



cognia®



Professional Learning Solutions

2025–2026



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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 six 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 Cogna Performance Standards.

Blended learning offers flexibility

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

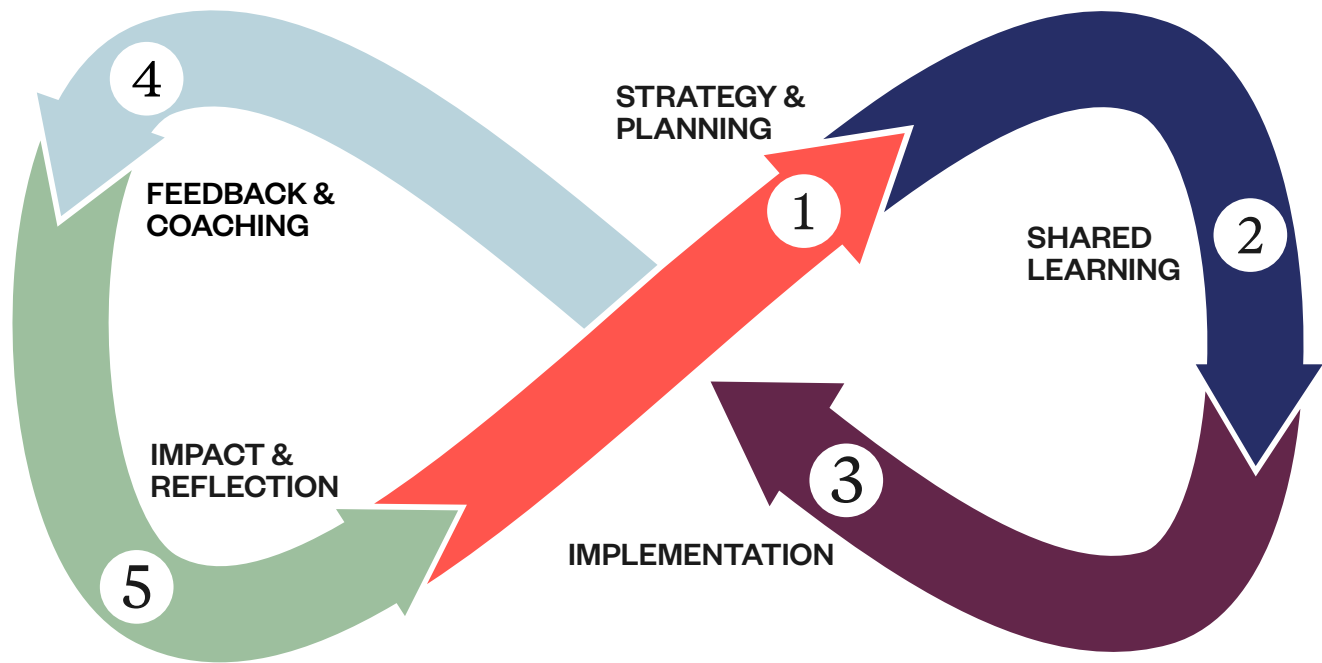
Our solutions are tailored to diverse needs and budgets, and they can be funded through Title II. We provide three tiers of support, each intensifying to meet the unique needs of your institution. Select the option that aligns seamlessly with your goals to drive impactful educational outcomes.

“

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

Cognia Cultivating Teacher Growth addresses one of the most common challenges in education today—teacher growth and retention. Our program is designed to help leaders become more confident coaches to teachers, provide professional development in areas where it's truly needed, and ignite real instructional change. This experience creates the foundation for a learner-centered environment by guiding leaders with robust coaching and mentoring strategies that:

- Sets explicit, high expectations for staff that correspond to institutional objectives.
- Tailors coaching and mentoring programs to nurture educator talent.
- Harnesses 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

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Differentiation that Works

Adopt a comprehensive, yet manageable framework of differentiation so teachers can effectively support students. Differentiation that Works helps teachers put theory into practice by using differentiation strategies tailored to meet each student's unique needs, rather than a one-size-fits-all approach. Experienced Cognia facilitators work with educators to elevate student engagement and academic growth through:

- Defining differentiation with an established vision and a strategy to provide clarity and direction for practice.
- Equipping teachers with pedagogical knowledge to select instructional strategies aligned to the needs of the learners they serve.
- 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' 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

Cognia helps teachers balance guided instruction and student independence to create lifelong, curious learners. By fostering the development of growth mindsets, addressing multiple aspects of engagement, and increasing voice, choice, and agency, educators can create student-centered environments where all students are empowered to realize their learning potential.

Cognia Facilitators accomplish this by:

- Investigating the mindsets of both teachers and students while assisting educators in fostering student self-awareness in learning.
- Helping educators understand the role of behavioral, cognitive, and emotional engagement.
- Supporting student ownership of their learning by activating voice, choice, and agency with classroom strategies for all learners.

Aligned Cognia 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 agency 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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The Formative Instructional Process

Elevate learning with an instructional approach that provides evidence of student understanding. Our comprehensive framework helps educators identify instructional gaps, refine teaching strategies, and move beyond isolated activities to achieve lasting results.

In a formative process, students take an active role in their learning, understanding expectations and owning their progress. Together, teachers and students use research-based techniques to define their roles in:

- Clarifying learning intentions
- Identifying evidence of learning
- Interpreting information about learning
- Adapting instruction and learning strategies

Aligned Cognia Performance Standards

- 12** Professional staff members implement curriculum and instruction that are aligned for relevancy and effectiveness for each and every learner.
- 17** Learners have opportunities to realize their learning potential.
- Learners are immersed in an environment that promotes and respects student agency and responsibility for their learning.
- 19**
- Instruction is monitored and adjusted to advance and deepen individual learners' knowledge and understanding of the curriculum.
- 22**



Who will participate?

- **SCHOOL LEVEL**
Leaders, instructional coaches, and teachers
- **SYSTEM LEVEL**
Assistant superintendents and directors of instruction

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Navigating Change—Leadership for the Future

Build leadership skills to respond to internal and external shifts quickly with a data-driven self-assessment process. Guided by a transformational leadership philosophy, a Cognia specialist will facilitate reflection to identify areas of growth. This program is designed to deliver benefits across five crucial areas essential for enhancing school quality:

- Leading strategic planning and leadership development
- Ensuring the strategic use of resources
- Fostering a positive student learning culture
- Creating a staff culture of continuous improvement
- Providing targeted support for students and teachers

Aligned Cognia Performance Standards

- 12** Professional staff members implement curriculum and instruction that are aligned for relevancy and effectiveness for each and every learner.
- 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 and Planning

Cognia Strategic Thinking and Planning empowers school and system leaders to build sustainable, impactful plans by fostering buy-in from all stakeholders. Our experts facilitate a collaborative process, equipping leaders with the tools and insights to enhance strategic planning and evaluate the ongoing effectiveness of initiatives.

Using a proven framework, Cognia ensures that each phase of planning aligns with future goals, enabling leaders to track progress and make data-driven adjustments that lead to meaningful improvements across their communities that include:

- Moving beyond compliance activities to establish long-term improvement.
- Focusing on the holistic needs of students.
- Seeking meaningful stakeholder involvement and shared decision-making.

Our Strategic Thinking and Planning process meets ESSA's Level III requirements and demonstrated a positive, statistically significant relationship with student outcomes in Instructure's 2025 study.



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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