

# Encinitas

UNION SCHOOL DISTRICT



# FRAMEWORK FOR THE FUTURE & STRATEGIC PLAN



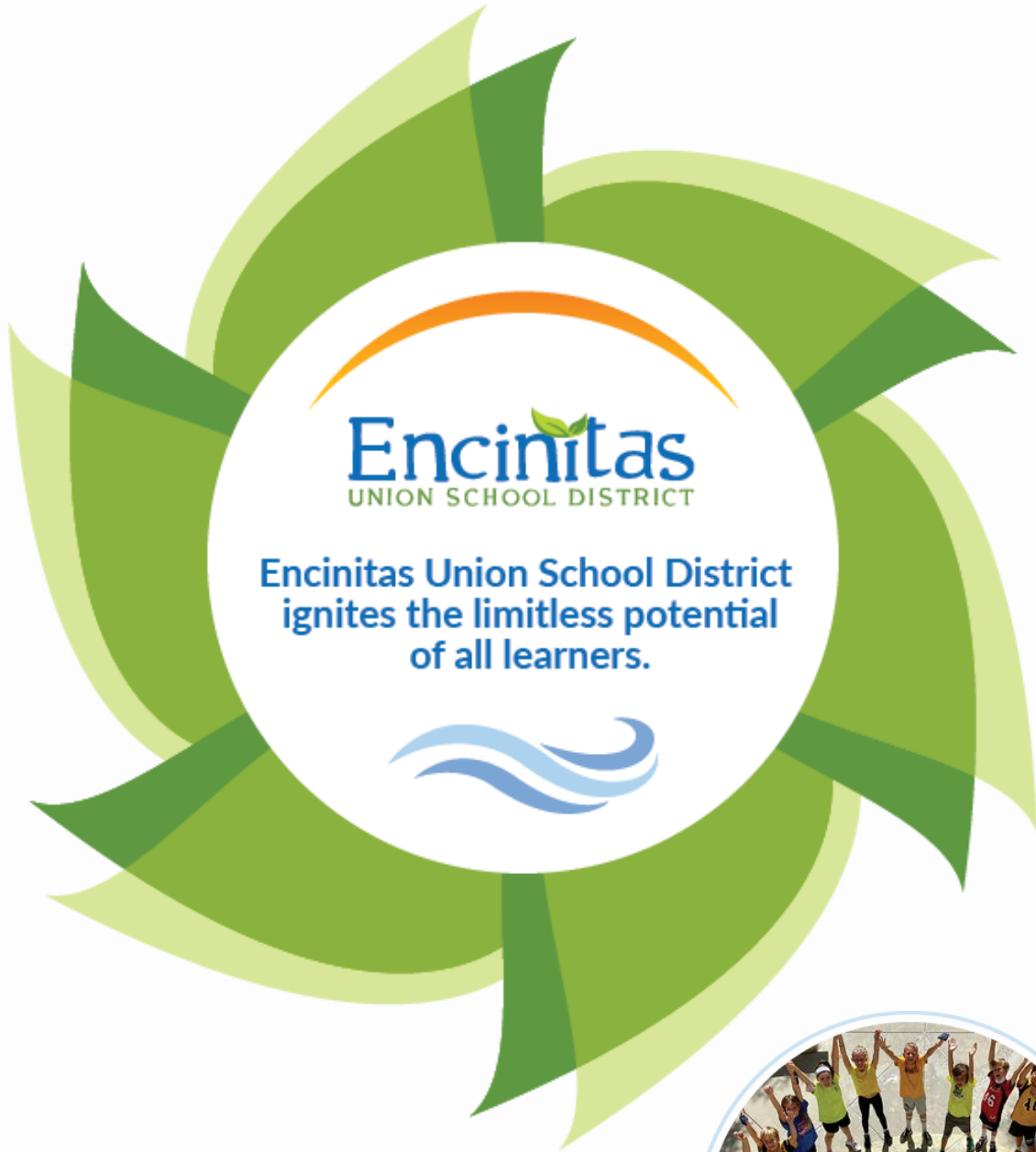


## Table of Contents

Vision & Values	3
Letter from the Superintendent	5
Letter from the Board	6
Timeline	7
EUSD Learner Profile	8
EUSD Learning Experiences	12
EUSD Big Moves	13
Acknowledgements	19



# VISION



# VALUES



## Joy

Through an intentional focus on the whole person, we create joyful learning environments for everyone.



## Belonging

We ensure everyone feels valued, affirmed and celebrated.



## Integrity

We practice honesty, transparency, and vulnerability to cultivate trust.



## Service

We use our skills and resources to positively impact the environment and the lives of others.



## Innovation

We are curious, creative and resourceful in pursuit of novel solutions to complex problems.



# LETTER FROM THE SUPERINTENDENT

Dear Parents, Guardians, Students, Staff, and Community Members,

I am pleased to introduce our school district's new strategic plan, a comprehensive **Blueprint for Excellence** that will guide our educational journey in the years ahead. This document is the result of extensive collaboration among educators, parents, students, and community members, all dedicated to ensuring a thriving learning environment for every student.

Our Blueprint for Excellence embodies a shared vision for the future. **Encinitas Union School District ignites the limitless potential of all learners.** It serves as a roadmap for achieving our goals, outlining the strategies and initiatives that will propel us toward excellence in all aspects of education.

This Blueprint for Excellence is a testament to our dedication to providing a well-rounded education that prepares students not only academically but also socially and emotionally for the challenges and opportunities of the future.

I invite you to review the document in detail, as it represents a **collective commitment to the success and well-being of every student in our district.** Your engagement and feedback are crucial as we work together to bring this Blueprint to life.

Thank you for your continued support, and I look forward to achieving new heights of excellence together.

Sincerely,



Andrée Grey, Ed.D.  
Superintendent



# LETTER FROM THE BOARD

Dear Encinitas Union School District Community,

We are delighted to share exciting news about the future of education in our district. As part of our commitment to continuous improvement and ensuring a dynamic learning environment, we have developed a new strategic plan that will guide our efforts over the next several years. This comprehensive plan reflects our dedication to providing a world-class education that prepares our students for success in an ever-evolving global landscape.

Our strategic plan is built upon the core values and aspirations of our community and was developed by incorporating input from a diverse range of partners, including parents, educators, students, and community members. We believe that by working collaboratively, we can create an educational experience that truly meets the needs of our students and empowers them to excel in all aspects of their lives.

Key components of our new strategic plan include:


- **Vision Statement:** A succinct statement outlining our shared vision for the future of education in our district.
- **Learner Profile:** Clearly defined goals and competencies we expect for all learners in EUSD.
- **Core Values:** A set of principles that underpin our actions, fostering a positive and inclusive school culture.
- **Strategic Goals:** Specific and measurable objectives that will drive our district's progress over the coming years.
- **Action Plans:** Detailed initiatives and projects designed to achieve our strategic goals.

One of the highlights of our strategic plan is the introduction of a Learner Profile. This profile outlines the attributes and skills we aim to develop in our students to ensure they are well-equipped for success in an increasingly complex and interconnected world. The Learner Profile is a comprehensive framework that goes beyond academic achievements, emphasizing competencies such as empowered learner, global citizen, innovative thinker, wellness advocate, skilled communicator, and confident collaborator.

We are excited about the positive impact our new strategic plan will have on the educational experience of every student in our district. Together, we can create a future where we ignite the limitless potential of all learners.

Thank you for your ongoing support as we embark on this exciting journey of educational transformation.

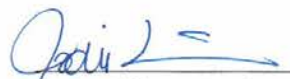
Sincerely,  
The EUSD Board of Trustees

  
Emily Andrade, President

  
Marlon Taylor, Vice President

  
Tom Morton, Clerk

  
Marla Strich, Member

  
Jodie Williams, Member



# TIMELINE

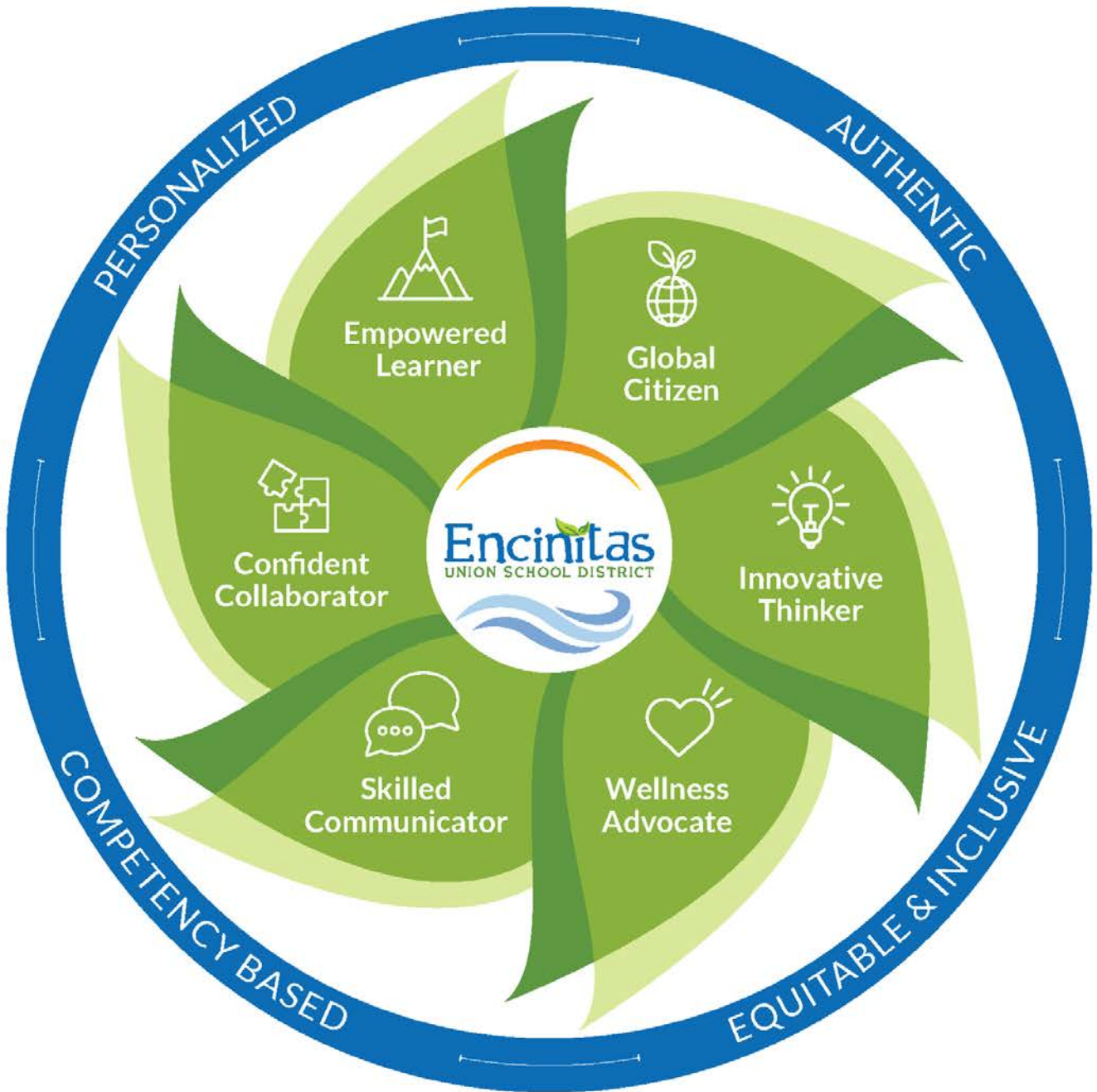
## EUSD Framework for the Future Creation



In the Spring of 2023, a Guiding Coalition comprised of teachers, leaders, and parents convened to begin defining what’s possible for EUSD students, families, staff and community. The Guiding Coalition engaged the entire EUSD community throughout the process. We are excited to share the results of this year-long project that clearly defines our community’s collective aspirations. The EUSD Framework for the Future, combined with the “big moves” contained in our strategic plan, cast a clear vision and roadmap to unlock the limitless potential of every child.



# EUSD LEARNER PROFILE





# EUSD LEARNER PROFILE

## Empowered Learner

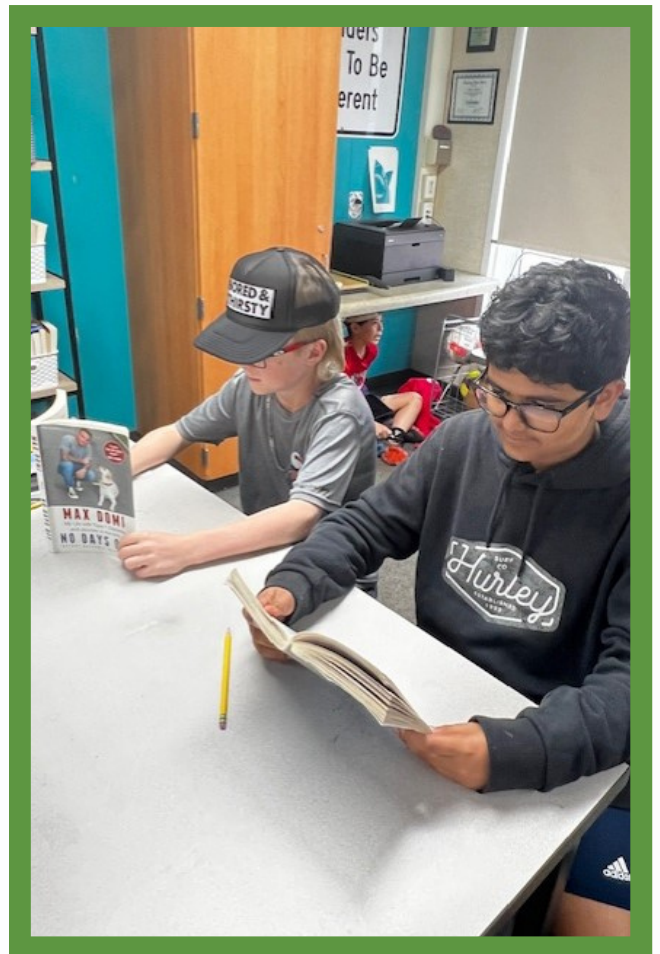
Learners passionately pursue their interests by directing their own inquiry and learning.

- I set personal and academic goals, and I reflect and adjust as needed.
- When given the opportunity, I responsibly choose what I learn, how I learn, and how I show my learning.
- I persist through challenges and I believe in my ability to grow.
- I understand how I learn and monitor my own progress, seeking help when needed.
- I ask questions, reflect on my learning and apply my insights to new situations.

## Global Citizen

Learners are culturally aware and environmentally responsible, making a positive impact on their community and world.

- I understand and embrace diverse abilities, cultures, traditions and customs in my classroom, community and around the world.
- I actively include people from different backgrounds and cultures in dialogue, activities and learning.
- I act responsibly toward the environment, and understand the impact of my actions.
- I participate in creating equitable, just and sustainable communities.



# EUSD LEARNER PROFILE

## Innovative Thinker

Learners solve complex problems by critically evaluating information, taking risks and exploring novel ideas and solutions.

- I identify real-world problems to explore and solve.
- I analyze, integrate and evaluate multiple sources of information.
- I see mistakes as opportunities to learn, and I continuously adjust and improve my work.
- I utilize feedback to grow and improve.
- I am a curious learner who pursues my questions.

## Wellness Advocate

Learners promote mental, social and physical well-being for themselves and others.

- I am self-aware, and recognize and understand my thoughts, emotions and behaviors.
- I regulate my thoughts, emotions and behaviors in healthy ways, and cope with stress and challenges effectively.
- I am compassionate towards myself, others and the world.
- I understand the importance of physical activity, nutrition and rest.
- I consider the impact of my choices.
- I am adaptable and resilient, and I seek support when I need it.



# EUSD LEARNER PROFILE

## Skilled Communicator

Learners compellingly speak, write, and present information with clarity to a variety of audiences.

- I develop organized, coherent messages for a range of purposes and audiences (e.g. to inform, instruct, motivate, persuade, and resolve conflict).
- I actively listen to understand.
- I creatively articulate ideas using various modes of expression.
- I responsibly use a range of digital tools and devices to facilitate clear, impactful communications.

## Confident Collaborator

Learners collaborate skillfully with others to pursue and achieve shared goals.

- I take responsibility for my actions and commitments, demonstrating reliability in collaborative projects.
- I practice empathy by seeking to understand and respond to the needs and perspectives of others.
- I promote inclusivity within my learning community by respecting and valuing differences.
- I resolve conflicts effectively and respectfully.
- I bring my strengths to group projects by actively participating and confidently leading when it's my turn.
- I provide and receive constructive feedback in a respectful and positive manner.





## Learning Experiences

**We believe this is what learning should be in order to achieve the outcomes defined in our Learner Profile.**

### Personalized

Learning is co-constructed based on each learner's unique strengths, skills, interests, and needs.

- Develop learners' self-awareness, self-regulation, and perseverance
- Amplify learner voice and choice
- Customize the learning experience for the whole learner

### Competency-Based

Learning is driven by evidence-based instruction, assessment, and feedback cycle based on progress toward desired knowledge, skills, and dispositions.

- Use assessment and data as tools for learning
- Employ a mastery approach to learning
- Create performance-based assessments

### Authentic

Meaningful, relevant learning grounded in real-world challenges and applications for authentic audiences.

- Design real-world learning experiences
- Promote anytime/anywhere learning
- Spark collaboration

### Inclusive & Equitable

Learning communities are collaborative and culturally relevant, where every learner feels they belong and can tap into their full potential, contributing to the collective success of their community.

- Nurture a meaningful and engaging learning community
- Cultivate a sense of belonging
- Partner with learners to reach their full potential



# BIG MOVES OVERVIEW

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## Outcome 1: Redefine Student Accountability Practices

Student accountability practices expand to a holistic definition of success that values each student's uniqueness by assessing their growth and progress in academics and the outcomes in the EUSD Learner Profile.

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## Outcome 2: Redefine Teacher Professional Learning

Professional Learning supports educators to increase their knowledge and ability to design and facilitate learner experiences through personalized, flexible, collaborative, and joyful learning opportunities.

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## Outcome 3: Implement Learning Experiences

Empower educators to design and facilitate learner-centered opportunities aligned to the EUSD Learning Experiences that yield desired outcomes for all students.

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## Outcome 4: Redefine Community Engagement

Foster partnerships with community organizations, industry, and families to increase opportunities and access to real-world learning experiences. Engage with the community to support and promote the learning of all students.

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## Outcome 5: Increase Belongingness

We ensure everyone feels valued, affirmed, celebrated and included.

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# EUSD OUTCOMES



## Outcome 1: Redefine Student Assessment Practices

Student assessment practices expand to a holistic definition of success that values each student's uniqueness by evaluating their growth and progress in academics and the outcomes in the EUSD Learner Profile.

### Success Metrics

- All students demonstrate evidence of growth on the outcomes in our Learner Profile
- All students demonstrate evidence of academic growth through our competency-based reporting practices
- All students showcase their learning and growth through multiple means annually

### Big Moves

- Grading Practices
- Student Portfolios
- Report Card
- Student Led Conferences
- Student Exhibitions



# EUSD OUTCOMES



## Outcome 2: Redefine Teacher Professional Learning

Professional Learning supports educators to increase their knowledge and ability to design and facilitate learner experiences through personalized, flexible, collaborative, and joyful learning opportunities.

### Success Metrics

- Increase % in teachers' satisfaction with professional development meeting their professional needs and supporting growth on surveys.
- Increase % of teacher implementation of professional development strategies within surveys
- Increase % of teacher implementation of professional development strategies based on observation/feedback data

### Big Moves

- Creation and Implementation of Teacher Evaluation Tools
- Professional Learning Plan: Creation and implementation of a professional development plan that includes districtwide requirements and individual options for personalized growth related to individual teacher goals



# EUSD OUTCOMES



## Outcome 3: Implement Learning Experiences

Educators are empowered to design and facilitate learner-centered opportunities aligned to the EUSD Learning Experiences that yield desired outcomes for all students.

### Success Metrics

- Student Portfolios of Learning show evidence of EUSD Learning Experiences and growth in Learner Profile outcomes
- Increase % of Exhibitions of Learning and Student-Led Conference across the district
- Student Surveys aligned to Learning Experiences (ie Panorama, Learning Experiences Survey)
- Teacher Surveys aligned to Learning Experiences

### Big Moves

- Interdisciplinary Units driven by the Learning Experiences
- Learning Labs (Opportunities to model, prototype, test and observe the Learning Experiences)





# EUSD OUTCOMES



## Outcome 4: Redefine Community Engagement

Partnerships with community organizations, businesses, and families provide increased learning opportunities and access to real-world learning experiences.

### Success Metrics

- % increase of new community partnerships
- Surveys to gauge participation in school events and workshops
- Begin to track student opportunities/access to external partners/mentors/activities

### Big Moves

- Family Workshops
- Service Projects
- Industry and Community Partnerships
- Assemblies/"School Community" Meetings/Gatherings



# EUSD OUTCOMES



## Outcome 5: Increase Belongingness

Everyone feels valued, affirmed, celebrated and included.

### Success Metrics

- Panorama Screener percentage increase in belonging measure
- Teacher Surveys
- Student Surveys
- Focus Groups (LCAP)
- Survey data about the activities students have access to during lunch
- Increased representation of diverse groups in school activities, leadership roles, and decision-making processes (students and adults)
- Increased class meetings and peer mediation

### Big Moves

- Restorative Practices
- Social-Emotional Learning
- Curriculum and Event Equity Audits
- Lunchtime Connection Opportunities (Student and Adult Led)
- Staff Connection Opportunities (in and outside of school)



# THANK YOU

Thank you! We are grateful to the students, teachers, administrators, families, and community leaders who collaborated with us to develop our Framework for the Future and Strategic Plan.



# ACKNOWLEDGEMENTS

**Andree Grey** - Superintendent  
**Amy Illingworth** - Assistant Superintendent, Educational Services  
**Kristine Beverly** - Executive Assistant  
**Marlon Taylor** - Board Vice President  
**Emily Andrade** - Board President  
**Maria Waskin** - Executive Director, Student Services  
**Stacy Crum** - Principal, Capri  
**Claudia Felix** - School Services Secretary, Capri  
**Lauren Campbell** - TRAC Teacher, Capri  
**Lisa Wootten** - Teacher, Capri  
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**Elizabeth Walker** - Teacher, El Camino Creek  
**Jackie Wells** - Special Ed Teacher, El Camino Creek  
**Sara Sullivan** - Parent, El Camino Creek  
**Chris Juarez** - Principal, Flora Vista  
**Danielle Johnson** - Instructional Assistant, Flora Vista  
**Hanna Byrne** - Teacher, Flora Vista  
**Tiffany Murphy** - Teacher, Flora Vista  
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**Christie Kay** - Principal, La Costa Heights

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**Jessica Caldararo** - Teacher, La Costa Heights  
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**Erin Ferguson** - Teacher, Mission Estancia  
**Trina Leonard** - Special Education Teacher, Mission Estancia  
**Val Wallace** - Parent, Mission Estancia  
**Claudia Bugarin** - Principal, Ocean Knoll  
**Landa Smith** - Teacher, Ocean Knoll  
**Mariel Laughlin** - Teacher on Special Assignment  
**Sarah Scudder** - Teacher, Ocean Knoll  
**Beth Cameron** - Principal, Olivenhain Pioneer  
**Bree Whitehead** - Teacher, Olivenhain Pioneer  
**Kristi Kirk** - Special Ed Teacher, Olivenhain Pioneer  
**Maddy Overlock** - Teacher, Olivenhain Pioneer  
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**Janet Sachrison** - Instructional Assistant, Park Dale Lane  
**Mary Bicanic** - ELD Teacher, Park Dale Lane  
**Melissa Scharbarth** - Teacher, Park Dale Lane  
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**Erica Bulis** - DLI Teacher, Paul Ecke Central  
**Jennifer Pirazzini** - Teacher, Paul Ecke Central  
**Karelya Lee** - DLI Teacher, Paul Ecke Central



# Encinitas

UNION SCHOOL DISTRICT

VISIT US AT:  
[www.eusd.net](http://www.eusd.net)



CREATED IN PARTNERSHIP WITH:

