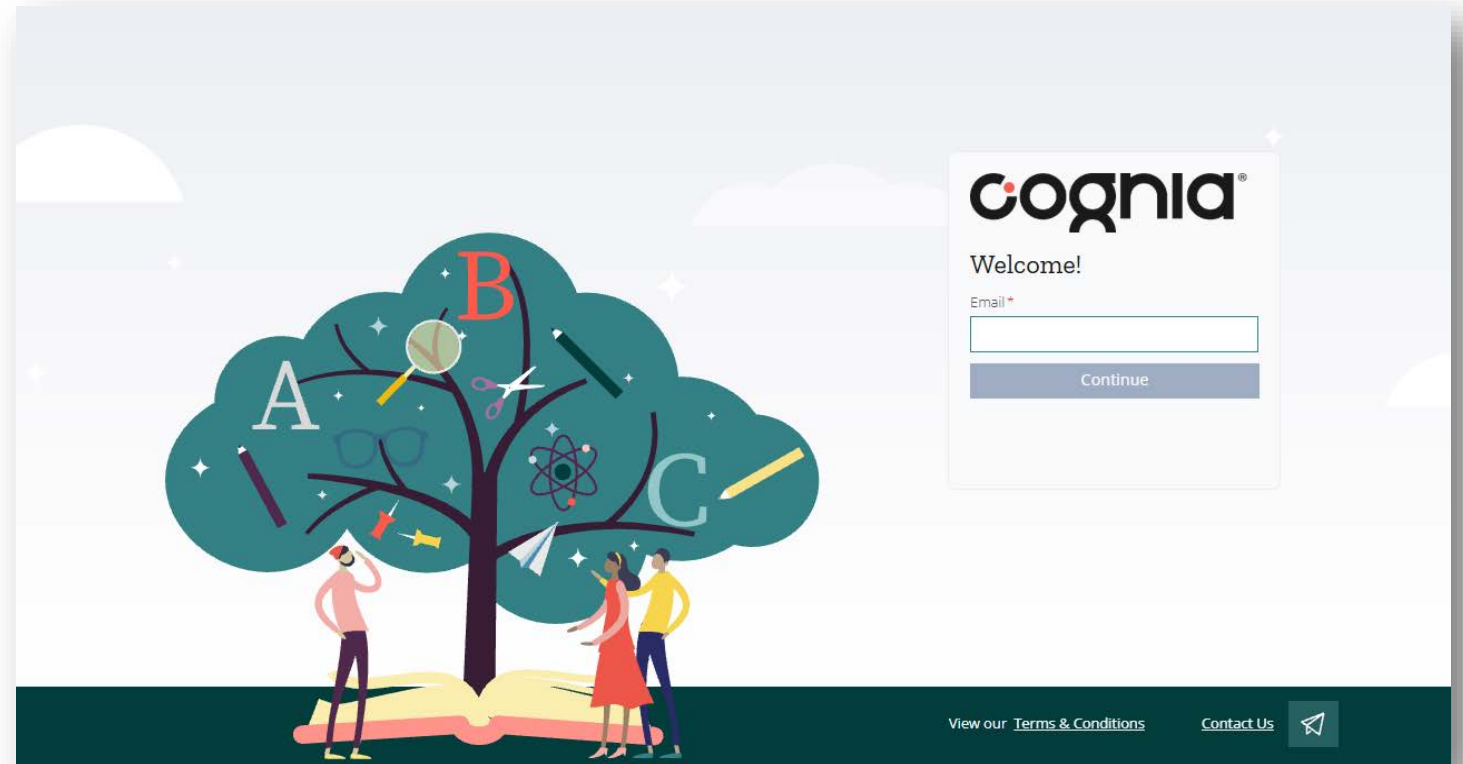


home.cognia.org

- Have you activated your account in Cognia Home since July 2026?
- Copy and paste the link in the email from no-reply@cognia.org to access the platform.





Navigating the Cognia Improvement Platform: *Cognia Tools and ACIP Work*

September 2026
Rachael Havey, Vice President
Professional Learning

Session Agenda



Welcome



Cognia's Continuous Improvement System



User roles and user management in the platform



Navigating the platform as an AL user



ACIP Work and Next Steps

ACIP and Platform Padlet



Nicole Reeves + 1 • 4d
Cognia/Alabama State Department of Education Resources for Alabama Schools

Accessing Cognia Tools

ACIP

eleot

ATOT

Cognia Improvement Platform

Cognia Improvement Platform - Strategies

Cognia Improvement Platform - Observations

myJourney - Observations

Alabama Teacher Observation Tool

ALSDE and Cognia Support Page

Email:

ALclientcare@cognia.org

Phone:

866-615-2745

Hours:

7am – 4pm CST

alsde.onlinehelp.cognia.org

P Portal Sign in to Concur |... Cognia PheedLoop | Login Event Planning Das... Professional Learnin... Improvement Servic... Improvement Servic... Progr

Cognia Client Care 1 888.413.3669 Business Hours: Mon-Fri 7AM-3PM MT (9AM-5PM CT) clientcare@cognia.org

cognia

Alabama Program Help & Support

Resources	Compliance Monitoring	Recorded Webinars	Gifted Education	Teacher Observation Tool
Federal Programs	Cognia Learning Community	Teacher Mentor Program		
Career and Technical Education				

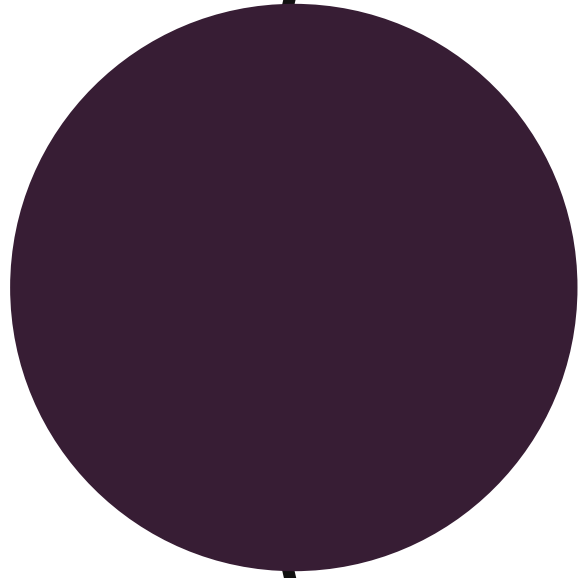
[Alabama Padlet Resources](#)
[ALSDE ACIP Resources](#)
[Cognia Diagnostics: Starting a Diagnostic](#)



Quick Check-In

- Which Cognia tool have you used most in the past?
- What do you hope to learn about our updates to the Improvement Platform and ACIP?

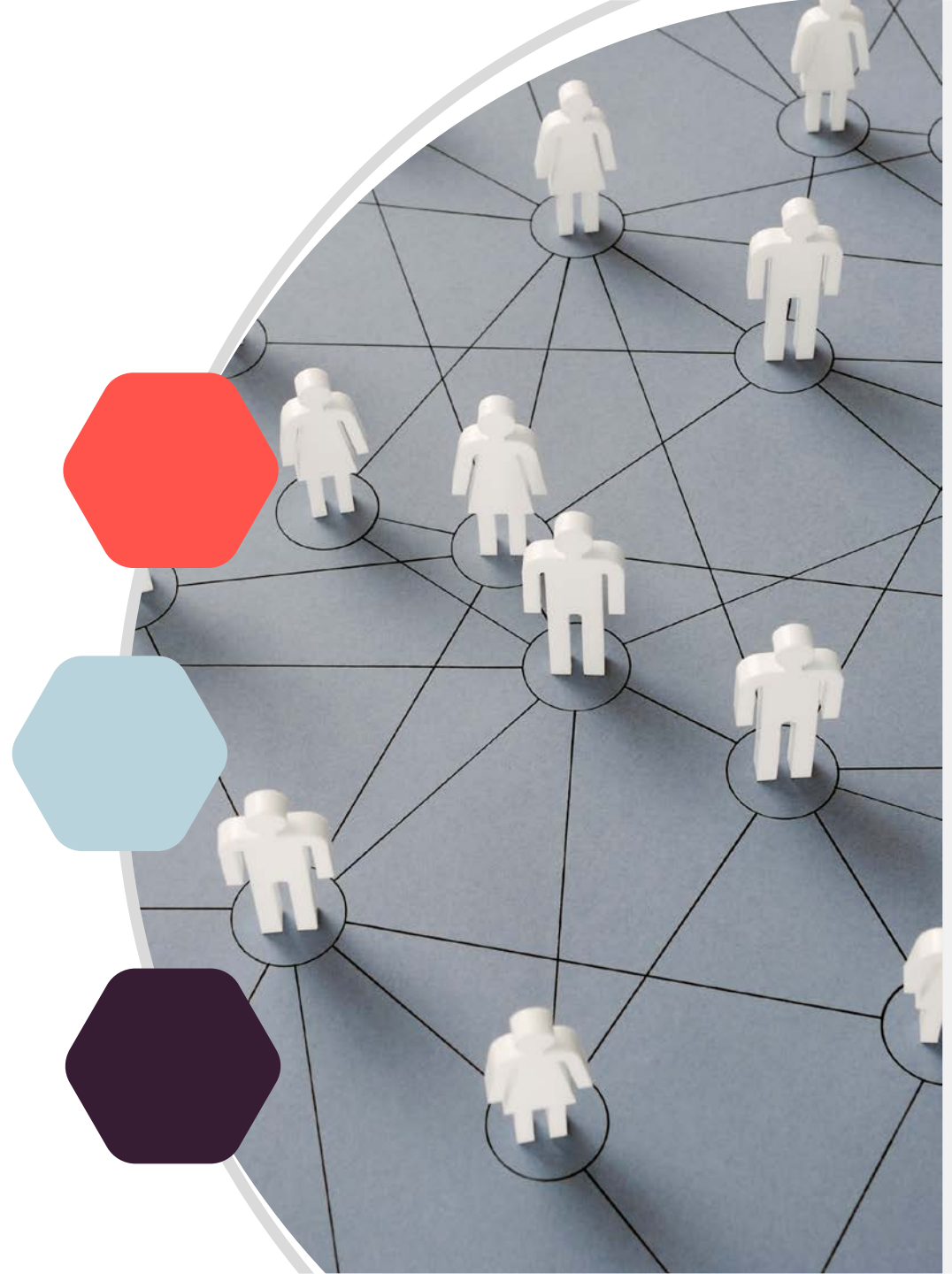




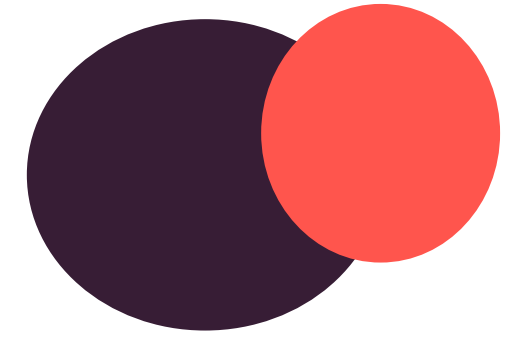
Cognia's Continuous Improvement Platform

The big picture

This platform change is about **simplifying, integrating, and supporting** the work our institutions already do to improve learning outcomes.



Share with teams where to find tools



Cognia Improvement Platform

Strategies - ACIP

AL Mandatory Trainings

Cognia Survey Suite

Updated eleot tool

Accreditation

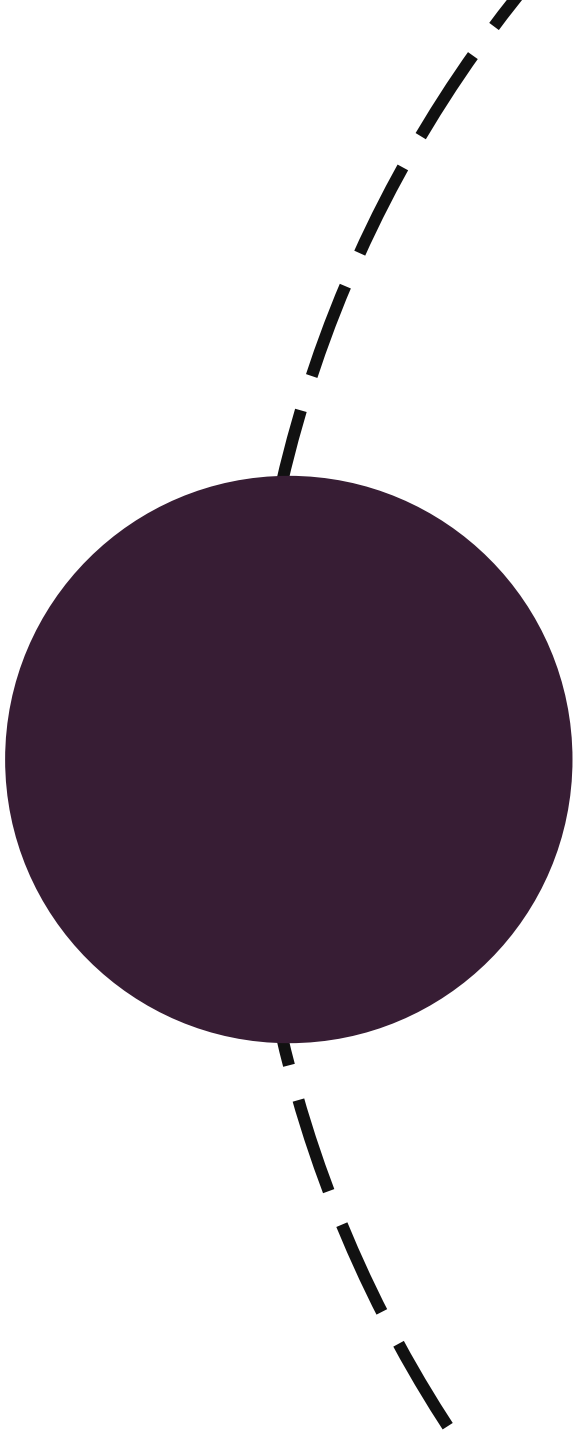
myJourney

ALSDE Diagnostics and
Workspaces

ATOT – Alabama Teacher
Observation Tool

AL Custom Surveys

- Teacher Mentor/Mentee
- School Climate
- Title I



Getting started as an AL institution

Account activation

1. Receive an account activation email from the system
2. Confirm who will manage users
3. Set up users in Cognia Home





Sign in

Sign in to your account.

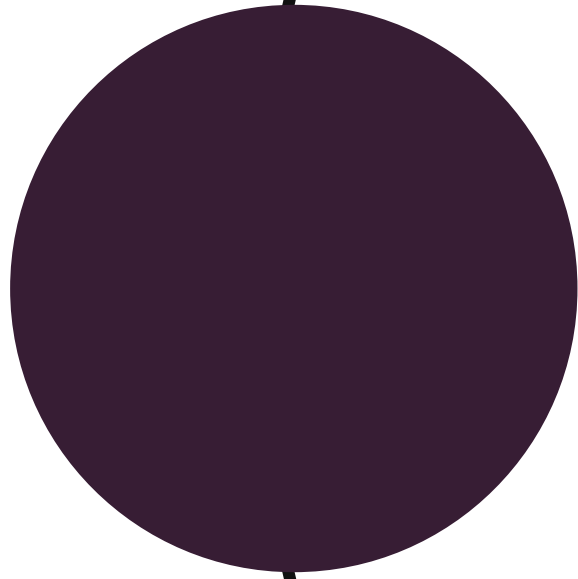
Email address

Password

☐ Show password

[Forgot your password?](#)

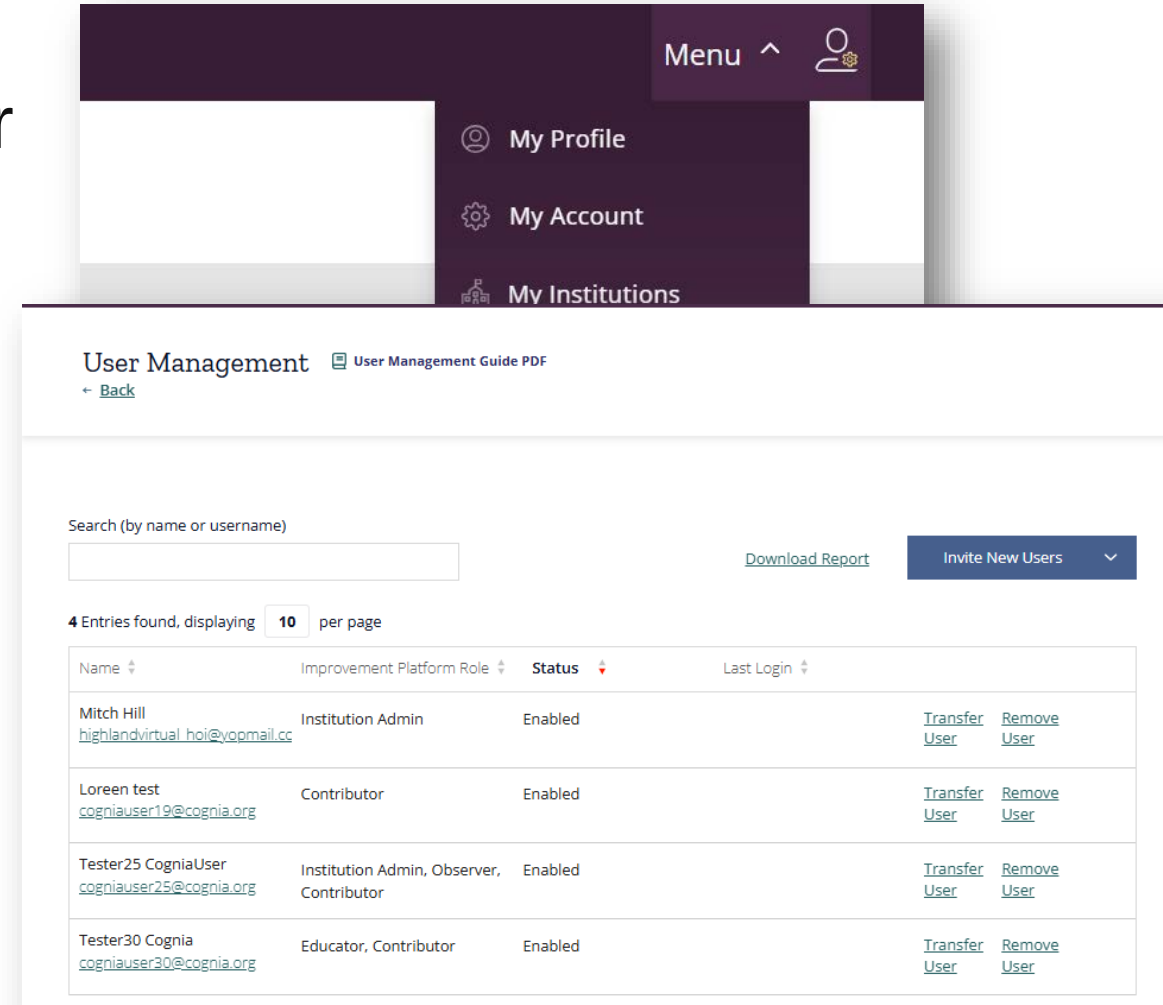
Sign in



User roles in the platform

User management

1. Find menu in the top right corner
2. Choose user management
3. Choose invite new users
4. Add users individually
 - Import a user list
 - First name, last name, email, role
5. Receive email from the system
6. Enable user account



The screenshot displays the 'User Management' interface. At the top, a dark sidebar menu contains 'Menu', 'My Profile', 'My Account', and 'My Institutions'. The main content area is titled 'User Management' with a 'Back' link and a 'User Management Guide PDF' link. Below the title is a search bar labeled 'Search (by name or username)' and a 'Download Report' link. A button labeled 'Invite New Users' is also present. The interface shows '4 Entries found, displaying 10 per page'. A table lists the users with columns for Name, Improvement Platform Role, Status, and Last Login. Each user entry includes links for 'Transfer User' and 'Remove User'.

Name	Improvement Platform Role	Status	Last Login
Mitch Hill highlandvirtual_hoi@vopmail.cc	Institution Admin	Enabled	
Loreen test cogniauser19@cognia.org	Contributor	Enabled	
Tester25 CogniaUser cogniauser25@cognia.org	Institution Admin, Observer, Contributor	Enabled	
Tester30 Cognia cogniauser30@cognia.org	Educator, Contributor	Enabled	

User roles

Admin

- **Surveys:** Can view surveys and create survey administrations. Can generate reports
- **Strategies:** Can view and create all plans
- **Observations:** Can create courses, create observations, download observation reports.
- **Engagement Reviews:** Can view, complete, and submit institution sections for a review.

Contributor

- **Strategies:** Can view and edit existing plans
- **Engagement Reviews:** Can view reviews and complete and submit institution sections

User roles

Viewer

- **Strategies:** Can only view existing plans.
- **Engagement Reviews:** Can view institution sections for a review

Observer

- **Observations:** Can conduct and view their own observations. Can download reports for their own observations

Educator

- No active platform use unless they have another role assigned

User guides and tutorials

User Management

[← Back](#)

[Resource Page](#)

Search by name or email

[Download](#) [Invite new users](#)

15 Results

☐ Include disabled institutional access users

Name 	Roles 	Last Login 	Action
Allison Britt allison.britt@elmoreco.com	Institution User	09/27/2023 09:17 PM	
Nic Cardwell nic.cardwell@elmoreco.com	Institution User	07/09/2026 09:59 AM	

User guides and tutorials

All Users

System Leaders

—
Sir

Guides to Share with Staff

Accessing the Improvement Platform

PDF

Quick start guide for staff on how to access and log in to the Cognia Improvement Platform for the first time

Creating your account

PDF

Step-by-step quick start guide for staff to create and set up their Cognia account

User Management: Creating Account in the Cognia Improvement Platform

Video

Video guide walking staff through the account creation process in the Cognia Improvement Platform

How to Navigate the Platform

Video

A walkthrough of the Cognia Improvement Platform interface, key features, and how to find what you need

User Management Guide

PDF

A complete guide for managing users within your institution on the Cognia Improvement Platform. Includes steps to view, edit, add, assign roles and remove users.

Changing your email

PDF

A quick-start guide for users wishing to change their email.

Changing your name

PDF

A quick-start guide for users wishing to change their name

Accessing User management

PDF

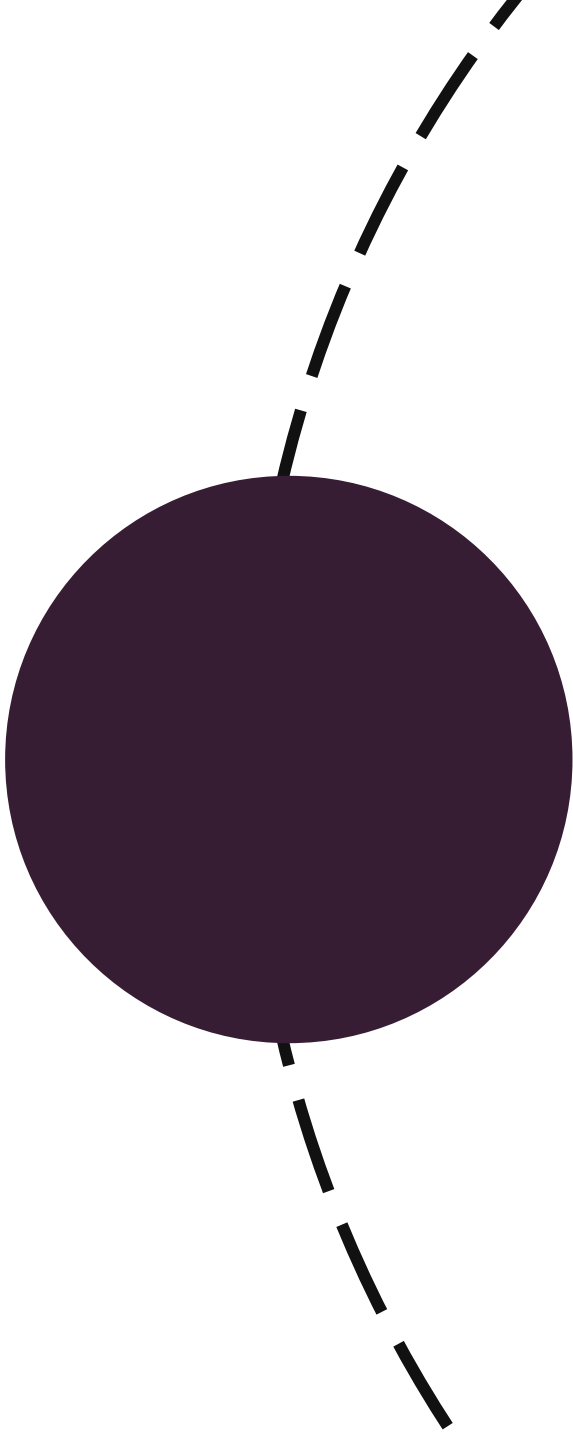
Step-by-step quick-start guide to accessing the User Management interface on the Improvement Platform.

Inviting new users - manual

PDF

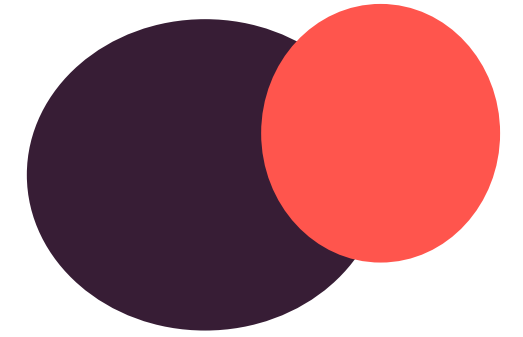
Step-by-step quick-start guide to adding new users in your institution to the Improvement Platform.





Navigating the Platforms as an AL institution

What does this look like for AL users?



Cognia Improvement Platform

Strategies - ACIP

AL Mandatory Trainings

Cognia Survey Suite

Updated eleot tool

Accreditation

myJourney

ALSDE Diagnostics and
Workspaces

ATOT – Alabama Teacher
Observation Tool

AL Custom Surveys

- Teacher Mentor/Mentee
- School Climate

My Home



 My Home

 Strategies

 Observations

 Surveys

 Candidacy Review

 Initial Accreditation Review

 Engagement Review

 Alabama Mandatory Training

 myJourney

 cognia.org ↗



Welcome back!

Paula Bradshaw

Network Newsletter



Read the Latest Issue

Join us

July 27, 2026 ONLINE

Effective Learning Environments Observation Tool® (eleot®): Updates for Established Users*

This session is for Effective Learning Environments Observation Tool® (eleot®) users! Come and learn about the updated learning...

View Event Calendar

Spotlight Videos



Build Capacity and Sustain Improvement
Cognia Professional Learning

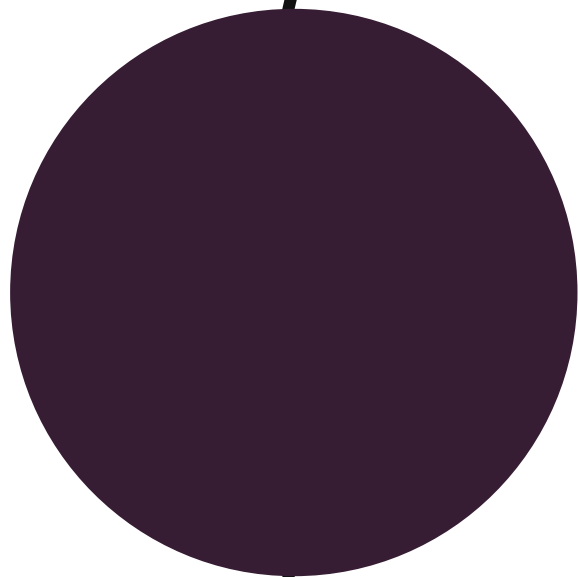
01:17

Featured Member

[Read the case study.](#)







Strategies ACIP for 2026-27

Strategies: ACIP

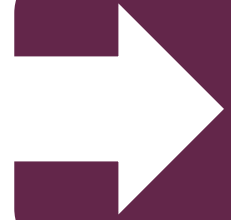
Purpose: Engage in Cognia's research-based Strategic Thinking and Planning process for ACIP. Document work/plans with this online tool for improvement planning that encompasses four distinct phases: envisioning, planning, implementation, and evaluation.

Whole group discussion

What makes
planning strategic?



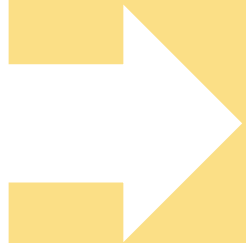
Goals of Strategies



Support leaders in defining their institution's priorities



Support leaders in aligning actions



Monitor progress in ways that are meaningful and responsive to their unique context

Strategies core components

Four-Phase
approach to
continuous
improvement

1

Modules walk
you through
the **Strategic
Thinking &
Planning**
Process

2

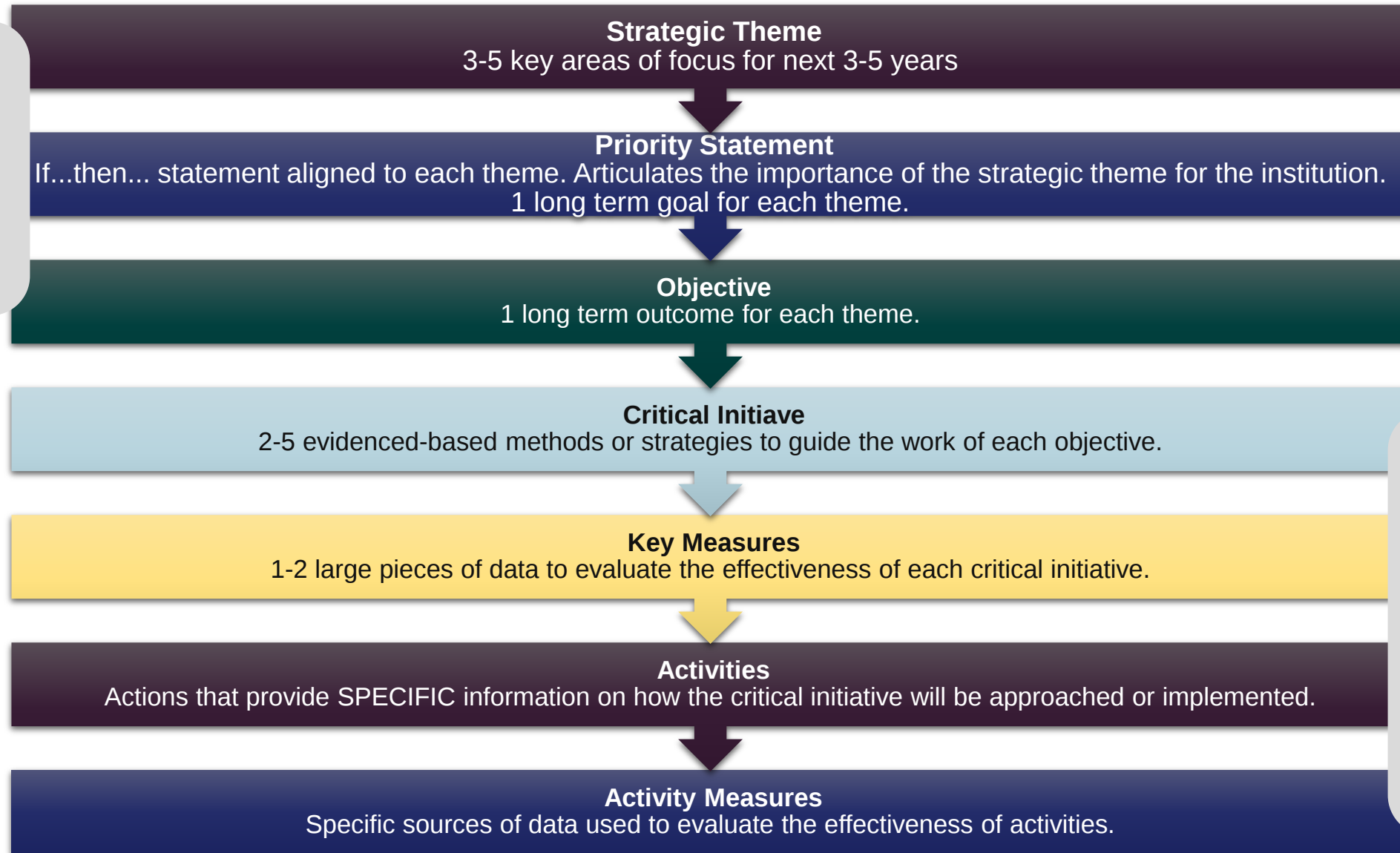
Teams can
**document
plans** and
improvement
updates

3

Outputs
from the
platform can
be
downloaded
and **printed**

4

Written to
last for 3-5
years



Written to
be
completed
in one CIP
cycle
(1 year or
less)

Annual Implementation Plan - ACIP

Growth and Achievement #1

OBJECTIVE

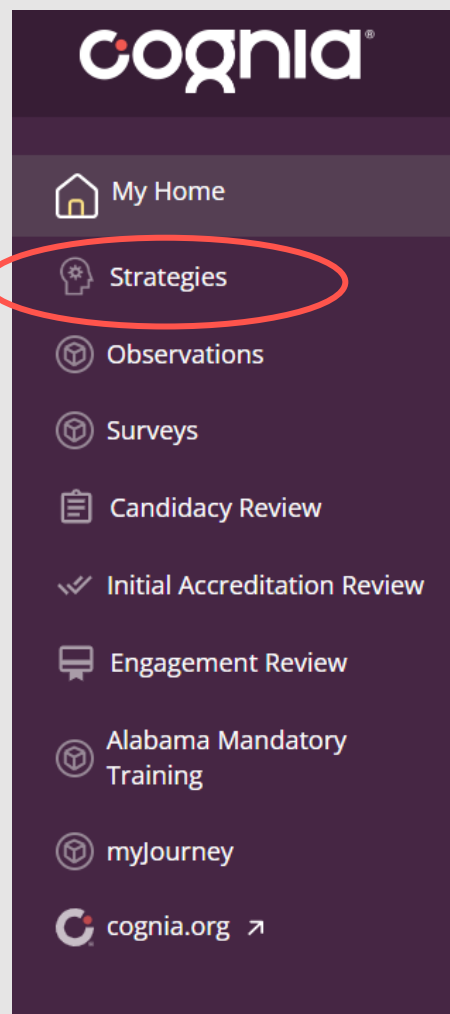
Increase reading proficiency through meaningful, intentional literacy instruction to optimize individual and collective academic success.

☆ CRITICAL INITIATIVE

Use diagnostic, classroom, and ACT Reading data to identify priority skills and provide intentional supports based on individual student need.

Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Review reading data to identify priority skills and student needs.	ELA Department, Instructional Leadership Team	Diagnostic, classroom, and ACT Reading data	Priority skills and student groups identified	8/7/26	12/18/26 Review midyear data
Monitor reading growth and adjust supports.	ELA Department, Instructional Leadership Team	Progress-monitoring and ACT data	Fall-to-spring reading growth	8/7/26	5/05/27 Review spring and ACT Reading results

Strategies



Choose Strategies on the left navigation bar



Welcome back!

Paula Bradshaw

Network Newsletter



Read the Latest Issue

Join us

July 27, 2026

ONLINE

Effective Learning Environments
Observation Tool® (eleot®):
Updates for Established Users*

This session is for Effective Learning
Environments Observation Tool®
(eleot®) users! Come and learn
about the updated learning...

View Event Calendar

Spotlight Videos



Featured Member

[Read the case study.](#)



Strategies

From the main Strategies screen you can start a new plan, see current plans, and access resources.

cognia

My Home

Strategies

Overview

New Plan

Current Plans

Archived Plans

Manage Tags

Candidacy Reviews

Engagement Reviews

Evidence Library

Contact Us

STRATEGIES

Engage in Cognia's research-based Strategic Thinking and Planning process with this online tool for improvement planning that encompasses four distinct phases: envisioning, planning, implementation, and evaluation.

New Strategic Plan

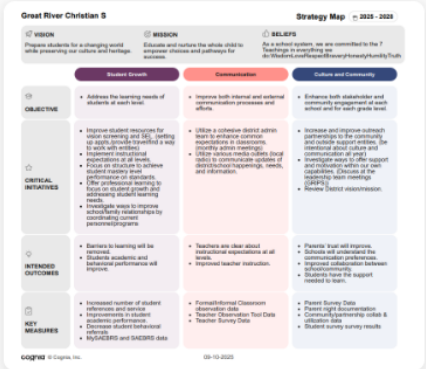
Start a new improvement strategy plan

New Plan

View Current Plans

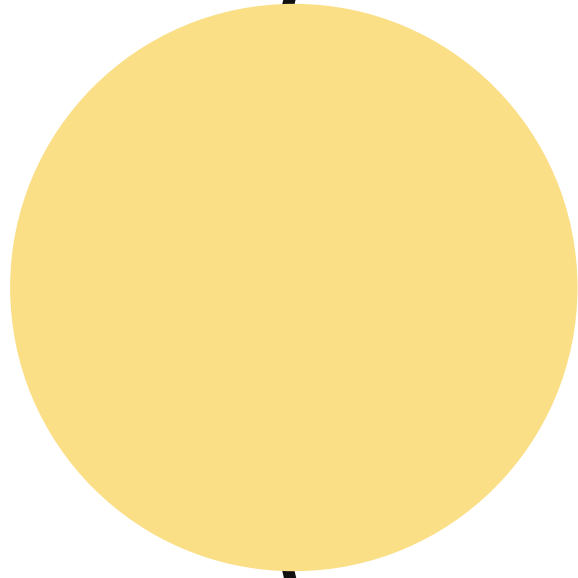
View plans in progress for your institution(s)

Current Plans



Document Title	Description	Action
Strategies User Guide	Technical user guide for creating a strategic improvement plan and generating outputs.	Download
InFocus Guide	Guide to Cognia's four-phase approach to strategic thinking and planning for continuous improvement, shifting from static plans to dynamic strategies that drive lasting growth.	Download
Performance Standards	The Cognia Performance Standards define the practices of a good education institution and provide the criteria for improvement efforts that will energetically and visibly grow learners, teachers, leaders, and organizations.	Download
Creating & Viewing a Strategic Plan	Guidance on how administrators can create and view strategic plans within the Cognia Improvement Platform.	View

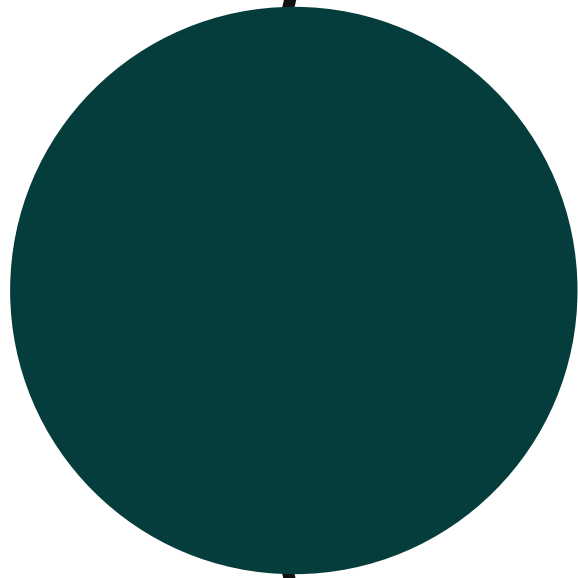




Evaluating Phase

Evaluating subphases





Envisioning Phase

Envisioning: Three subphases

Determine
Current
Reality

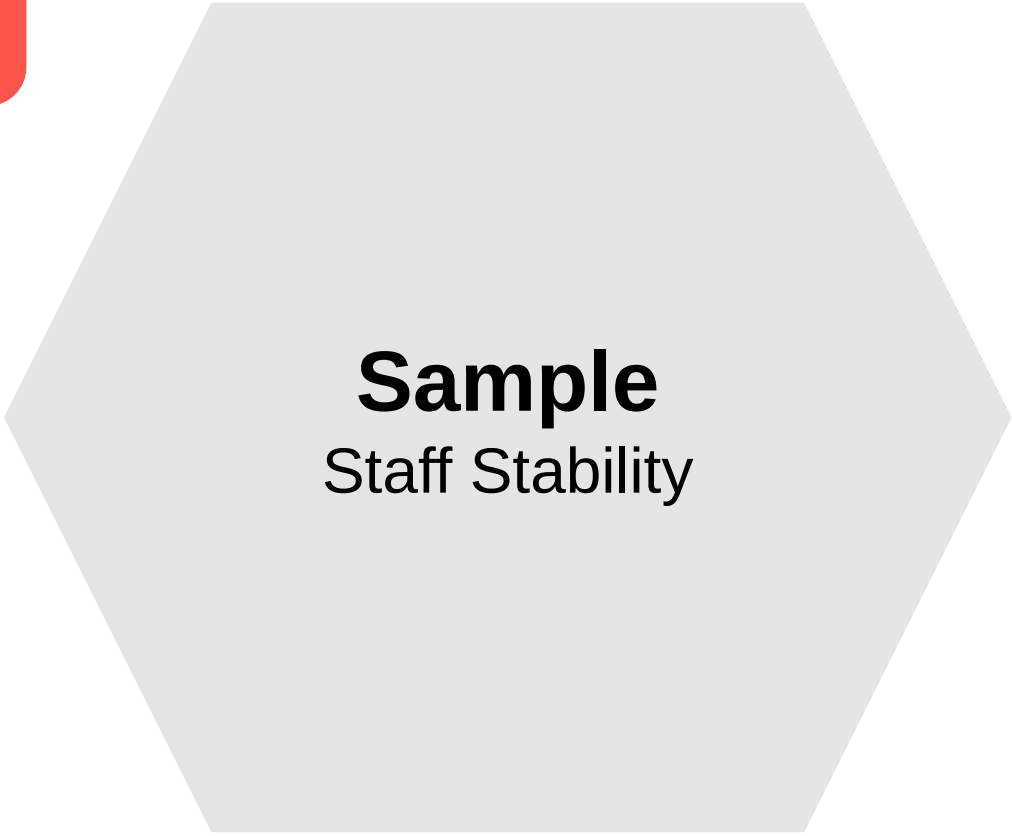
Explore the
Future

Synthesize
Results
**THEMES and
PRIORITIES**

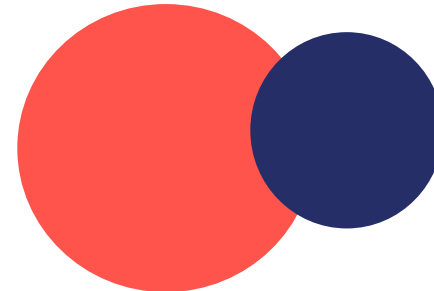


A strategic theme...

- reflects the big idea of your priority statement and connects to your future reality.
- answers, “**What is the "bucket" or major area of focus mentioned in each priority statement?**”



Sample
Staff Stability



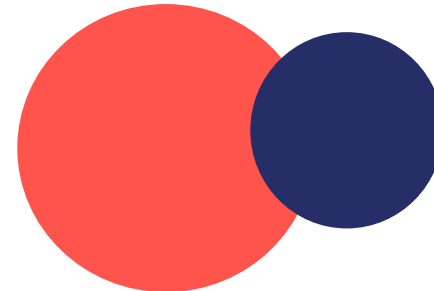
A priority statement...

- reflects the connections and gaps between current reality and future priorities
- answers, “what do we need to change now to realize our future?”
- can be written as an if-then statement

Strategic Theme Staff Stability

Priority Statement

As we face educator shortages and utilize uncertificated staff to fill positions, we must provide choice programs for professional development towards advanced certification programs to stabilize teaching staff.



Envisioning Summary Output (new)

Lincoln Elementary School

Envisioning Phase 2025 - 2028

CURRENT REALITY

Learner	Institution	Community
Attendance data show high rates of chronic absenteeism and perception data show students are not actively engaged. Both data sources might contribute to less than expected student performance growth.	Lincoln Elementary stakeholders are positive in their feedback on surveys. Student observation data show inconsistent engagement of students from one classroom to another. The school has seen a drop in enrollment.	Limited data are available for community profile and involvement.

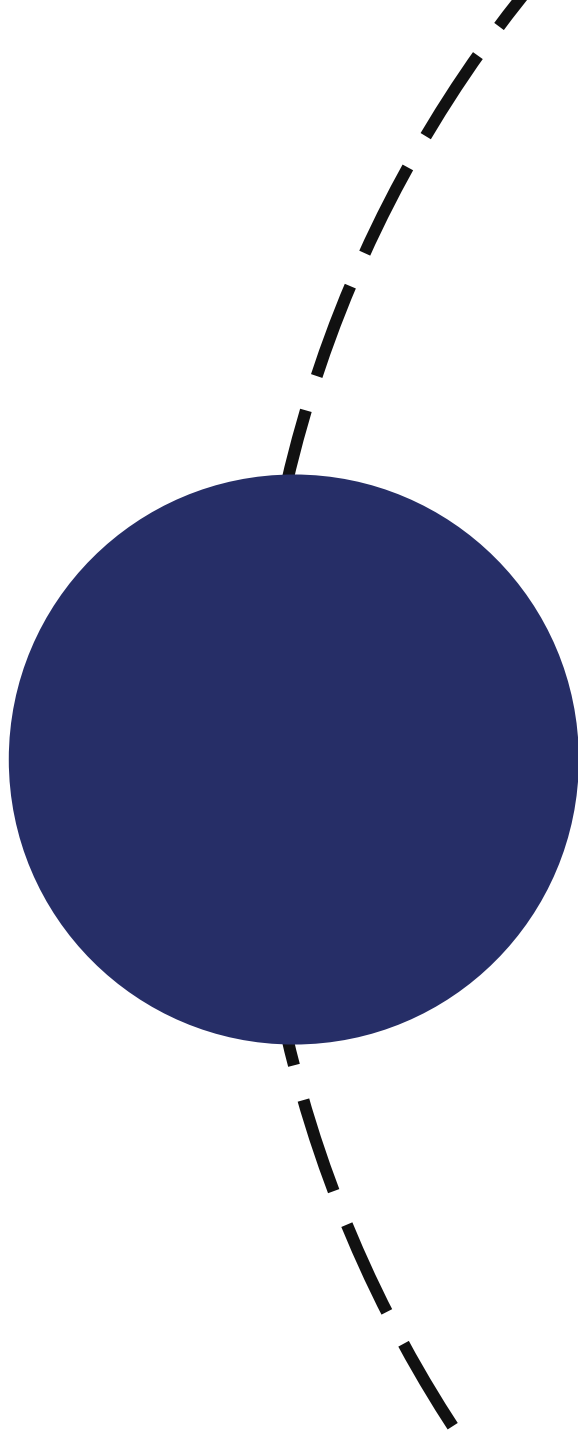
EXPLORING THE FUTURE

Social Trends	More intense focus on safety
Technological Trends	Instant information, easy access for everyone, short and fast communication
Economic Trends	Information, items to purchase, etc., is personalized
Political Trends	Virtual communication

STRATEGIC THEMES

Priority Statement	Strategic Theme
If student preparedness varies greatly is inconsistent, then we must provide more active, personalized learning opportunities to support student readiness for middle school.	Personalized Learning Experiences
As we face educator shortages and utilize uncertified staff to fill positions, we must provide choice programs for professional development toward advanced certification programs to stabilize teaching staff.	Staff Stability
We lack high rates of involvement from parents and businesses, so we must provide proactive communication and strategic involvement opportunities for parents and other community members.	External Stakeholder Engagement
Students need to be engaged fully in the school experience so we need to develop a school environment where all students feel intellectually safe and have opportunities to succeed.	Engaging Learning Environment
If we expect teachers and students to use technology in the real world, we must provide sufficient technology resources to students and teachers in all classrooms.	Technology

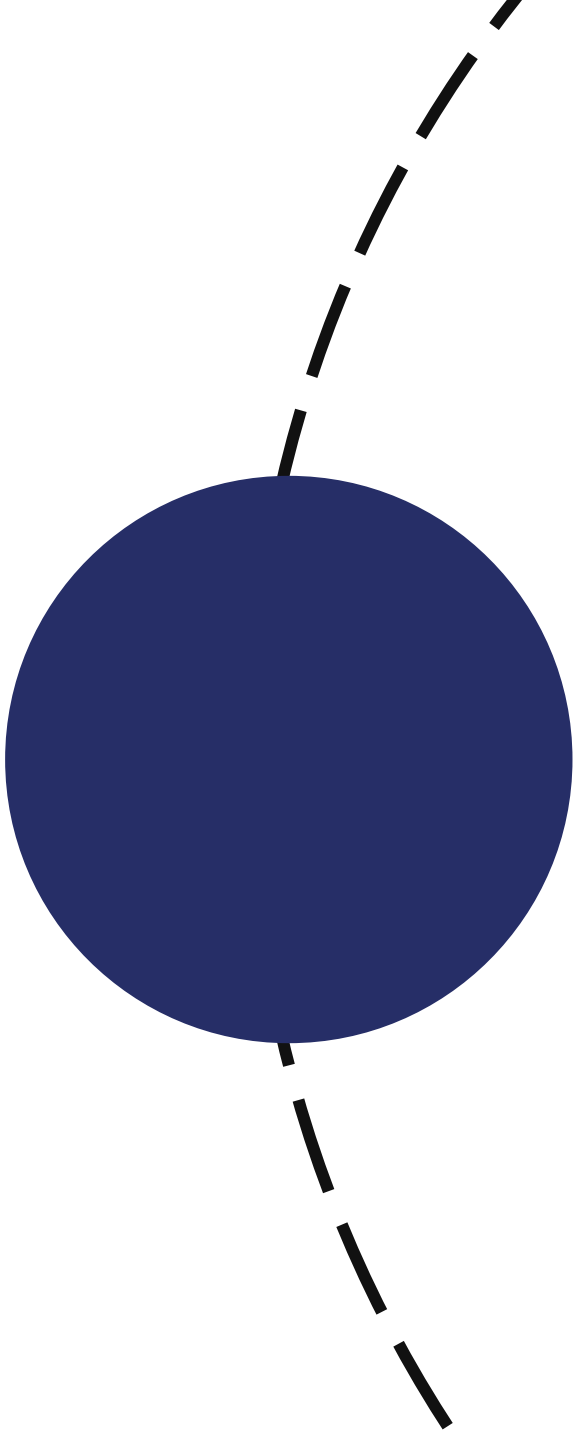




Planning Phase

Planning subphases





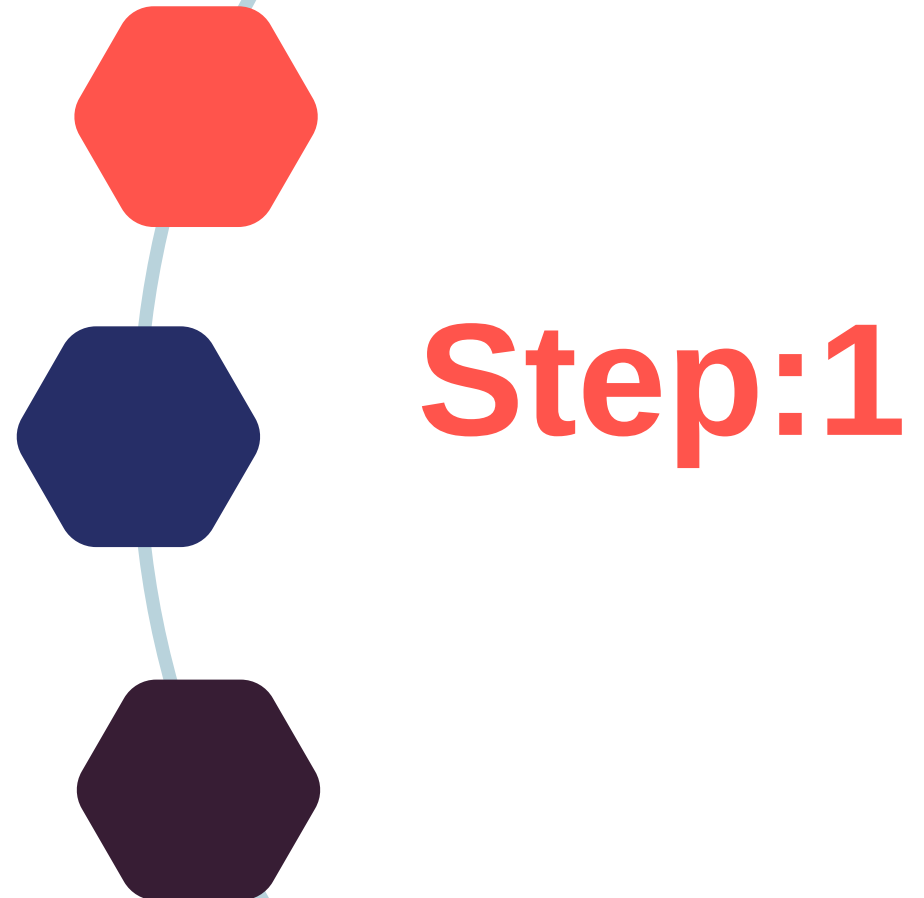
Planning subphase 1:

Use priorities to create objectives
and identify critical initiatives

Objectives

Use the **priority statement** and its **strategic theme** as the guiding organizer to write the objective statement.

How will we achieve the strategic theme?



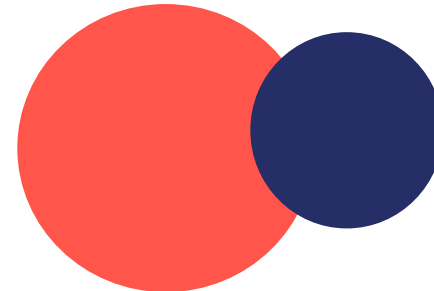
An objective is...

- An “output” of the priority statement and its strategic theme
- A statement representing the action of long-term direction
- Similar to a goal statement

Strategic Theme
Staff Stability

Sample
Objective

Provide choice programs for professional development towards advanced certification to stabilize the teaching staff.



Objective criteria

Direction:

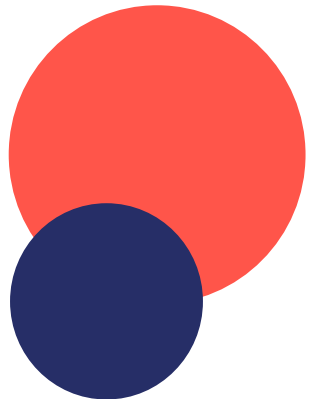
- ✓ Does the statement communicate a long-term direction or shift?

Alignment:

- ✓ Is it clearly aligned to the strategic theme?

Outcome Focused:

- ✓ Does it describe *what we aim to achieve*, not what we will *do*?





Write an objective for your strategic theme

Check to ensure it meets the criteria

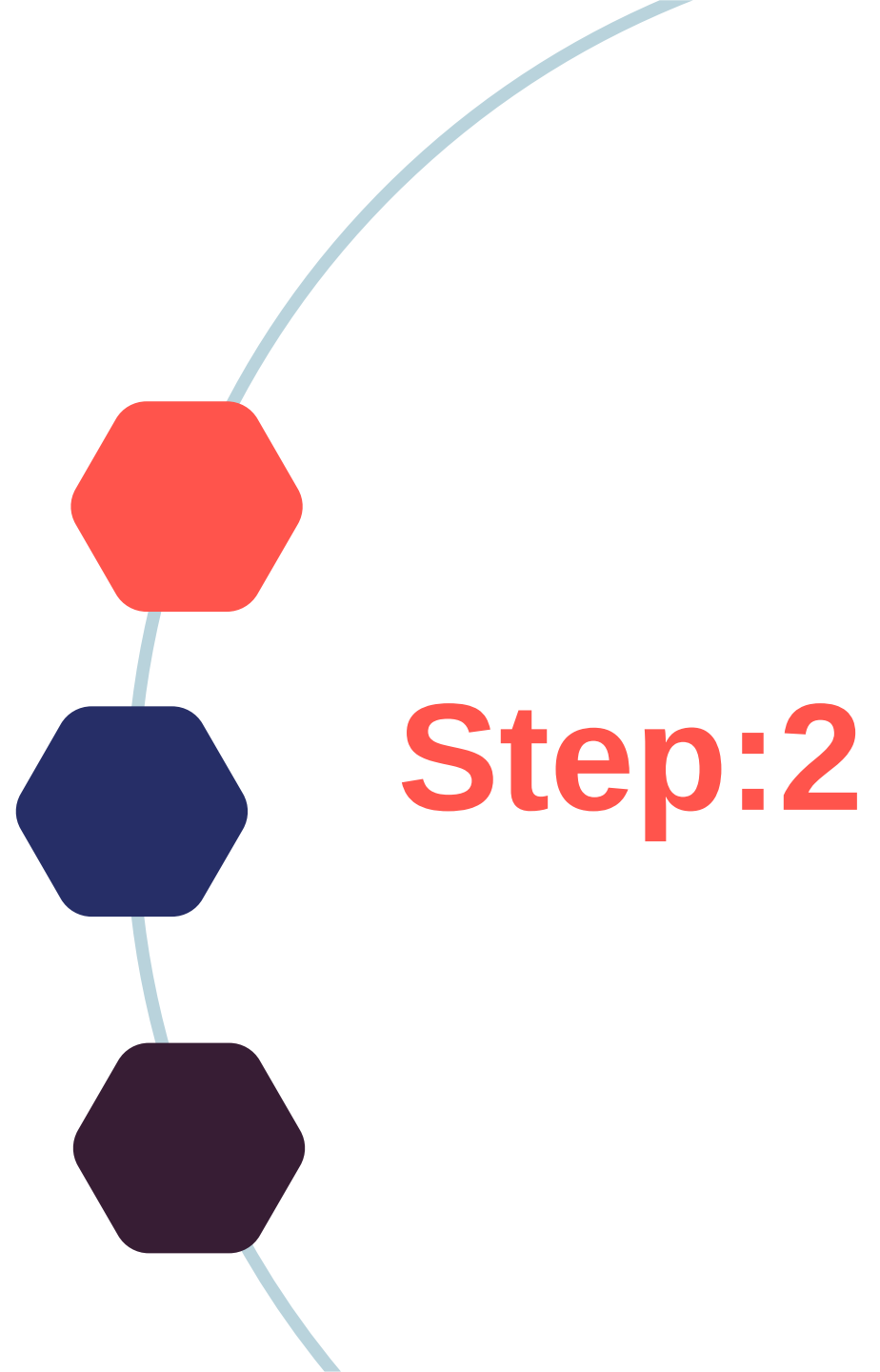
Table group



Critical initiatives

Complete this exercise for each **priority** and **objective statement**.

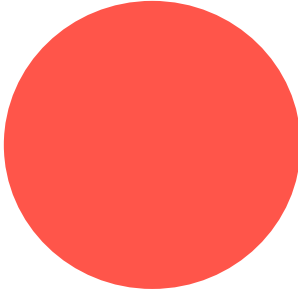
Each objective statement needs accompanying **evidence-based** practices or **critical initiatives** for the institution to implement – **what you will do to achieve the outcome?**



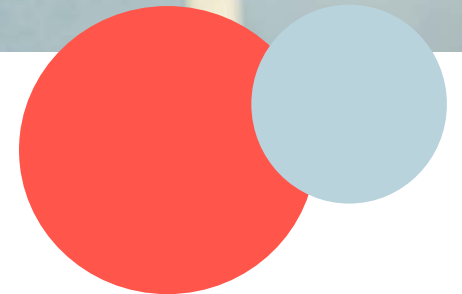
Critical initiatives defined...

- Are evidence-based practices
- Guide the implementation of actions to achieve objectives
- Are sometimes referred to as a strategy
- Can be multiple per objective
- Are written “high level” for this phase *(remember these appear on the Strategy Map)*
- Are evaluated for their effectiveness

Guidance to create an effective Critical Initiative (CI)



1. Revisit your priority statement, strategic theme, and objective.
2. Identify the evidence-based action.
3. Clarify the purpose behind the critical initiative.
4. Keep it at a high level but measurable.
5. Check the criteria for your critical initiative.



1. Revisit your priority statements, strategic themes, and objective

- **Priority Statement:**

As we face educator shortages and utilize uncertificated staff to fill positions, we must provide choice programs for professional development towards advanced certification programs to stabilize teaching staff.

- **Strategic Theme:** Staff Stability

- **Objective:**

Provide choice programs for professional development toward advanced certification to stabilize the teaching staff.

2. Identify the evidence-based action

Ask yourself:

- What practices research says work?
- What actions are proven to drive measurable impact?
- What will meaningfully help achieve the objective?

Examples of strong CI actions:

- “Reallocate human and fiscal resources to manage the program...”
- “Establish structured cycles for data gathering and analysis...”

3. Clarify the purpose behind the (CI)

- Write the CI so that the reader can answer:
“Why are we doing this?”
- A strong CI implies the intended change.

Example:

Provide professional development in tools that support instructional consistency.

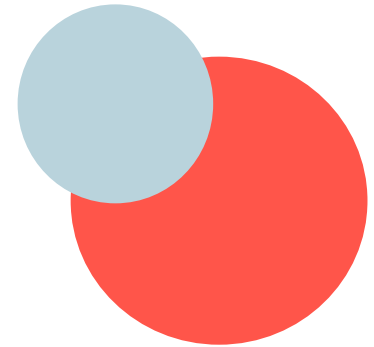
4. Keep it high-level but measurable

Keep it:

- ✓ High-level
- ✓ Action-oriented
- ✓ Specific enough to guide implementation
- ✓ Broad enough to last 1–3+ years

Avoid:

- Tasks (“Schedule a PD day,” “Send email reminders”)
- Vague ideas (“Support teachers”)



Criteria for your Critical Initiative (CI)

Critical Initiative quality check

- ✓ Does it directly support the objective?
- ✓ Is it an evidence-based practice, not a task list?
- ✓ Is it written at a high-level?
- ✓ Can the team measure progress towards it?
- ✓ Does it guide what must be done institution-wide?

If you can't answer "yes" to all of these, refine it.

Sample Critical Initiative

Critical Initiatives

Reallocate human and fiscal resources to manage the choice program and provide teacher support.

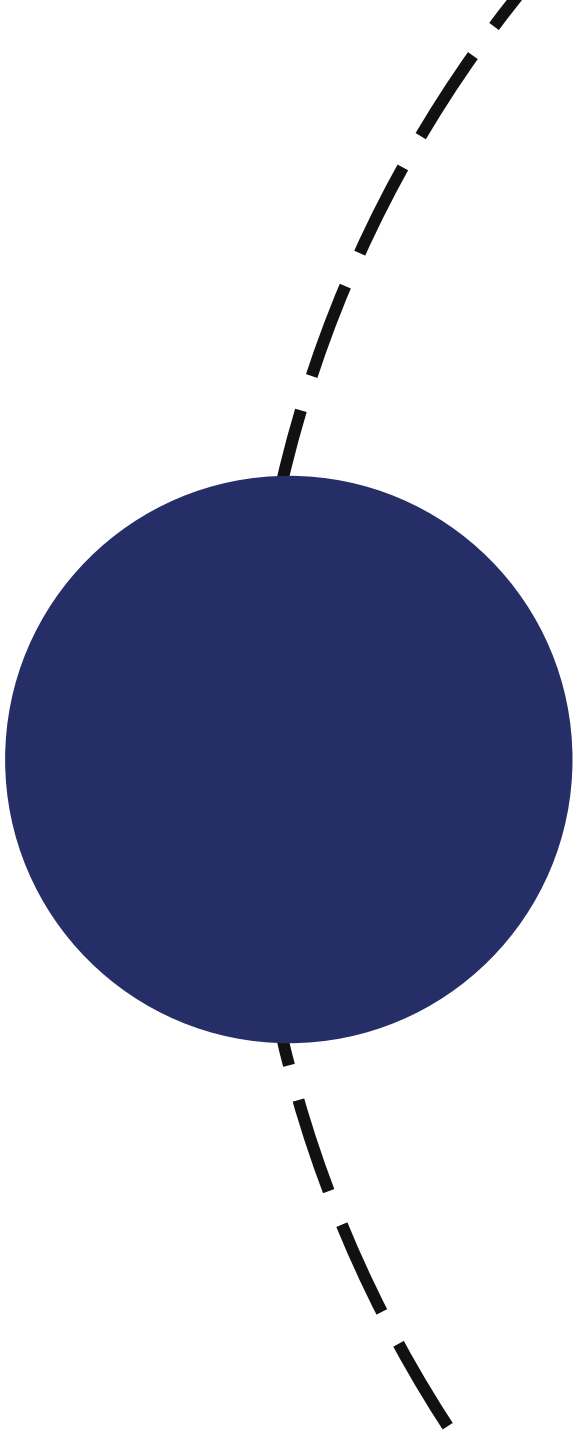
Critical Initiative breakdown

Reallocate human and fiscal resources to manage the choice program and provide teacher support.

Step	Thinking	Result
Evidence-based practice	Teacher support & PD access improve retention	“Reallocate resources...”
Action	Ensure programs are staffed, funded, supported	“Manage the choice program...”
Purpose	Stabilize staff	“...and provide teacher support.”

1. Write one critical initiative for the strategic theme
2. Allow your peer to conduct a quality check

Table group



Planning subphase 2:

Identify outcomes

Intended outcomes

Identify the intended outcome that the institution will **strive to achieve** for each critical initiative.

Step:3

Intended outcomes

- Reflects what you want the critical initiative to achieve
- Align to **one** critical initiative
- Appear in the Theory of Action
- Can be stated in quantifiable terms, if required

Sample Intended Outcomes

Teachers will utilize the program and resources more effectively.

Define Intended Outcomes

1. Each person writes 1 or 2 intended outcomes for the critical initiatives.
2. Discuss as a group and determine what outcomes you need.
3. Whole group share out.

Assumptions

Explicitly state what the institution believes regarding how and why each critical initiative will be successful upon execution when writing the assumptions.

Step:4

Assumptions

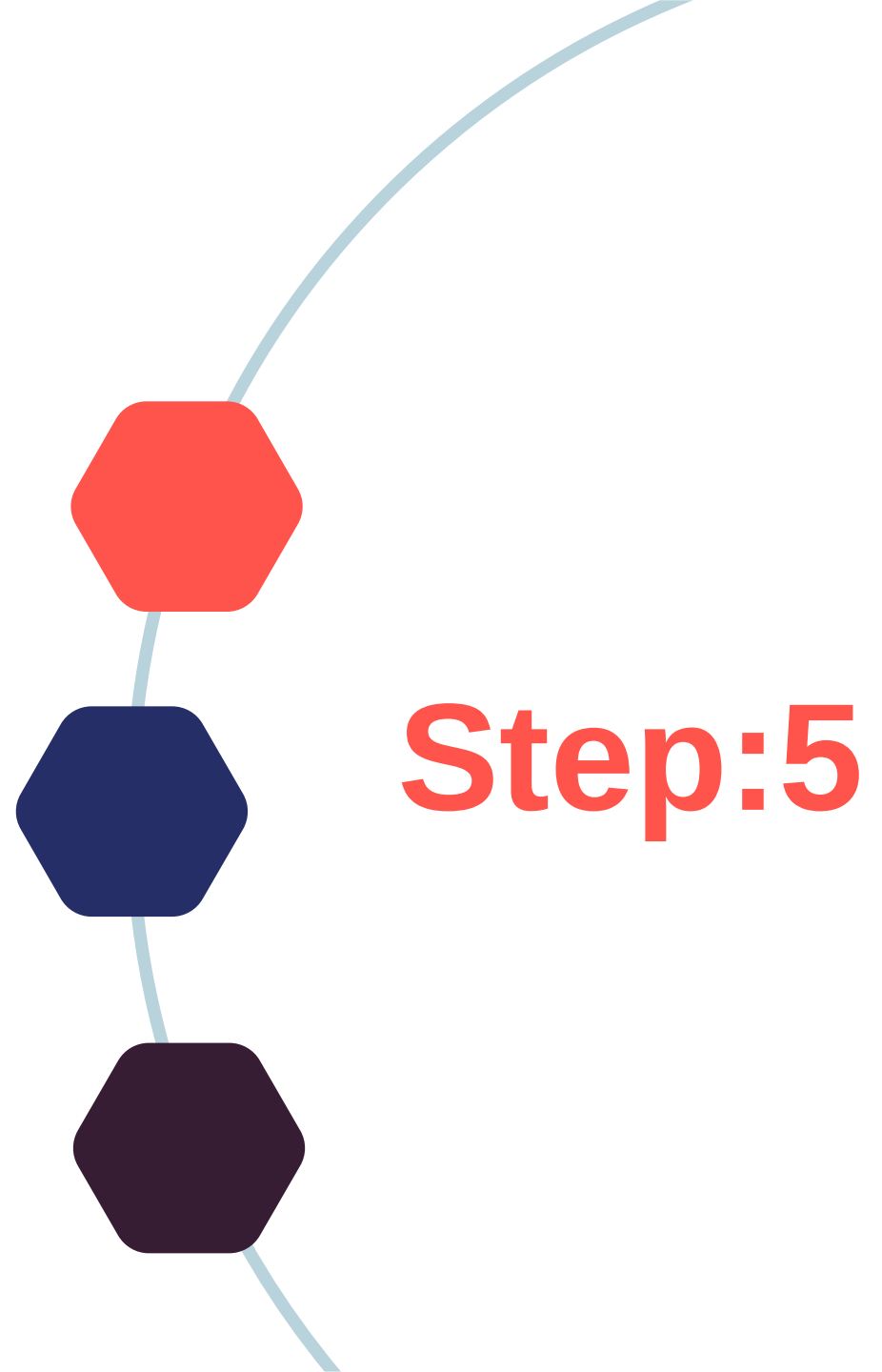
We assume that teachers will participate more consistently and advance toward certification if adequate human and financial resources are allocated to provide strong program management and ongoing teacher support.

Sample Assumption

Influential Factors

Decide on three or four (keep the quantity small) factors that could influence the success of the critical initiatives.

Influential factors are elements **outside the institution's control** that can impact how successfully critical initiatives and outcomes play out.



Identifying Influential Factors

- State or federal policy changes
- Teacher interest in taking on new responsibilities
- Weather-related school closures
- Budget reductions at district or state level
- Leadership turnover
- Access to substitutes
- New community partnerships
- Quality of internal communication

Options to consider



Influential Factors

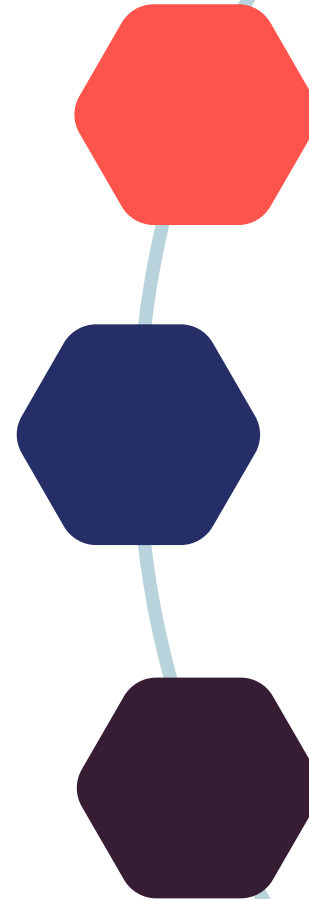
economy;
housing market;
compensation

**Sample
Influential Factors**

Key Measures

Determine appropriate indicators or key measures that track the progress and achievement of the critical initiatives.

Each critical initiative can have one or multiple means to measure its effectiveness and/or performance.



Step:6

Key Measures

- Are items/tools that track the progress of each critical initiative toward the intended outcome
- Can be multiple to measure each critical initiative
- Appear on the Strategy Map and Theory of Action

Sample Key Measures

Teacher Survey
data

How will we measure? What will be the evidence?

Documentation data

- Strategic plan
- School/system professional learning plan
- Teacher growth plan
- Title 1 plan

Observation data

- eleot observations
- Peer observations
- Teacher Observation Tool

Perception data

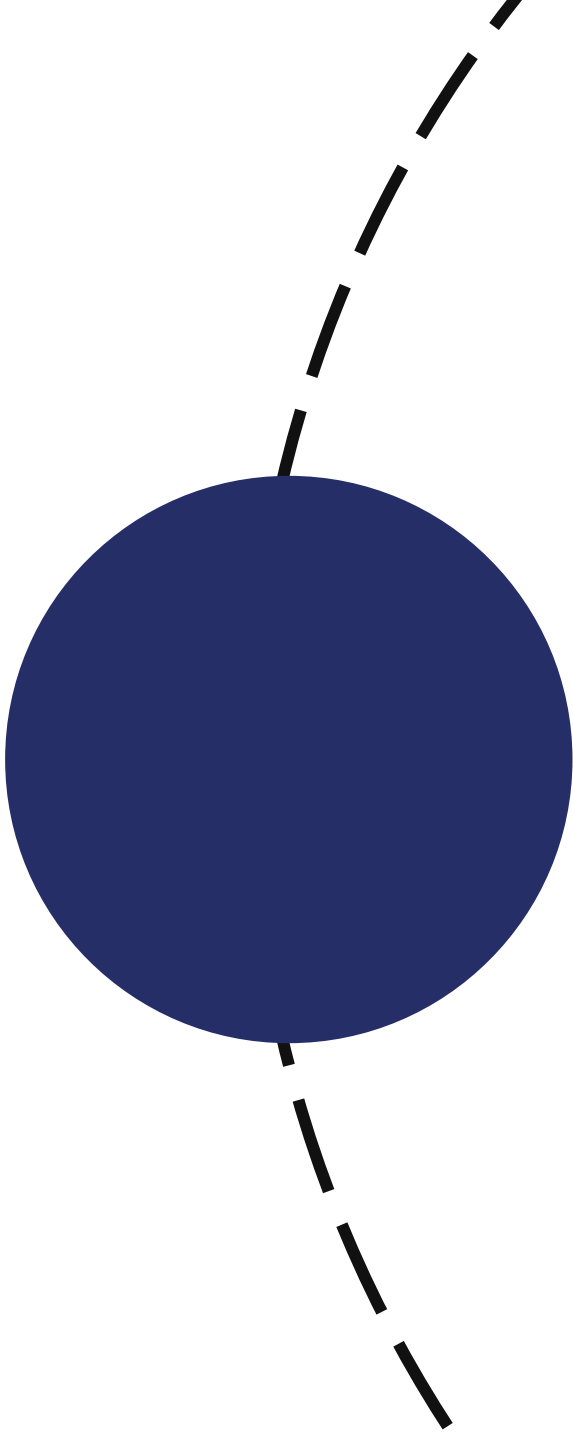
- Surveys
- Anecdotal notes
- Self-assessment

Growth data

- Formative assessment
- Program effectiveness data
- Benchmark assessment data

Key Measures

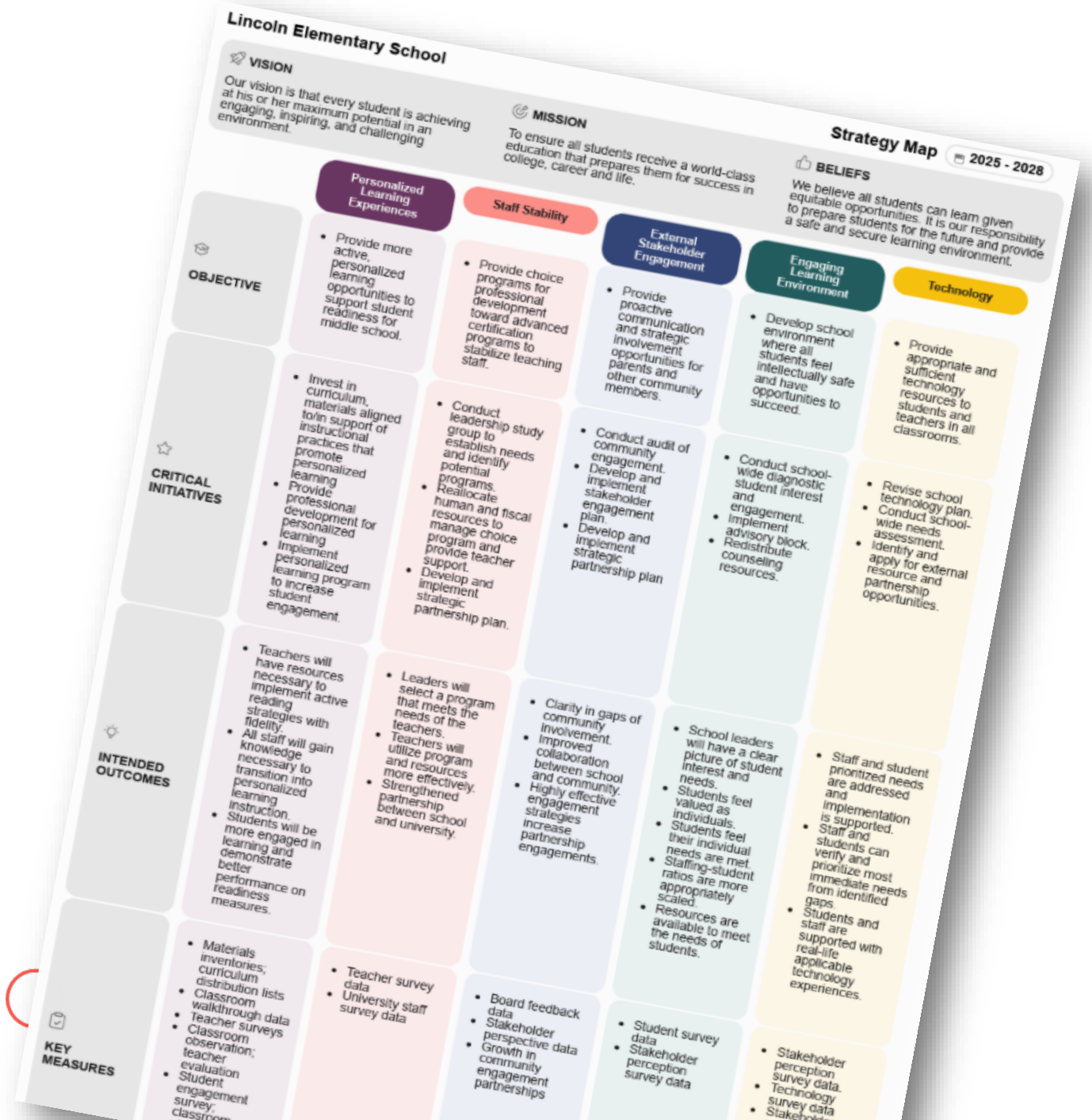
- 1. Each person determines 1 key measure that could provide evidence of achieving the stated intended outcomes. ○
- 2. Discuss among your group and come to a consensus of a minimum of 2 key measures for each critical initiative. ○
- 3. Whole group shares out. ○

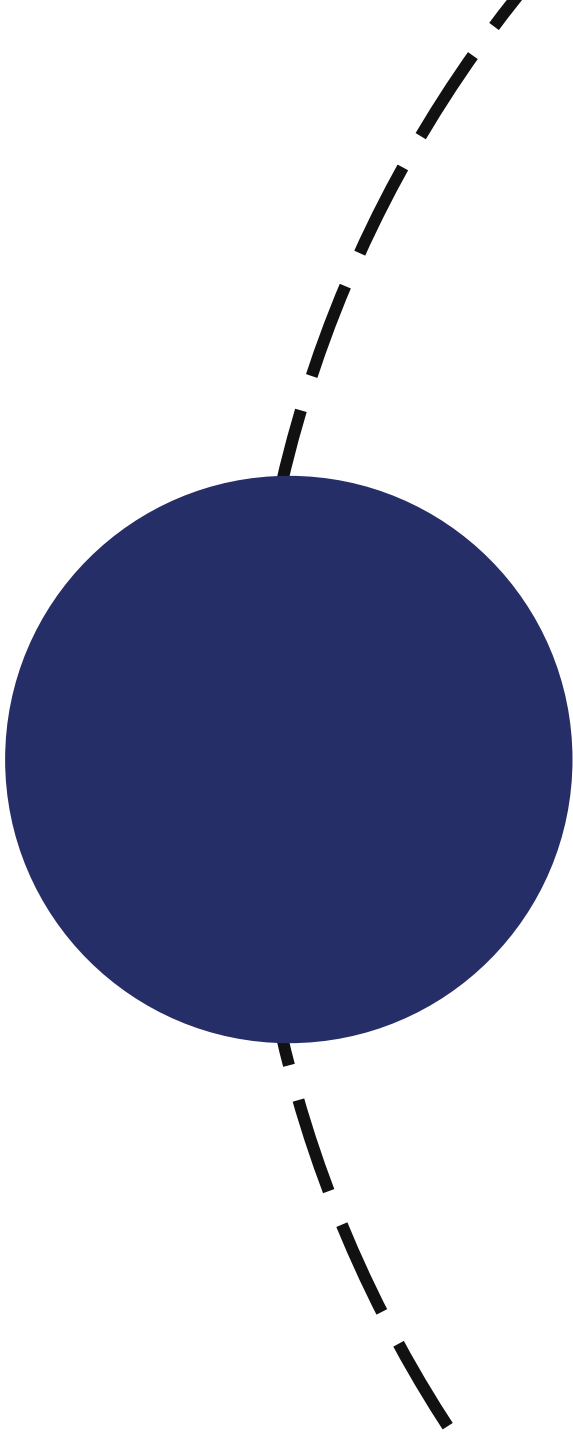


Planning subphase 3:

Develop Strategy Map

Strategy Map Output





Planning subphase 4:

Develop Annual Plan

Annual Plan Output

Lincoln Elementary School		Annual Improvement Plan		1 Aug 2025 - 1 Sep 2026
Personalized Learning Experiences		OBJECTIVE Provide more active, personalized learning opportunities to support student readiness for middle school.		
Critical Initiative	Intended Outcomes	Key Measures		
Invest in curriculum, materials aligned to/in support of instructional practices that promote personalized learning	Teachers will have resources necessary to implement active reading strategies with fidelity.	Materials inventories; curriculum distribution lists Teacher surveys		
Staff Stability		OBJECTIVE Provide choice programs for professional development toward advanced certification programs to stabilize teaching staff.		
Critical Initiative	Intended Outcomes	Key Measures		
Conduct leadership study group to establish needs and identify potential programs.	Leaders will select a program that meets the needs of the teachers.	Teacher survey data		
External Stakeholder Engagement		OBJECTIVE Provide proactive communication and strategic involvement opportunities for parents and other community members.		
Critical Initiative	Intended Outcomes	Key Measures		
Conduct audit of community engagement.	Clarity in gaps of community involvement.	Board feedback data		



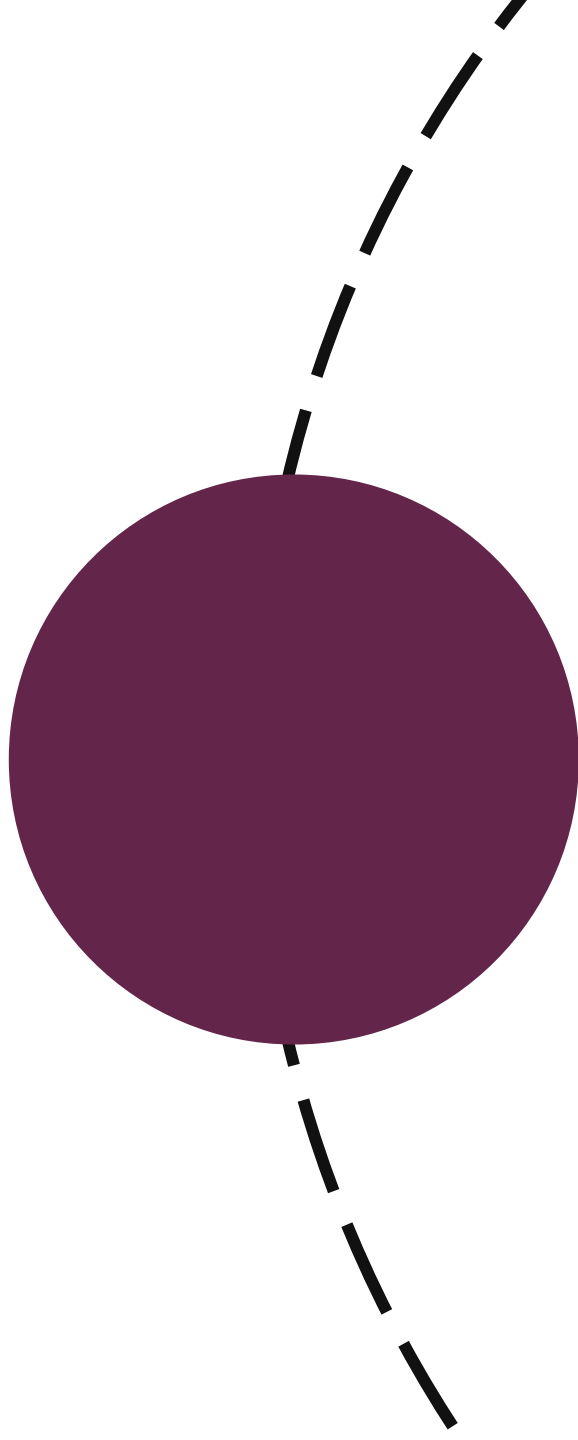
Strategies group work



Input: Planning

1. Discussion with teams
2. Data input into Cognia Improvement Platform





Implementing Phase

Implementing subphases

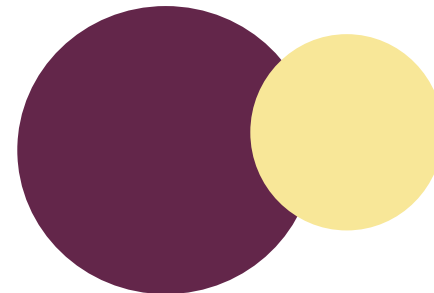


An activity is...

- an action
- critical initiatives broken down into actionable activities
- how the critical initiative will be approached or implemented

Sample Activities

Survey staff on professional learning needs
Identify and establish a professional learning plan/calendar
Provide professional learning



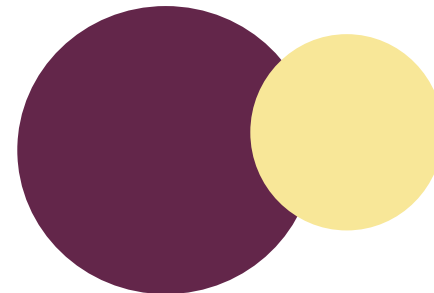
Activities...

- are linked to specific activities within critical initiatives
- are a source of data
- evaluate the effectiveness of activities in completing the work of critical initiatives

Sample

Activity measures

- Data from staff survey
- Professional learning calendar with outcomes
- Professional learning digital portfolios and classroom observations



Other components

- Person(s) responsible
- Required resources
 - Financial
 - Other

- Benchmarks
- Target dates

*These can be left to the person(s) responsible.

Annual Implementation Plan Output

Growth and Achievement #1					
📦 OBJECTIVE Increase reading proficiency through meaningful, intentional literacy instruction to optimize individual and collective academic success.					
☆ CRITICAL INITIATIVE Use diagnostic, classroom, and ACT Reading data to identify priority skills and provide intentional supports based on individual student need.					
Activities	Person(s) Responsible	Required Resources	Activity Measures	Launch Date	Activity timeline
Review reading data to identify priority skills and student needs.	ELA Department, Instructional Leadership Team	Diagnostic, classroom, and ACT Reading data	Priority skills and student groups identified	8/7/26	12/18/26 Review midyear data
Monitor reading growth and adjust supports.	ELA Department, Instructional Leadership Team	Progress-monitoring and ACT data	Fall-to-spring reading growth	8/7/26	5/05/27 Review spring and ACT Reading results

Serves as your ACIP

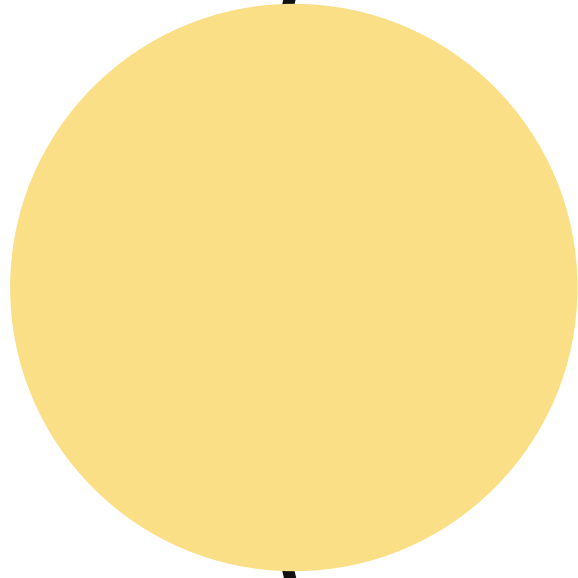


Strategies group work



Input: **Implementing**
data into the Cognia
Improvement Platform



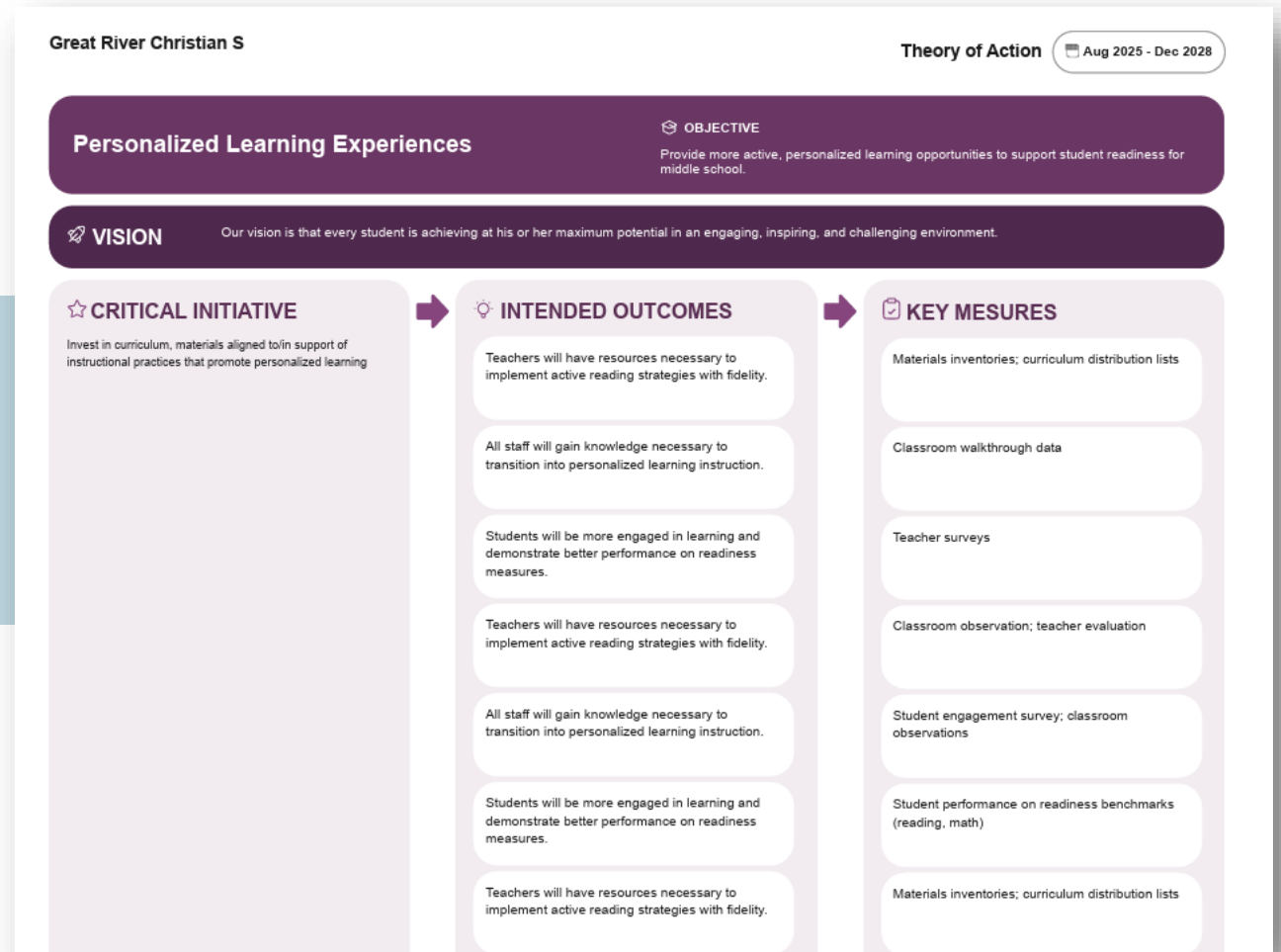


Evaluating Phase

Evaluating subphases



Theory of Action Output



Annual Evaluation Summary Output



Great River Christian S

Annual Evaluation Summary Aug 2025 - Dec 2028

☆ Impact of Critical Initiatives

Strategic Theme 1

OBJECTIVE

Key Measure Results

Summary of Impact

Implications for future work

Strategic Theme 2

OBJECTIVE

Key Measure Results

Summary of Impact

Implications for future work

Strategic Theme 3

OBJECTIVE

Key Measure Results

Summary of Impact

Implications for future work

Strategic Theme 4

OBJECTIVE

Key Measure Results

Summary of Impact

Implications for future work

Strategic Theme 5

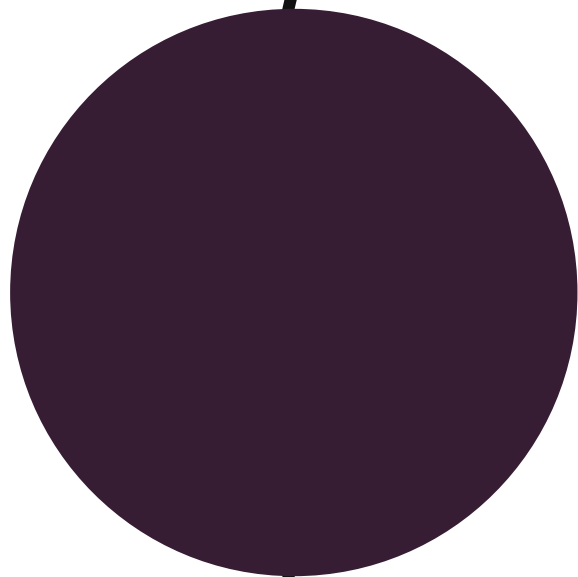
OBJECTIVE

Key Measure Results

Summary of Impact

Implications for future work

Overall Summary of Annual Improvement



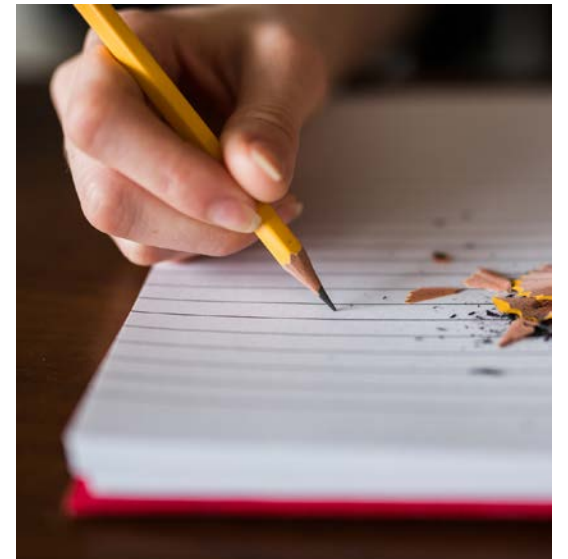
Next steps

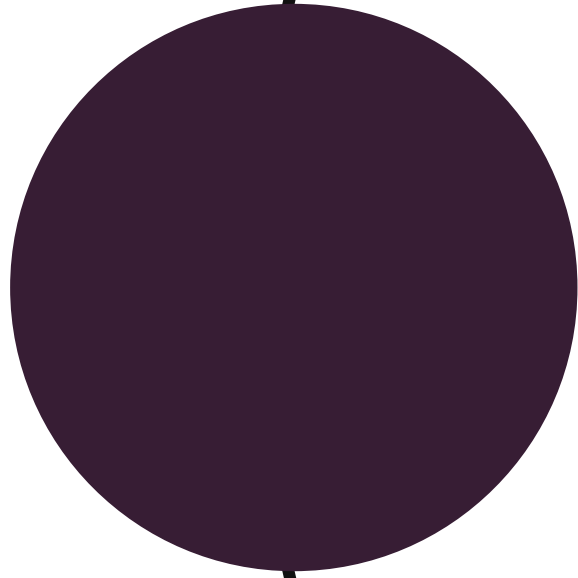
Important reminders & timelines

- Spring/Summer
 - Evaluate previous year's plan success
- August / September
 - Envision new 3-5 year plan and Plan for ACIP Implementation
- Fall
 - Implement ACIP Critical Initiatives and Activities for year 1
- Fall, Winter (mid-year review), Spring
 - Monitor progress
- Spring/Summer
 - Evaluate and begin planning for year 2

My Commitment Plan

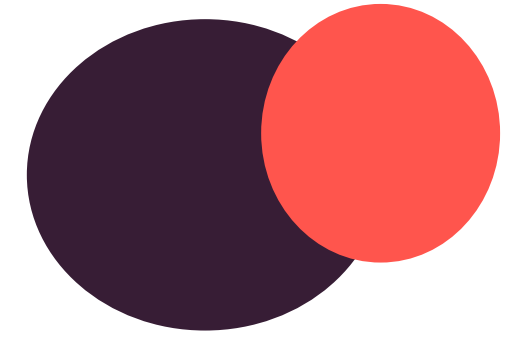
1. My commitment within the next 30 days is to...
2. One area I would like to develop further is...
3. A specific action I will take is...
4. My measure of progress will be...
5. My motivational reminder is...





Cognia's Continuous Improvement Platform

Share with teams where to find tools



Cognia Improvement Platform

Strategies - ACIP

AL Mandatory Trainings

Cognia Survey Suite

Updated eleot tool

Accreditation

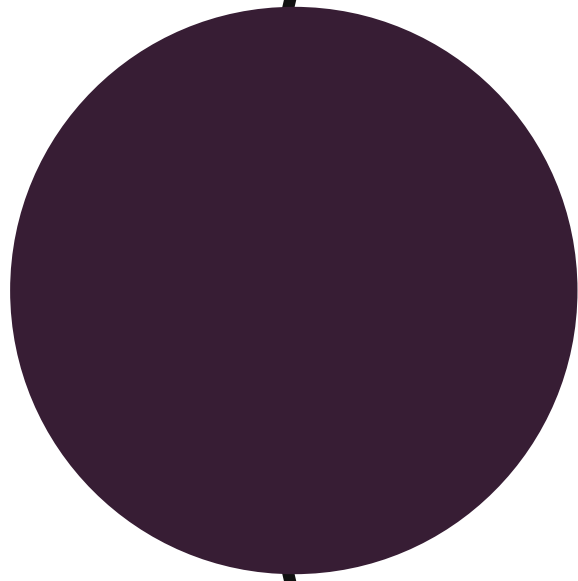
myJourney

ALSDE Diagnostics and
Workspaces

ATOT – Alabama Teacher
Observation Tool

AL Custom Surveys

- Teacher Mentor/Mentee
- School Climate
- Title I



Mandatory Trainings

ALSDE Mandatory Trainings

Purpose: Engage in required trainings for the state of AL including:

- Gifted Training (3 labs)
- Lee vs Macon (2 labs)
- Suicide Prevention & Mental Health Awareness
- Jamari Terrell Williams Bullying Prevention Act
- Erin's Law (Child Sexual Abuse) & Mandated Reporting
- Annalyn's Law (Juvenile Sex Offenders)

ALSDE Mandatory Trainings

The screenshot displays the Cognia website interface. On the left is a dark purple navigation bar with the Cognia logo at the top. Below the logo, the menu items are: My Home, Strategies, Observations, Surveys, Candidacy Review, Initial Accreditation Review, Engagement Review, Alabama Mandatory Training (highlighted with a red circle), myJourney, and cognia.org. The main content area has a white header with a user profile for Paula Bradshaw and a 'Welcome back!' message. Below this, there are three white boxes: 'Network Newsletter' with a red 'insider' graphic and a 'Read the Latest Issue' button; 'Join us' for an event on July 27, 2026, titled 'Effective Learning Environments Observation Tool® (eleot®): Updates for Established Users*', with an 'ONLINE' tag and a 'View Event Calendar' button; and 'Spotlight Videos' featuring a video thumbnail with the text 'Build Capacity and Sustain Improvement Cognia Professional Learning' and a play button. A red callout box in the top right corner of the main content area contains the text: 'Choose Alabama Mandatory Training from the left navigation bar'. At the bottom, there is a 'Featured Member' section with a link to 'Read the case study'.

cognia

My Home

Strategies

Observations

Surveys

Candidacy Review

Initial Accreditation Review

Engagement Review

Alabama Mandatory Training

myJourney

cognia.org ↗

Welcome back!
Paula Bradshaw

Network Newsletter

insider

Read the Latest Issue

Join us

July 27, 2026 **ONLINE**

Effective Learning Environments Observation Tool® (eleot®): Updates for Established Users*

This session is for Effective Learning Environments Observation Tool® (eleot®) users! Come and learn about the updated learning...

View Event Calendar

Spotlight Videos

Build Capacity and Sustain Improvement
Cognia Professional Learning

01:17

Featured Member

[Read the case study](#)

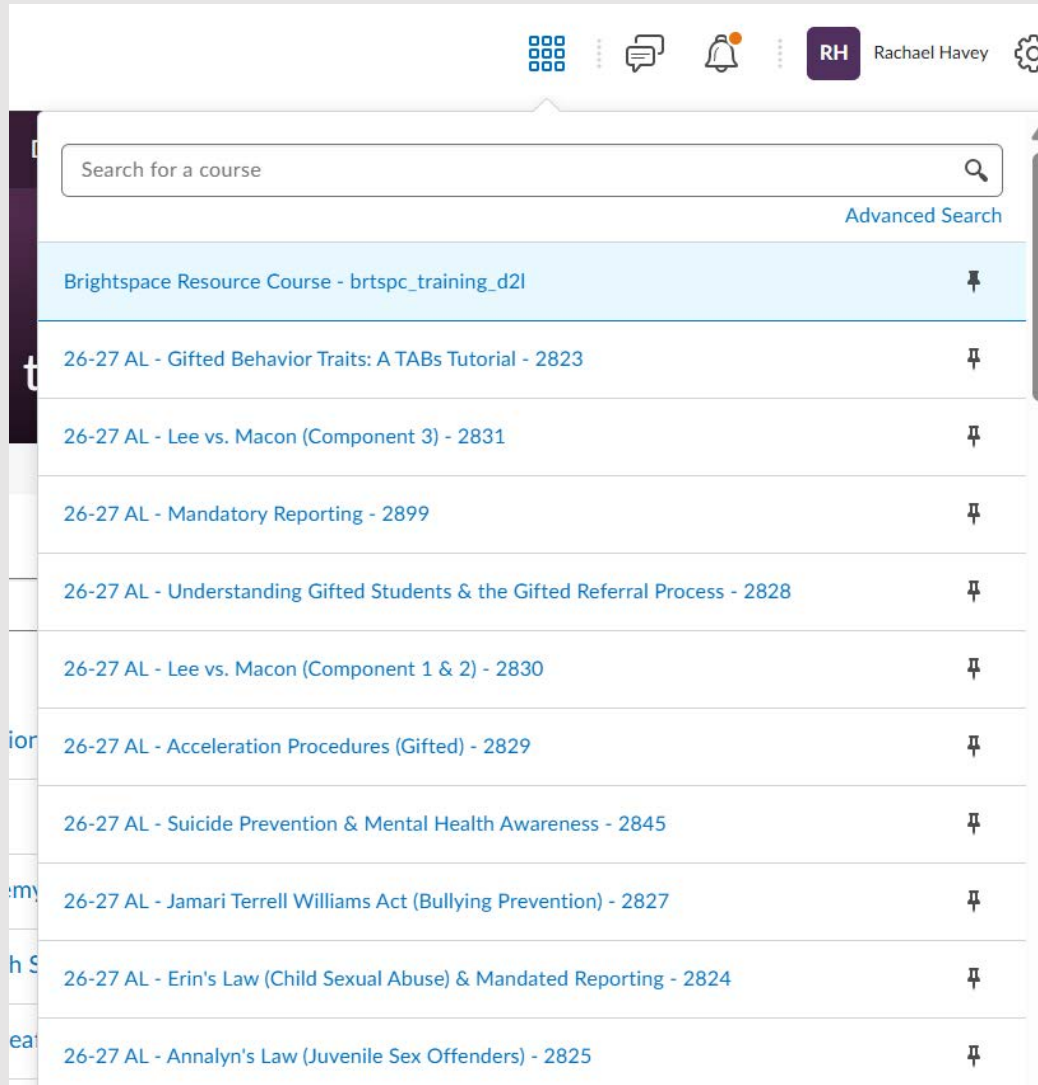


ALSDE Mandatory Trainings

The screenshot shows the Cognia Test District dashboard. At the top, the Cognia logo and 'Cognia Test District' are on the left. On the right, there is a 'waffle' icon (a 3x3 grid of squares) circled in red, followed by a chat bubble icon, a bell icon, a user profile picture, the text 'Cognia Cognia', and a settings gear icon. Below this is a dark purple navigation bar with 'ePortfolio', 'Awards', and 'Help' links. The main header area features a background image of a maze with the text 'Cognia Test District'. The content area is divided into two columns. The left column, titled 'My Learning Labs' with a dropdown arrow, has tabs for 'All', 'Pinned', 'Cognia Test ALSDE SEA', 'Cognia Test District', and 'Cognia Test School'. It displays three cards, each with a tree icon and a person: 'AL - Gifted Behavior Traits (A TABs Tutorial) 25-26' (ID: 1823__269145), 'AL - Jamari Terrell Williams Act (Bullying Prevention) 25-26' (ID: 1827__269145), and 'AL - Lee vs. Macon (Component 1 & 2) 25-26' (ID: 1830__269145). The right column, titled 'Announcements' with a dropdown arrow, shows an announcement titled 'What's New with the Cognia Learning Community!' posted on Jul 9, 2025 at 12:01 AM, with a 'Global' tag. The announcement text reads: 'Welcome to our updated user experience in the Cognia Learning Community. Please be advised that the certificate is now auto-issued'.

Use the waffle to
get to the search
bar

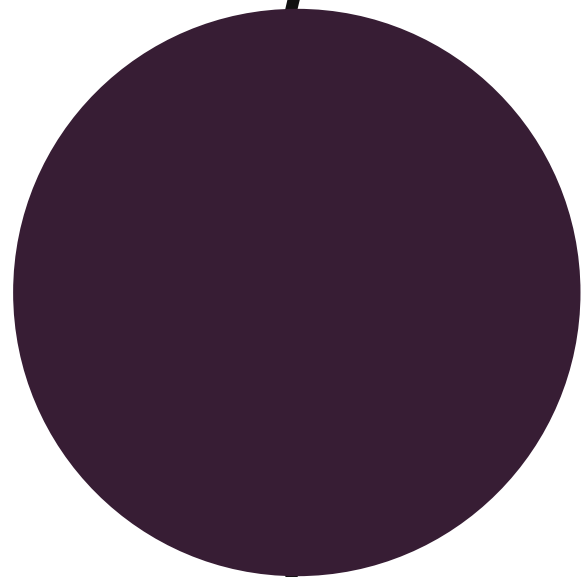
ALSDE Mandatory Trainings



Search for a course	
Brightspace Resource Course - brtspc_training_d2l	
26-27 AL - Gifted Behavior Traits: A TABs Tutorial - 2823	
26-27 AL - Lee vs. Macon (Component 3) - 2831	
26-27 AL - Mandatory Reporting - 2899	
26-27 AL - Understanding Gifted Students & the Gifted Referral Process - 2828	
26-27 AL - Lee vs. Macon (Component 1 & 2) - 2830	
26-27 AL - Acceleration Procedures (Gifted) - 2829	
26-27 AL - Suicide Prevention & Mental Health Awareness - 2845	
26-27 AL - Jamari Terrell Williams Act (Bullying Prevention) - 2827	
26-27 AL - Erin's Law (Child Sexual Abuse) & Mandated Reporting - 2824	
26-27 AL - Annalyn's Law (Juvenile Sex Offenders) - 2825	

A list will appear with all the available labs. 26-27 content has the year in front of the title.

Content will be live by early August.



eleot

Overview of key changes to the tool

Moves from
seven
learning
environments
to four

1

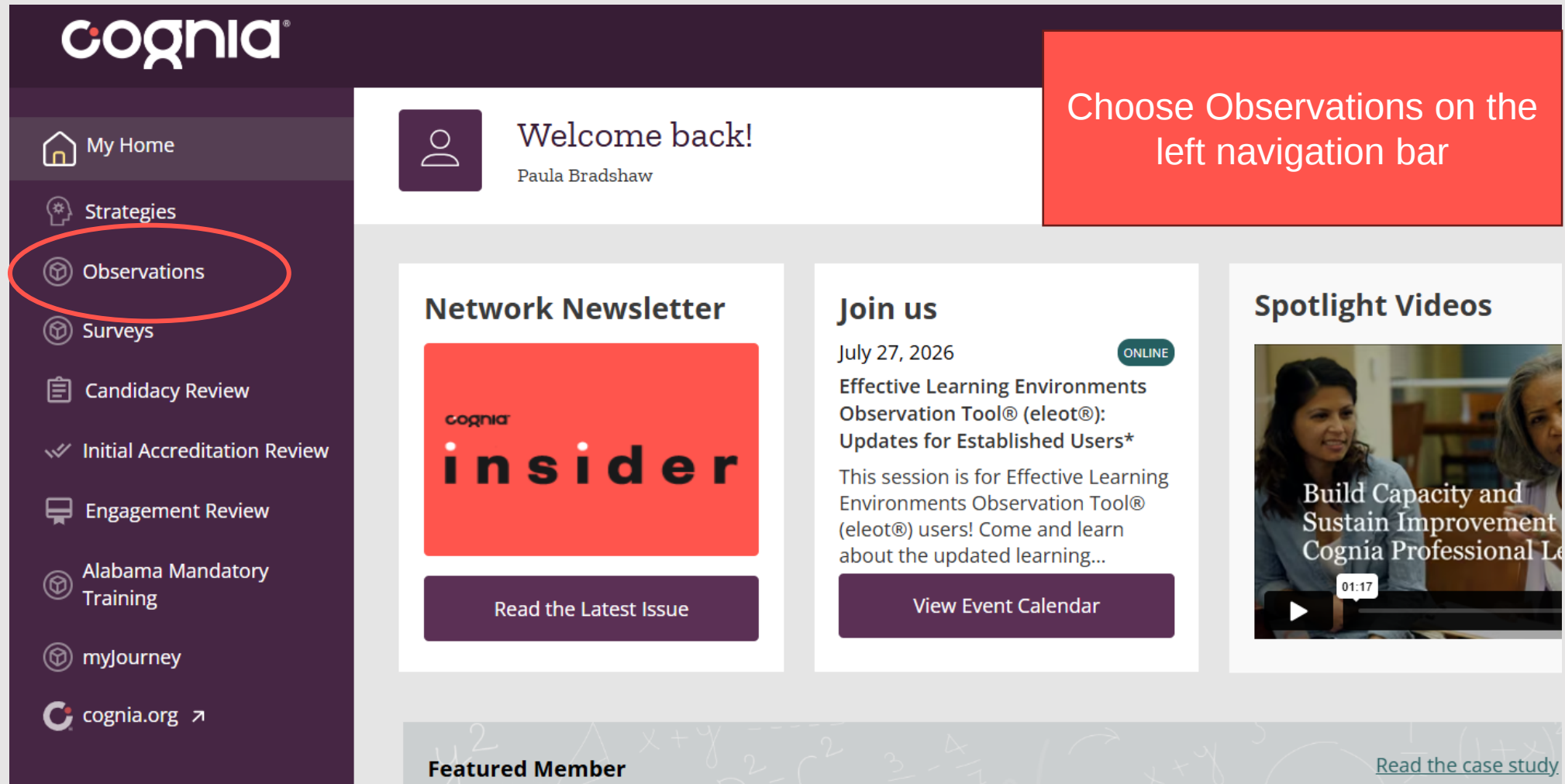
Digital learning
items are
embedded

2

Rating guide
includes not
applicable

3

Observations



The screenshot shows the Cognia website dashboard. The left navigation bar is dark purple and contains the following links: My Home, Strategies, **Observations** (highlighted with a red circle), Surveys, Candidacy Review, Initial Accreditation Review, Engagement Review, Alabama Mandatory Training, myJourney, and cognia.org. The main content area is white and features a welcome message for Paula Bradshaw, a red callout box stating 'Choose Observations on the left navigation bar', and three featured sections: Network Newsletter (insider), Join us (Effective Learning Environments Observation Tool® updates), and Spotlight Videos (Build Capacity and Sustain Improvement). The footer includes a 'Featured Member' section and a link to 'Read the case study'.

cognia®

My Home

Strategies

Observations

Surveys

Candidacy Review

Initial Accreditation Review

Engagement Review

Alabama Mandatory Training

myJourney

cognia.org ↗

Welcome back!
Paula Bradshaw

Choose Observations on the left navigation bar

Network Newsletter

insider

Read the Latest Issue

Join us

July 27, 2026 **ONLINE**

Effective Learning Environments Observation Tool® (eleot®): Updates for Established Users*

This session is for Effective Learning Environments Observation Tool® (eleot®) users! Come and learn about the updated learning...

View Event Calendar

Spotlight Videos

Build Capacity and Sustain Improvement
Cognia Professional Learning

01:17

Featured Member

[Read the case study](#)

Observations > Landing Page



Surveys ▾ Observations ▾



Highland Demo High School

Observations

[+ New](#)

Submitted observations in your organizations.

In Progress

Observations: Effective Learning Environments Observation Tool (eleot®)

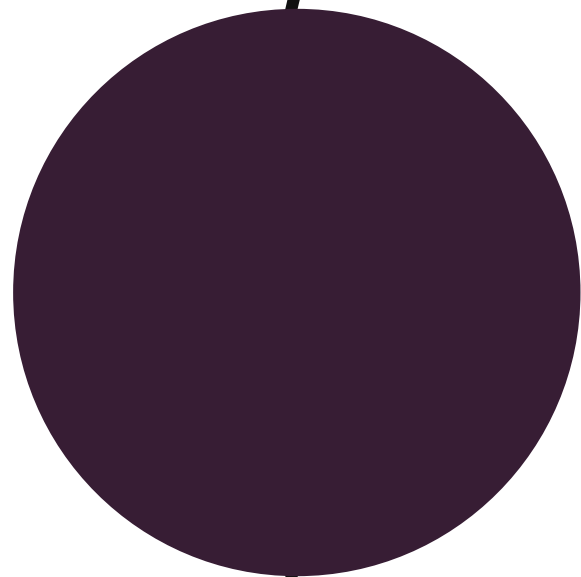
test usrnwapp · 2026-07-23 · Draft

[Resume](#)

[Discard](#)

Date ▾

↓ Desc



Cognia Surveys

Cognia Essential Perception Surveys

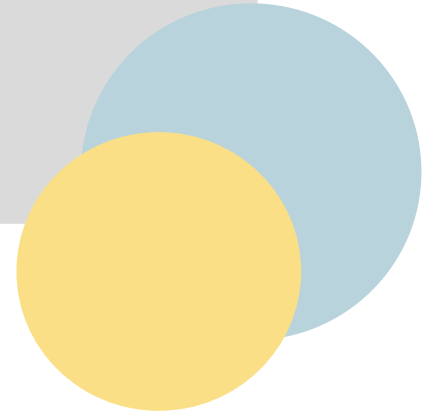
Purpose:

- Foster continuous improvement culture by empowering stakeholders with a structured voice
- Provide actionable feedback so institutions can pinpoint specific strengths and opportunities
- Reveal where stakeholder groups align or differ to better understand consensus and areas of disconnect

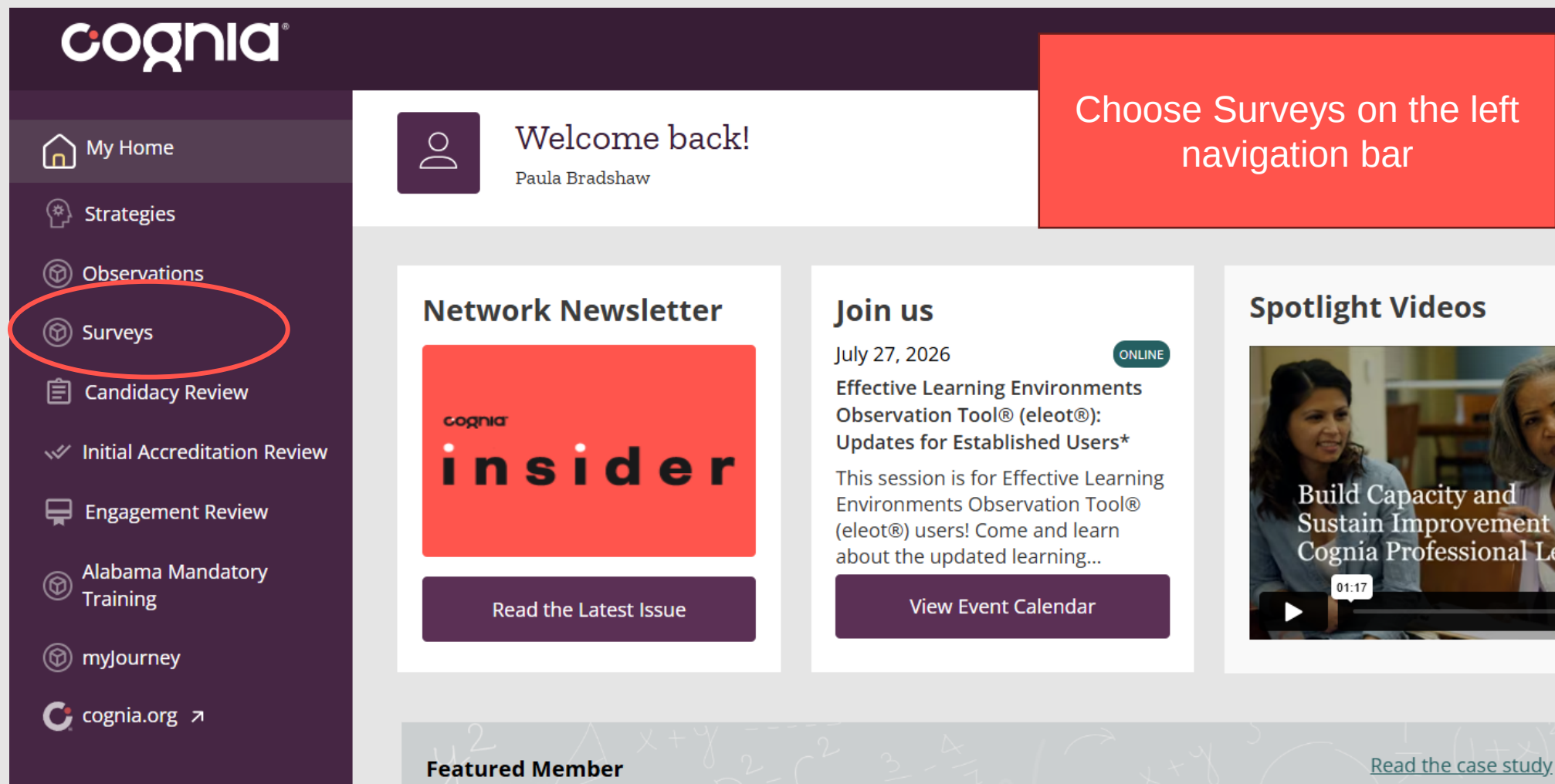
Survey design

Principles:

- Alignment to four key characteristics
- Balanced stakeholder perspectives
- Reporting with interpretation
- Actionable results



Surveys



The screenshot shows the Cognia website dashboard. The left navigation bar is dark purple and contains the following links: My Home, Strategies, Observations, **Surveys** (highlighted with a red oval), Candidacy Review, Initial Accreditation Review, Engagement Review, Alabama Mandatory Training, myJourney, and cognia.org. The main content area is white and features a welcome message for Paula Bradshaw, a red callout box stating 'Choose Surveys on the left navigation bar', and three featured sections: Network Newsletter (insider), Join us (Effective Learning Environments Observation Tool updates), and Spotlight Videos (Build Capacity and Sustain Improvement). The footer includes a 'Featured Member' section and a link to 'Read the case study'.

cognia

My Home

Strategies

Observations

Surveys

Candidacy Review

Initial Accreditation Review

Engagement Review

Alabama Mandatory Training

myJourney

cognia.org

Welcome back!
Paula Bradshaw

Choose Surveys on the left navigation bar

Network Newsletter

insider

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Build Capacity and Sustain Improvement
Cognia Professional Learning

01:17

Featured Member

[Read the case study](#)

Surveys > Landing Page

Like with observations, you will see surveys on the main page once they have been created.

Create a new survey with the Create Instance button in the upper right.

Surveys

< July 2026 >

Su	Mo	Tu	We	Th	Fr	Sa
28	29	30	1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	1
2	3	4	5	6	7	8

< Tuesday, July 28 >

No surveys open or close on this day.

Created ▼ ↓ Desc

All Owned Shared with me

2026 - 2027 Elementary Survey

Highland Demo Unified School District

Jul 24 - Jul 31 Closing soon

0

2026-2027 Spring survey

Highland Demo Unified School District

Jul 24 - Aug 28 Open

1

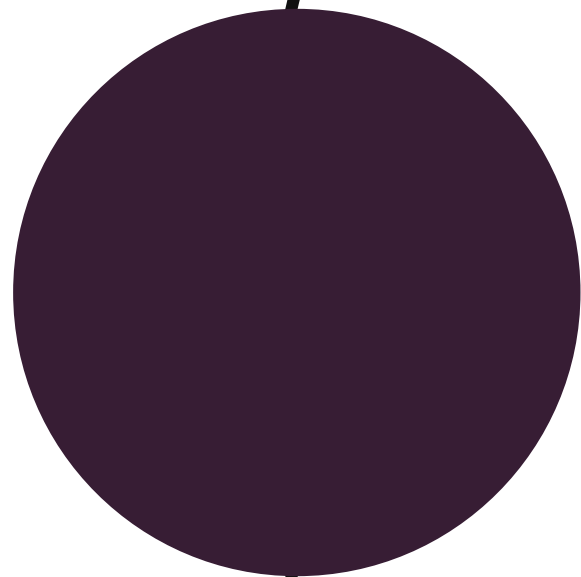
2026-2027 Fall Staff Survey

Highland Demo Unified School District

Jul 27 - Aug 10 Open

0

+ Create Instance

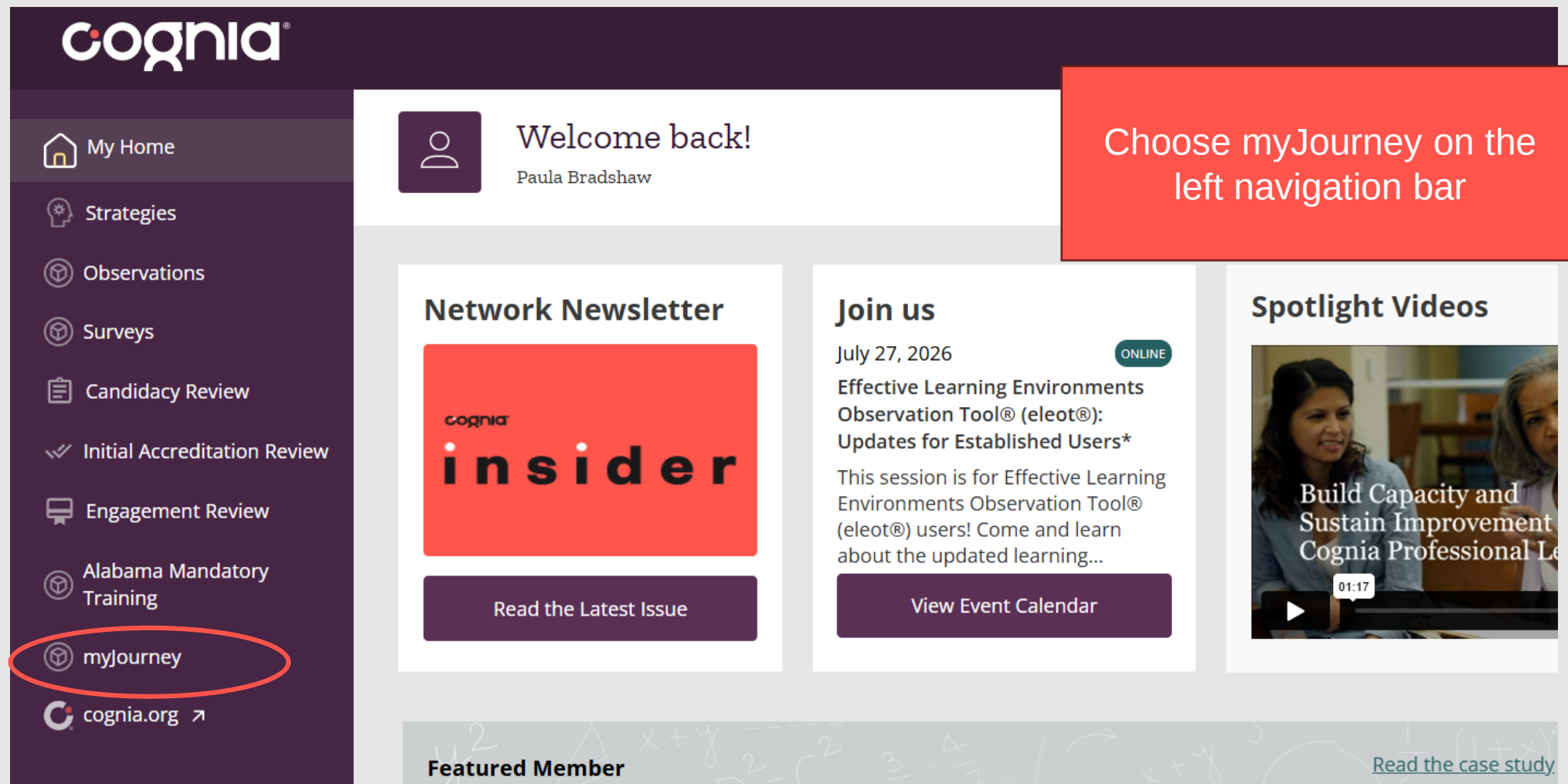


myJourney

myJourney

- ALSDE Diagnostics and Workspaces
- ATOT
- ALSDE Surveys
 - Mentor/Mentee
 - Climate
 - Title I

myJourney



The screenshot shows the Cognia myJourney dashboard. On the left is a dark purple navigation bar with the Cognia logo at the top. Below the logo are several menu items, each with an icon: 'My Home' (house icon), 'Strategies' (head with gear icon), 'Observations' (cylinder icon), 'Surveys' (cylinder icon), 'Candidacy Review' (clipboard icon), 'Initial Accreditation Review' (checkmark icon), 'Engagement Review' (screen with speech bubble icon), 'Alabama Mandatory Training' (cylinder icon), 'myJourney' (cylinder icon, circled in red), and 'cognia.org' (Cognia logo and text). The main content area is white. At the top right of this area is a welcome message: 'Welcome back! Paula Bradshaw' next to a user profile icon. Below this are three featured sections: 'Network Newsletter' with a red 'insider' graphic and a 'Read the Latest Issue' button; 'Join us' for an event on July 27, 2026, titled 'Effective Learning Environments Observation Tool® (eleot®): Updates for Established Users*', with an 'ONLINE' tag and a 'View Event Calendar' button; and 'Spotlight Videos' featuring a video player with the title 'Build Capacity and Sustain Improvement Cognia Professional Learning'. At the bottom of the dashboard is a 'Featured Member' section with a light blue background and mathematical symbols, including a link to 'Read the case study.'

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My Home

Strategies

Observations

Surveys

Candidacy Review

Initial Accreditation Review

Engagement Review

Alabama Mandatory Training

myJourney

cognia.org ↗

Welcome back!
Paula Bradshaw

Network Newsletter

insider

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Spotlight Videos

Build Capacity and Sustain Improvement
Cognia Professional Learning

01:17

Featured Member

[Read the case study.](#)

myJourney log-in

Login

Email Address

rachael.havey@cognia.org

Password

.....

Login

[Request Password](#)

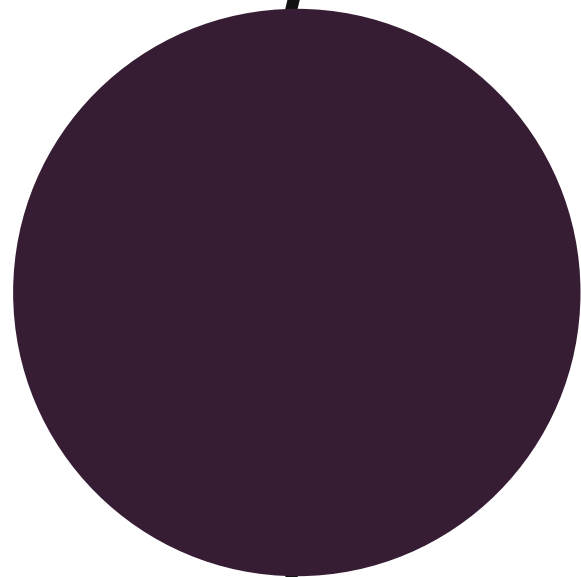
[Contact us for login help](#)

cognia™



myJourney™





ATOT

Alabama Teacher Observation Tool (ATOT)

Purpose: The purpose of Cognia's Teacher Observation Tool is to help you promote teachers' improvement toward the practice of learner centric instruction and effective teaching using this **formative observation tool**.

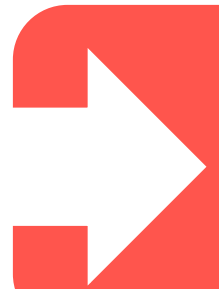
The Power of ATOT



Strengthen instructional practice, through targeted, job-embedded support.



Identify opportunities to increase instructional rigor and align expectations across classrooms.



Generate evidence-based formative data to drives focused coaching conversations and continuous improvement.

Alabama Teacher Observation Tool

myJourney™

eleot Reporting Results [Reporting](#)

[All \(204\)](#) 30 Days (0) Certified Observers (15)

A. Equitable Learning 3.19

B. High Expectations 2.98

eleot Observers [Manage Users](#)

[All \(31\)](#) Active (8)

Observations ×

eleot Observations

See the impact of instruction by focusing on your most important stakeholders—your students. The eleot® is a learner-centric classroom observation tool that provides a range of items to measure students' engagement, collaboration, and dispositions, indicating their responsiveness to the learning environment.

[Learn more about eleot Observations](#)

[Go to eleot Observations](#)

Teacher Observations

Promote teachers' improvement toward the practice of learner-centric instruction and effective teaching using this formative observation tool.

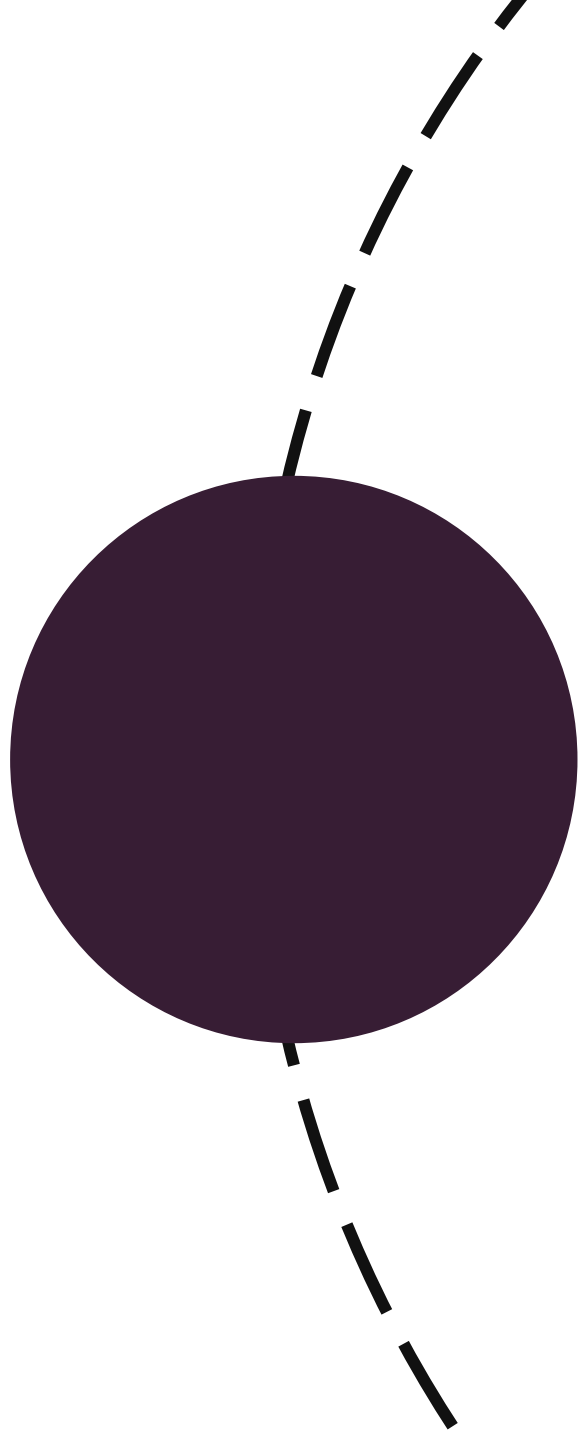
[Learn more about Teacher Observations](#)

[Go to Teacher Observations](#)

erel Observations

Gain insights on how your youngest learners engage and the adult influence on the classroom. The Environmental Rating for Early Learning (erel™) is a learner-centric classroom observation tool examining research-based elements essential for the health, safety, and development of children. infant to

[Go to erel Observations](#)



Federal Program Diagnostics and Surveys

Diagnostics and Workspaces

- Federal Program Requirements
- Compliance Monitoring
- School Improvement
- Gifted
- 21st Century
- Teacher Mentor
- CTE/TAPE
- Technology
- Assurances
- Title I

Diagnostics and Workspaces

My Diagnostics 27 diagnostics

Filter by All

Name	Institution	Creator
DEMO: ALSDE District Technology Plan <i>ALSDE District Technology Plan 2019-2020</i>	Alabama State Department of Education <i>Montgomery, Alabama</i>	Administered <i>Alabama Department of Education</i>
2020-2021 ALSDE CTE Comprehensive Local Needs Assessment <i>ALSDE CTE Comprehensive Local Needs Assessment</i>	Alabama State Department of Education <i>Montgomery, Alabama</i>	Administered <i>Alabama Department of Education</i>

Status: **Active**



PART 3 Compliance Monitoring for 2025-2026

[Open Workspace](#)

Description:

Details:

Institution

Pike Road Schools

Parent Institution

Alabama Department of Education (ALSDE)

Created By:

Cyndi Wrenn

(Jul 29, 2025)

Modified By:

Start Date

No Start Date

Confirmation Date

No Confirm Date

End Date

No End Date

State Surveys

- Alabama Teacher Mentor Program
 - Mentee
 - Mentor
- Alabama School Climate Survey
 - Family
 - Student
 - Instructional Staff
- Title I Parent Survey

Surveys



Administrations

[Surveys](#)

All (192) 30 Days (0) School Comparison (192) ▼



	Administrations Completed	Administrations In Progress
Climate & Culture Surveys	60	99
Student Engagement Surveys	0	0
Inventories	7	0
Perception Surveys	6	0
Evaluation Surveys	0	0
Other	15	5
Total:	88	104



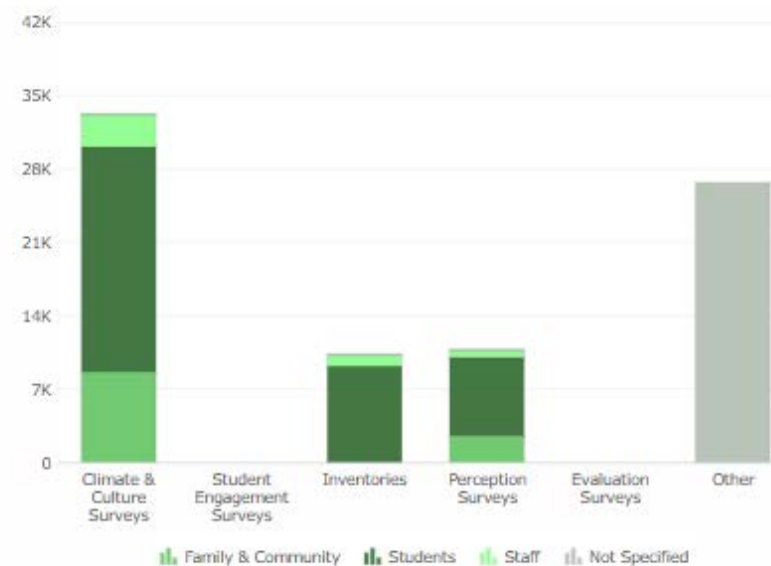
e|Prove surveys

[Go to surveys](#)

Surveys Taken

[Reporting](#)

All (80876) 30 Days (0) School Comparison (80876) ▼



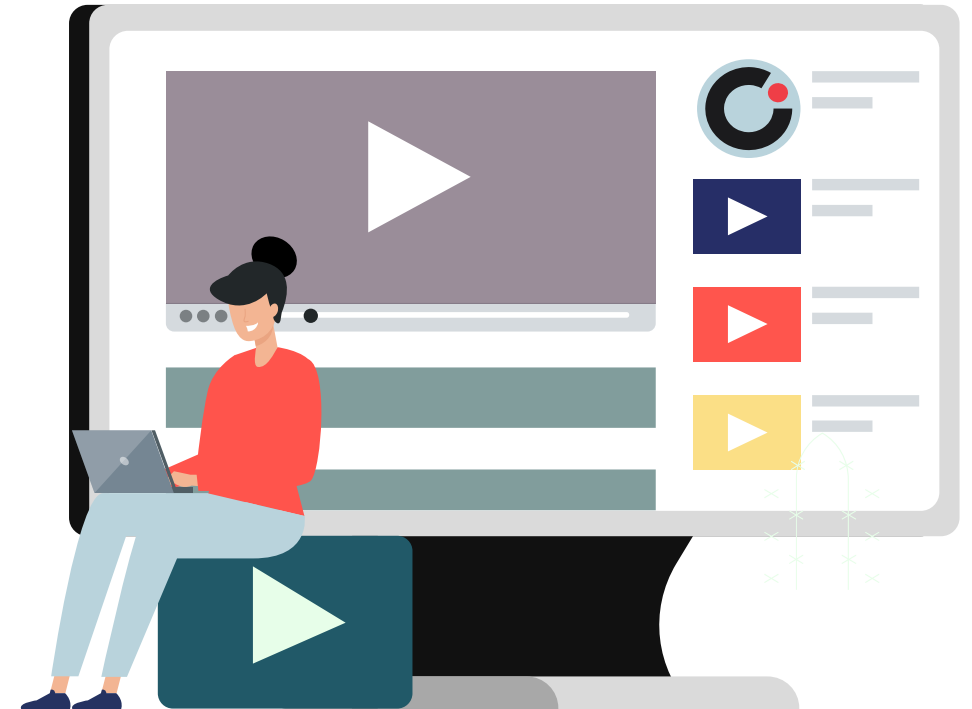
Questions?

Learn more at cognia.org



Recorded webinars

- New Cognia Improvement Platform
- eleot
- Surveys and Strategies



Join Cognia at IMPACT



ATLANTA GEORGIA

November 12-13, 2026
Grand Hyatt Atlanta

ORLANDO FLORIDA

January 20-21, 2027
Double-Tree Hilton at Universal



ALSDE and Cognia Support Page

Email:

ALclientcare@cognia.org

Phone:

866-615-2745

Hours:

7am – 4pm CST

alsde.onlinehelp.cognia.org

P Portal Sign in to Concur |... Cognia PheedLoop | Login Event Planning Das... Professional Learnin... Improvement Servic... Improvement Servic... Progr

Cognia Client Care 1 888.413.3669 Business Hours: Mon-Fri 7AM-3PM MT (9AM-5PM CT) clientcare@cognia.org

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Alabama Program Help & Support

Resources	Compliance Monitoring	Recorded Webinars	Gifted Education	Teacher Observation Tool
Federal Programs	Cognia Learning Community	Teacher Mentor Program		
Career and Technical Education				

[Alabama Padlet Resources](#)
[ALSDE ACIP Resources](#)
[Cognia Diagnostics: Starting a Diagnostic](#)



Feedback Survey



- Session Title: ALSDE ACIP
- Facilitator(s): Rachael Havey



is here to support YOU!

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Accreditation Services
jeff.langham@cognia.org

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Accreditation Services
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Professional Learning
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A photograph of three people in a library. A woman with long dark hair and a yellow top is in the center, gesturing with her hands while talking. To her left, a woman with blonde hair is looking at her. To her right, a man with glasses and a dark shirt is holding a blue book. They are sitting at a wooden table with several books on it. The background is filled with bookshelves. The text "Thank you" is overlaid in the center in a black serif font. There are decorative dark purple and teal shapes in the corners.

Thank you

