

Tools and Resources

*From Coherence in Practice:
Profiles, Tools and Strategies from
California Education*



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Reflect on your Starting Place

If something in this report resonated with you, we want to help you act on it. Reports like this don't always include tools - but we wanted to give you a hand translating these ideas into next steps. The tools that follow can help you reflect on where you are, decide what to explore further, and map out concrete action steps for your own context.

Directions:

1. In each row, circle the phrase that best describes where your organization is right now.
2. Then, add up your total number of points for each area of practice to see your areas of strength and growth (when it comes to creating coherence).

Focused Priorities	1 pt	2 pts	3 pts
Our whole child vision:	We don't have one	We have one but staff don't know it	Staff know and use it to guide decisions
Our priorities:	Scattered across many initiatives	Clear to leadership but not staff	Shared and consistently communicated
Community input:	Not yet engaged	Consulted but not co-creating	Actively shaping our vision and priorities
			= TOTAL:

Capacity Building	1 pt	2 pts	3 pts
Adult relationships:	Staff in different roles rarely interact	Some connection but mostly siloed	Strong cross-role relationships and trust
Professional learning:	Separate for each initiative	Some connections being made	Explicitly designed to link initiatives
Leader capacity:	Leaders buried in admin tasks	Sporadically able to coach and collaborate	Leaders have space to coach and collaborate
			= TOTAL:

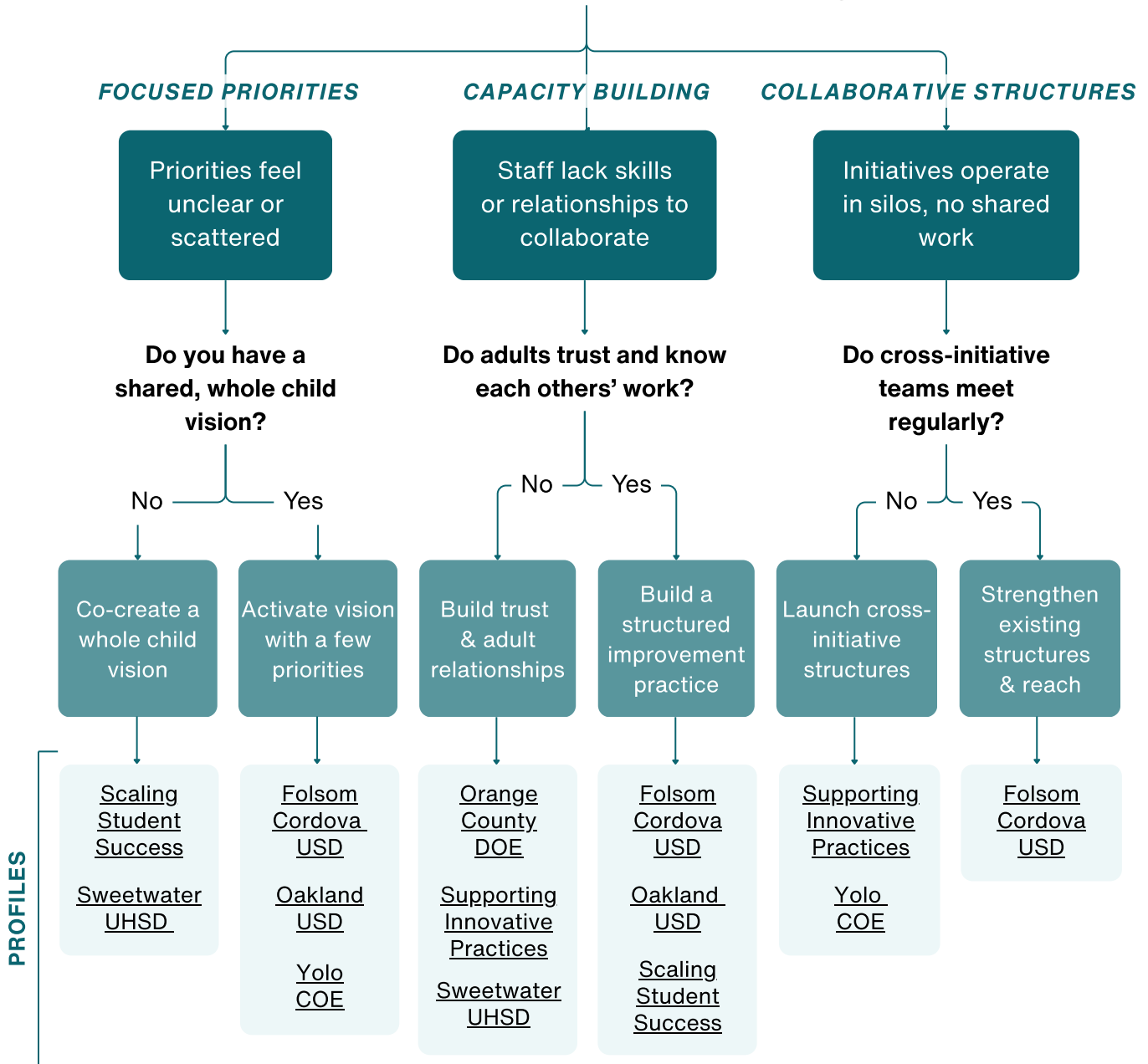
Collaborative Structures	1 pt	2 pts	3 pts
Cross-role meetings:	Staff rarely meet across roles	Some meetings but not regular/structured	Regular, purposeful cross-role collaboration
Decision-makers:	Often absent from collaborative spaces	Sometimes present	Consistently at the table in collaborative spaces
Coordination:	Each initiative operates independently	Occasional coordination	Systematic structures for cross-initiative alignment
			= TOTAL:

Chart Your Path

Directions:

1. Use your lowest results from the previous page to identify your primary challenge.
2. Follow the decision tree to find an organizational profile(s) that best match your context.
(Note: You can see specific tools/resources from each profile in Appendix B)
3. Circle the profile(s) you want to prioritize, and dig in.

What is your primary challenge?



Record your Thinking

1. What stood out from the profile(s) you read?

2. What are some ideas that are bubbling up for you?

3. What are some concrete steps you might take?

4. Who else would you share this information/your ideas with?

Linked Resources

Resources linked in the seven coherence profiles, organized by the three practice categories from the Coherence Overview.

Profile	Focused Priorities 	Capacity Building 	Collaborative Structures 
<u>Folsom Cordova USD</u> (District)	• <u>Iceberg of Ignorance</u> • <u>Collective commitments</u> • <u>Performance and process targets</u> • <u>Community Schools update to the Board</u>		• <u>Community Schools webpage</u> • <u>LCAP and SPSA</u> • <u>Welcoming School District Guidelines</u> • <u>Building Student Success through Collaborative Leadership (video)</u> • <u>COST workshop slides</u> • <u>Visual of the COST Team process</u>
<u>Oakland USD</u> (District)	• <u>Strategic Plan</u> • <u>Graduate Profile</u> • <u>Community Health and Education Pathway</u>	• <u>ILT Playbook</u>	• <u>Capstone Project</u>
<u>Sweetwater UHSD</u> (District)	• <u>LCAP</u> • <u>Strengthening Coherence Across California: A Whole Child Lens</u> • <u>Coherence (Fullan)</u> • <u>Whole child graphic organizer</u>	• <u>Community of Practice session 1 slide deck</u> • <u>Community of Practice culminating event slide deck</u>	
<u>Orange County DOE</u> (County Office)	• <u>Maximizing Impact: CA MTSS and Community Schools - A Beginner's Toolkit</u> • <u>Crosswalk of the Frameworks</u> • <u>Six Conditions for Systemic Change</u>	• <u>Street Data (Safir)</u> • <u>Workshops for Beginners</u> • <u>Four-session slide deck (CA MTSS + Community Schools)</u>	• <u>Community Schools Network Meeting</u> • <u>Joint Network Meeting</u>

(continued on following page)

TOOLS & RESOURCES

Profile	Focused Priorities 	Capacity Building 	Collaborative Structures 
<u>Yolo COE</u> (County Office)	• <u>Roadmap to the Future</u> • <u>Cabinet Charter</u>	• <u>Lunch and Learn purpose</u> • <u>Strengthening Coherence across California Initiatives</u> • <u>Driver Diagram</u> • <u>Guiding Principles for Equitable Whole Child Design</u> • <u>Strategic Planning Deck (session 1)</u> • <u>YCOE Strategic Collaboration Groups</u>	• <u>Strategic Collaboration sample slides</u>
<u>Scaling Student Success</u> (Statewide Initiative)	• <u>Bringing a Graduate Profile to Life: A Blueprint</u> • <u>Encinitas USD Learner Profile</u> • <u>Encinitas Superintendent newsletter</u> • <u>Encinitas USD case study</u> • <u>Reimagining California Schools Innovation Pilot</u> • <u>2025 Policy White Paper</u> • <u>CA State Board Portrait of a Learner</u>	• <u>Bringing a Graduate Profile to Life: A Blueprint</u> • <u>Community of Practice</u> • <u>Community of Practice member districts</u> • <u>District case study briefs</u> • <u>Santa Ana USD Graduate Profile</u>	
<u>Supporting Innovative Practices</u> (Statewide Initiative)		• <u>SIP website</u> • <u>Results Pyramid</u> • <u>Marysville JUSD professional development slides</u> • <u>East Valley SELPA</u> • <u>SIP Blueprint for Inclusion</u> • <u>SIP Blueprint organizational inclusion self-assessment</u> • <u>Booth and Ainscow Index for Inclusion</u> • <u>Open Access</u>	