

Coherence Assessment Tool

	Component	Evidence
Fostering Direction	Shared purpose drives action.	
	A small number of goals tied to student learning drive decisions.	
	A clear strategy for achieving the goals is known by all.	
	Change knowledge is used to move the school/district/system forward.	
Creating Collaborative Cultures	A growth mind-set underlies the culture.	
	Leaders model learning themselves and shape a culture of learning.	
	Collective capacity building is fostered above individual development.	
	Structures and processes support intentional collaborative work.	
Deepening Learning	Learning goals are clear to everyone and drive instruction.	
	A set of effective pedagogical practices is known and used by all educators.	
	Robust processes (collaborative inquiry and examining student work) are used regularly to improve practice.	
Securing Accountability	Capacity building is used to continuously improve results.	
	Underperformance is an opportunity for growth, not blame.	
	External accountability is used transparently to benchmark progress.	