



cognia[®]



Professional Learning Solutions

2024-2025



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No other organization has performed more school evaluations than Cognia®. These evaluations give us deep insight into common areas for improvement in modern day schooling.

We've designed innovative professional learning aligned with our research-based performance standards to address these improvement needs. In contrast to the fleeting impact of traditional professional development, our approach is rooted in sustainable improvement. We stand alongside you for effective implementation and ongoing success.

We hope you choose our transformative approach for your professional learning experiences.

Overview

A comprehensive approach to professional learning

Each of our five solutions follows our professional learning model that is built around full cycles for improvement from ‘strategy and planning’ to ‘shared learning’ to ‘impact and reflection’. We guide you through every stage of the process, ensuring the desired change in practice. When the model is followed with fidelity, you will experience measurable growth in the aligned Cognia Performance Standards.

Blended learning offers flexibility

We designed our professional learning based on research on effective adult learning. Led by Cognia Learning Facilitators, professional learning unfolds through in-person sessions, virtual coaching, and asynchronous learning in the Cognia Learning Community—our online professional learning platform.

We also embed powerful tools into our model that lead to data-informed decision-making, including:

- Observation tools that gauge the degree of student engagement, agency, and self-efficacy in their learning environment, along with the impact of teacher-student interactions.
- Student engagement surveys designed to measure engagement through students’ responses to 21 items addressing their learning.

A fit for your unique needs

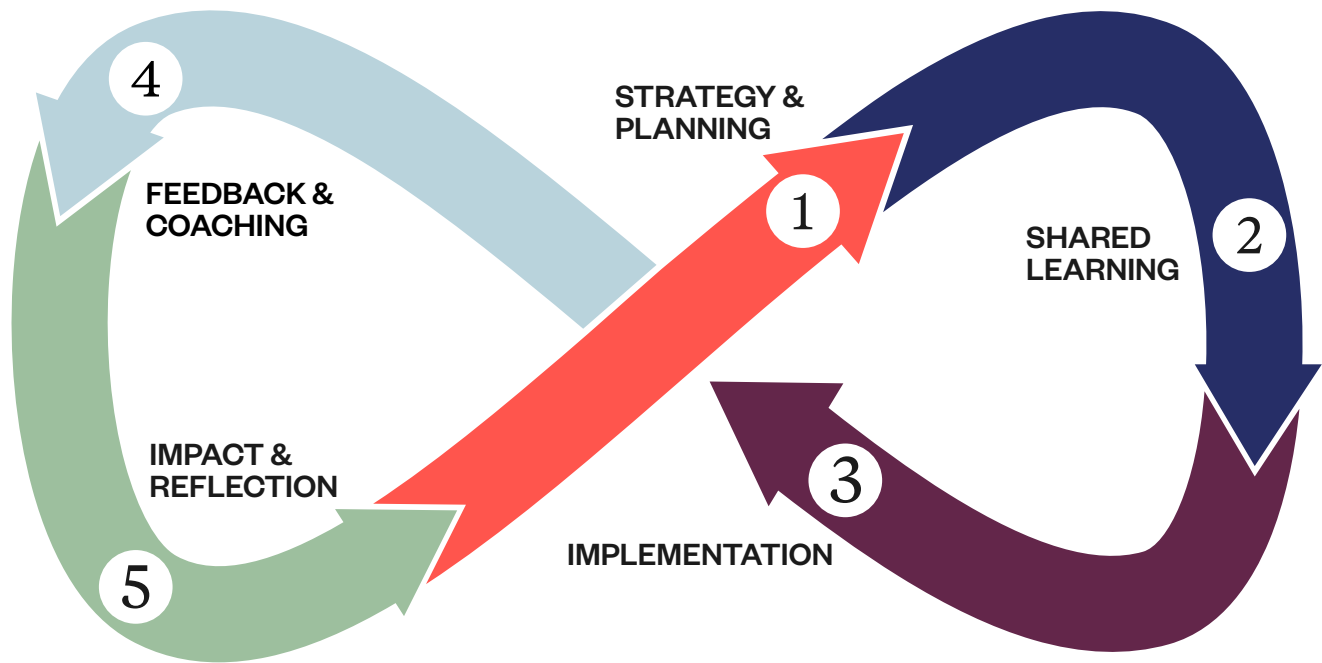
Our solutions are tailored to diverse needs and budgets, and they can be funded through Title II. We provide three tiers of support, each intensifying to meet the unique needs of your institution. Select the option that aligns seamlessly with your goals to drive impactful educational outcomes.

“

Truly, I have found the (Strategic Thinking and Planning) process to be an authentic way to reflect on our current performance and to plan systematically for improvement in every area.”

—Dr. Karen Barber, Superintendent
Santa Rosa District Schools, FL

Professional Learning Model



1

STRATEGY & PLANNING: Cognia experts collaborate with organization leaders to design impactful improvement cycles.

2

SHARED LEARNING: Cognia delivers administrator and teacher professional development that builds a clear understanding, common vocabulary, and shared expectations for all.

3

IMPLEMENTATION: Cognia experts work with individuals and teams to implement shared learning for desired outcomes.

4

FEEDBACK & COACHING: All participants receive support and feedback that is timely and tied directly to daily practice.

5

IMPACT & REFLECTION: Cognia provides comprehensive findings that facilitate data-informed decision-making.

Cultivating Teacher Growth

Become more confident as a coach to teachers, provide professional development in areas where they truly need it, and ignite real instructional change with our Cultivating Teacher Growth program. This experience creates the foundation for a dynamic learning environment by guiding leaders with robust coaching and mentoring strategies. Our approach consists of:

- Setting explicit, high expectations for staff that resonate with institutional objectives.
- Tailoring coaching and mentoring programs to nurture educator talent.
- Harnessing meaningful data to refine instructional strategies.

Aligned Cognia Performance Standards

- 6** Professional staff members receive the support they need to strengthen their professional practice.
- 21** Instruction is characterized by high expectations and learner-centered practices.
- 24** Leaders use data and input from a variety of sources to make decisions for learners' and staff members' growth and well-being.



Who will participate?

- **SCHOOL LEVEL**
Instructional coaches and teachers
- **SYSTEM LEVEL**
Directors of instruction and similar roles

Talk to a professional learning expert

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Differentiation that Works

Develop a comprehensive yet manageable framework of differentiation that elevates student engagement and fosters academic growth. Differentiation that Works creates a unified, clear understanding of differentiated instruction by eliminating confusion from mixed terminology, like RTI and MTSS, and bridges the gap between theory and practice. Our experienced facilitators do this by:

- Reframing the narrative around differentiation for clarity and effectiveness.
- Aligning pedagogical approaches with responsive instructional practices.
- Implementing hands-on, classroom-centric learning cycles to facilitate immediate application.
- Utilizing analytics to monitor and adjust strategies accordingly.

Aligned Cognia Performance Standards

- 22 Instruction is monitored and adjusted to advance and deepen individual learners' knowledge and understanding of the curriculum.
- 27 Learners' diverse academic and non-academic needs are identified and effectively addressed through appropriate interventions.



Who will participate?

- **SCHOOL LEVEL**
Leaders, instructional coaches, and teachers
- **SYSTEM LEVEL**
This program is implemented at the school level only

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Empowering Students

Boost engagement and active learning in your classrooms. When teachers equip students to manage their own learning, they'll create a positive culture that is responsive to individual student needs.

We accomplish this by:

- Exploring teacher and student mindset.
- Helping educators understand the role of intellectual, behavioral, and emotional engagement.
- Developing strategies that encourage learner-centric classrooms, where voice and choice are prioritized.

Aligned Cognition Performance Standards

- 18** Learners are immersed in an environment that fosters lifelong skills including creativity, curiosity, risk taking, collaboration, and design thinking.
- 19** Learners are immersed in an environment that promotes and respects student voice and responsibility for their learning.
- 20** Learners engage in experiences that promote and develop their self-confidence and love of learning.



Who will participate?

- **SCHOOL LEVEL**
Principals, assistant principals, instructional coaches, teachers, and students
- **SYSTEM LEVEL**
Directors of instruction and roles related to school culture

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Navigating Change

Build skills to respond to internal and external shifts quickly and guide intentional change with executive coaching guided by a transformational leadership philosophy. This program is designed to deliver benefits across five crucial areas essential for enhancing school quality:

- Strategic management
- Resource optimization
- Positive learning environment
- Culture of continuous improvement
- Growth of both teachers and students

Aligned Cognia Performance Standards

- 12 Professional staff members implement curriculum and instruction that are aligned for relevancy, inclusion, and effectiveness.
- 26 Leaders regularly evaluate instructional programs and organizational conditions to improve instruction and advance learning.



Who will participate?

- **SCHOOL LEVEL**
Principals and school-level leaders
- **SYSTEM LEVEL**
Superintendents and leadership teams

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Strategic Thinking & Planning

Too often, strategic plans are compliance-based and fall short of addressing core improvement areas. In our Strategic Thinking and Planning program, Cognia experts equip leaders to better lead, plan, and assess the effectiveness of strategic initiatives. Schools and districts move beyond compliance-based activities and work towards actualizing their vision for the future.

We accomplish this by:

- Cultivating leadership skills that prioritize and streamline strategic initiatives.
- Developing actionable strategic plans bound for long-term success.
- Establishing multi-dimensional, results-oriented management infrastructures.
- Integrating diverse data sources for comprehensive progress evaluation and adaptability.

Aligned Cognia Performance Standards

- 2 Learners' well-being is at the heart of the institution's guiding principles such as mission, purpose, and beliefs.
- 7 Leaders guide professional staff members in the continuous improvement process focused on learners' experiences and needs.
- 11 Leaders create and maintain institutional structures and processes that support learners and staff members in both stable and changing environments.



Who will participate?

- **SCHOOL LEVEL**
School-wide community including principals, teachers, students, and parents
- **SYSTEM LEVEL**
Superintendents and key stakeholders

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