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

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**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