At UnboundEd, we believe that sustained and scaled change is possible through the development and aligned actions of educators throughout an organization.

Our Cohort Program consists of the System Leaders Academy™ (SLA) and the Equity Influencer Residency™ (EIR) which work in tandem to build cohesive alignment and systemic capacity in a school system.

The Cohort Program is for leaders within the central office and within the school building for a year-long learning experience that focuses on creating a culture where students, especially students of color, experience equitable ELA and mathematics instruction on a daily basis.

**Cohort Program Components**

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<th>Virtual Learning Experience</th>
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- **Virtual Learning Experience**: 2-3 hour live sessions where participants learn and interact with content to help examine and ultimately replace inequitable systems in their district/network.
- **Small-Group Coaching**: Scheduled individually with district/network partners to contextualize and support the implementation of the learning.
- **Asynchronous Learning Experience**: Participants move through learning at their own pace and at their own time.
- **Fireside Chats**: Webinar-style learning experiences with a guest speaker on key topics and a chance for participants to interact and ask questions.

**Program Drivers (point of contact) only:**

- Early summer set-up meetings
- Identifying a problem of practice
- Naming existing structures in the district
- Monthly meetings
- Additional Support
- Collecting foundational documents
System Leaders Academy™ (SLA) participants:

- Define a vision and develop a plan that disrupts and replaces inequitable policies, practices, and procedures within the school system
- Build stakeholder teams with exposure to tools, protocols, and change management principles that support in naming and solving problems of instructional practice
- Deepen your understanding of equitable policies, practices, and procedures and how to identify and realign inequitable policies and procedures to support those practices

Equity Influencer Residency™ (EIR) participants:

- Build content knowledge, standards-based instructional expertise, fluency in coaching and professional development practices to support content-based, equitable instruction
- Develop a plan to improve equitable instruction within the participant’s circle of influence
- Deepen understanding of how historical inequities manifest in current-day practices and set next steps for learning about and disrupting these inequities in the school
- Gain access to tools and protocols that support on-going, job-embedded teacher development systems

Learning Walk Add-On

- Professional learning anchored in our rubric to understand GLEAM™ instruction in the classroom
- ELA and math classroom observations (in 2-4 schools) using the rubric to collect data, including in-the-moment and longer debriefs to understand GLEAM instruction-aligned practices
- Student work analysis to frame student learning from the observations
- Action planning session for teams to reflect on the collected data, discuss trends, and set action steps

“The cohort year has provided ample learning space and tools to drive our high-leverage actions forward.”
- School Leader

Learn More About Our Program
UnboundEd.org/CohortPrograms

“This program is not just professional development, it is a lifestyle change.”
- District Leader, Director of Instruction