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**Coherence Assessment Tool**

	<b>Component</b>	<b>Evidence</b>
<b>Fostering Direction</b>	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.	
<b>Creating Collaborative Cultures</b>	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.	
<b>Deepening Learning</b>	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.	
<b>Securing Accountability</b>	Capacity building is used to continuously improve results.	
	Underperformance is an opportunity for growth, not blame.	
	External accountability is used transparently to benchmark progress.	