



CENTER OF EXCELLENCE

Vision

COGx is a research and development in applied cognitive science. Our primary purpose is to develop evidence-based programs that meaningfully improve teaching and learning while transferring capacity to our partners so outcomes can be replicated with fidelity and at the lowest cost possible. In addition, we recognize the importance of contextualizing our programs to the specific needs of each market we serve. To achieve these objectives, we promote the adoption of a COGx Center of Excellence in our partner organizations.



Establishing the Center

COGx helps select qualified local professionals interested in assuming a leadership role and mastering the science of learning in order to assume the responsibility for leading the country's / organization's scale-up of COGx programs. The number of professionals to be selected should be a function of the expected number of educators/school leaders/students to be trained annually. A Center of Excellence is composed of trainers who have undergone rigorous training and application with experienced COGx representatives.



CENTER OF EXCELLENCE

Rationale

The body of research on effective professional development (PD) agrees that **coaching** and **practice** are critical for its success (Evans, 2023; Evans et. al 2021). Furthermore, it is no surprise that when implementation of the PD **considers the school(s) context and needs** it is more likely to positively impact student progress (Education Endowment Foundation, 2021; Elia, 2023). The Center of Excellence model centers upon both of these critical elements. COGx intentionally elects to train local individuals versus COGx employees to become Center of Excellence trainers. We value the knowledge these individuals possess and believe it is critical for a true adoption of professional development namely the Science of Learning. Center of Excellence trainers then deliver the critical opportunity: practicing and receiving individualized feedback through observation.

Ongoing Support

After the Center of Excellence is established and trainers are prepared to lead, COGx continues to support by providing ongoing quality assurance.

1. **Mentoring & Ongoing Training:** Center of Excellence trainers will be matched with a seasoned mentor at COGx. This person is available for on demand support. It is important to note that the relationship and support with COGx does not conclude at the end of the training.
2. **Access to New Programs & Program Improvements:** Institutions receive exclusive access to program improvements and updates that reflect the latest in research from cognitive science. In addition to this, COGx provides training on implementation of new programs added to our catalogue. Further, COGx is committed to applying your feedback to current and future programs in order to best serve your community.
3. **Certification Training:** COGx provides certification of new members to grow the team or replace existing team members (attrition) so as to ensure that the local Center is equipped to meet the demands of those it serves locally.



CENTER OF EXCELLENCE

Center of Excellence Trainers will be able to...

- Master The Science of Learning including the theory and the ability to successfully and seamlessly apply it to instruction.
- Set faculty up for success by establishing a manageable pace for asynchronous learning and disseminating login information in an organized manner.
- Plan and lead professional development (application hours) that is effective, engaging, and enjoyable. Have access to presentation materials.
- Understand principles of change management necessary to effectively navigate adoption.
- Liaise between COGx and your organization as enrollment needs evolve.

Center of Excellence Training Program

Duration: 12+ weeks

The goal of the Certification Training is to create expert trainers in the Science of Learning. The trainers are then able to ensure that faculty can effectively use what they have learned to positively impact their students. Certification Training includes two mandatory parts.



CENTER OF EXCELLENCE

Part 1: Mastering the Science of Learning

The first part is to master the Science of Learning. To achieve mastery, prospective trainers are enrolled in an **extended version** of *Developing Sophisticated Learners*. The table below illustrates the additional components and requirements of the extended version.

Developing Sophisticated Learners (DSL)	Professional Development	Center of Excellence Certification
Program Curriculum	12 modules	12 modules
Operational Excellence Training		3 modules
Application Hours	4	12+
Coaching Calls	N/A	5+
Mock Application Hours/Feedback	N/A	8
Individualized Coaching	N/A	5
COGx Graded Assignments	N/A	6
Peer-Reviewed Assignments	4	
Peer-Based Teams	N/A	Yes
Assessments	Minimum score required on end of module assessment	80% minimum score is required on all

Certification training includes one application hour per module while regular professional development includes 3-4 application hours total. The additional professional development provides a deeper understanding of the material covered and greater opportunity to witness how to apply the material learned to classroom instruction.



CENTER OF EXCELLENCE

After experiencing the sessions, prospective trainers are evaluated for their delivery of 6 mock and 2 live sessions (once certified). In addition to this work, trainers receive grades and feedback on their quizzes and assignments. Participants will be assigned to a peer-based team, which will be their team for mock sessions and other peer-based activities. Prospective trainers who satisfactorily complete each requirement are awarded a certified trainer.

Part 2: Operational Excellence (Leading Programming)

The second part is completing three training modules that are complemented with 5 coaching calls. The modules instill the operational skills trainers need to confidently lead and provide participants with a positive experience. Within the modules trainers must achieve 6 milestones which are designed to ensure seamless onboarding, enrollment, and offboarding for all enrollees. The milestones are as follows:

- Milestone 1: Liaise with COGx to address cohort(s) questions
- Milestone 2: Create an appropriately paced calendar
- Milestone 3: Populate participant roster
- Milestone 4: Facilitate a smooth rollout
- Milestone 5: Monitor cohort(s) progress
- Milestone 6: Submit cohort summaries to mentor

Coaching calls are designed to support the trainers as they pursue the milestones. The agenda of the coaching calls is to offer additional instruction, guidance, collaborative ideation, and address questions. Prospective trainers who achieve all 6 milestones are awarded a certified trainer.

COGx is honored to support the development of Center of Excellences in order to achieve its mission of democratizing access to the Science of Learning.