



Coherence and Alignment for Leadership Capacity Building: *Where are your gaps in building leadership capacity?*

District Framework for Excellence and Equity	Strength	Could be improved	Urgent Gap	What evidence or observations indicate whether there is a gap or not?
<p>Maintaining an Equity Focus</p> <ul style="list-style-type: none"> • Our district (or school) is guided by a plan or theory of action that infuses equity throughout leadership, teaching, programs, policies, and delivery • We own our past inequity, including highlighting inequities in system and culture that have occurred • We emphasize equity, including increasing availability and transparency of data 				
<p>Providing Instructional Leadership</p> <ul style="list-style-type: none"> • We have committed resources and mobilized personnel to build content knowledge and expertise • Building capacity • School and district level linkages are strong and work is coordinated and aligned through communication, planning and collaboration • Active leader and teacher participation in decision-making, monitoring goals, and supporting implementation to improve instruction 				
<p>Reorienting the Organization</p> <ul style="list-style-type: none"> • Organizational structures and processes are aligned and coherent • Our <i>espoused</i> beliefs, norms, expectations, and values reflect what actually happens in practice 				
<p>Mediating Federal, State, and Local Policy</p> <ul style="list-style-type: none"> • Federal, state, and local policy are aligned with district vision, values, and goals 				

