The ESF Diagnostic Process focuses on the six Essential Actions that have the maximum impact on student learning. These Essential Actions are bolded and underlined in each Lever.

**Lever 1: Strong School Leadership and Planning**

* ***1.1 Develop campus instructional leaders (principal, assistant principal, counselors, teacher leaders) with clear roles and responsibilities***
* *1.2 Focused plan development and regular monitoring of implementation and outcomes*

**Lever 2: Strategic Staffing**

* ***2.1 Recruit, select, assign, induct, and retain a full staff of highly qualified educators***
* *2.2 Build teacher capacity through observation and feedback cycles*

**Lever 3: Positive School Culture**

* ***3.1 Compelling and aligned vision, mission, goals, values focused on a safe environment and high expectations***
* *3.2 Explicit behavioral expectations and management systems for students and staff*
* *3.3 Proactive and responsive student support services*
* *3.4 Involving families and community*

**Lever 4: High-Quality Instructional Materials & Assessments**

* ***4.1 Daily use of high-quality instructional materials aligned to instructional planning calendars and interim and formative assessments***

**Lever 5: Effective Instruction**

* ***5.1 Effective classroom routines and instructional strategies***
* *5.2 Effective classroom routines and instructional strategies*
* ***5.3 Data-driven instruction\****
* *5.4 RTI for students with learning gaps*

\*Data-driven Instruction is included with the Foundational Essential Actions in the ESF Diagnostic