaneously is limited, and the responsibilities of a support cohort leader also vary depending on the Reading Academies pathway. The ELAR and Biliteracy pathways each provide specialized content aligned to the Science of Teaching Reading.

ELAR Pathway

A maximum of four cohorts can be led and supported simultaneously. A blended facilitator leading three ELAR cohorts may support one additional cohort. If leading two, they may support two. If leading one, they may support three.

Support responsibilities:

- Monitor discussion posts
- Assist cohort leader with targeted support
- Grade optional artifact drafts
- Assist during office hours
- **Not** responsible for moderated grading

Biliteracy Pathway

A maximum of three cohorts can be led and supported simultaneously. A blended facilitator leading three Biliteracy cohorts may **not** serve as a support cohort leader. If leading two cohorts, they may support one. If leading one, they may support two.

Support responsibilities:

- Monitor discussion posts
- Assist cohort leader with targeted support
- Grade optional artifact drafts
- Moderated grading for biliteracy artifacts
- **Not** responsible for assisting during office hours

