Needs Assessment Indicator	Initial	Emerging	Established	Robust
1. Leadership and Vision				
1.A Focused, Shared Vision and Goals			X	
1.B Distributed Leadership and Sustainability			X	
1.C Culture of Continuous Improvement			X	
1.D Aligned, Consistent Professional Development			X	
2. Curriculum, Instruction and Assessment				
2.A High-Quality, Defined Curriculum			X	
2.B Collaborative Planning			X	
2.C High Expectations, Rigorous Instruction			X	
2.D Teacher Observation and Feedback			X	
2.E Data Collection and Collaborative Data Use			X	
3. Culture and Climate				
3.A Positive Interpersonal Relationships				X
3.B Warm and Responsive Environment				X
3.C Student Voice and Feedback (Secondary)			X	
3.D Family Collaboration			X	
3.E Community Resources and Engagement				X
4. Targeted Instruction and Support				
4.A Multitiered System of Supports			X	
4.B Inclusive and Differentiated Instruction			X	
4.C Enrichment (Elementary)			X	
4.D College and Career Readiness Opportunities (Secondary)			X	