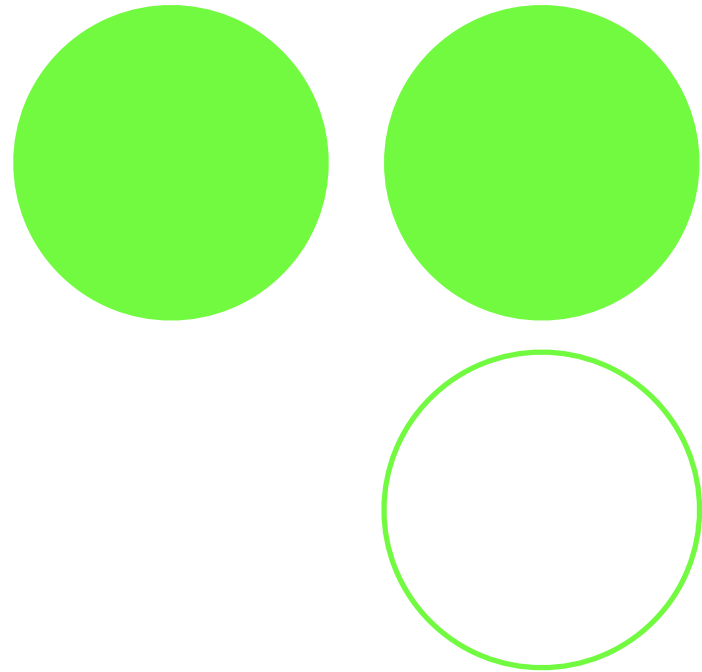


Encinal Means Excellence!



Encinal School Strategic Plan

2008-2012

Encinal's Mission

Encinal Means Excellence in



Relationships

Relevance

and Rigor!

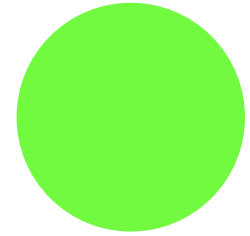
Encinal, a National Blue Ribbon School, provides an engaging and challenging learning environment where students actively acquire the knowledge, skills and attitudes to be successful as learners and leaders in a changing, global society.



Vision for Encinal Students

Encinal students are excited about learning and coming to school. They are actively engaged in an enriched, rigorous, differentiated education that fosters global awareness, critical and innovative thinking, and personal and social responsibility. Encinal students excel in a warm and welcoming environment where every child is known and appreciated for their unique learning styles and talents. They are confident, responsible, happy, respectful, and build strong connections within the school community. Students are challenged and supported to grow academically, socially, emotionally and physically as they move through the developmental stages kindergarten through fifth grade. Encinal students are developing the foundational knowledge, skills and attitudes to become well prepared, active citizens of the 21st century.

Vision for Encinal School



- Students are excited about learning and coming to school. They are actively engaged in an enriched, rigorous, differentiated education that fosters global awareness, critical and innovative thinking and personal and social responsibility. Encinal students excel in a warm and welcoming environment where every child is known and appreciated for their unique learning styles and talents. They are confident, responsible, happy, respectful, and build strong connections within the school community. Students are challenged and supported to grow academically, socially, emotionally and physically as they move through the developmental stages kindergarten through fifth grade. Encinal students are developing the foundational knowledge, skills and attitudes to become well prepared, active citizens of the 21st century.
- Teachers and Staff feel inspired and empowered. They are viewed as experts in their field and are continually developing their knowledge and skills. Their opinions are respected and they take an active role in the continuous improvement of our school. Strong relationships exist and there is a culture of trust, collaboration, and professional study across the school. Teachers enjoy each other's company and love to work at Encinal.
- Parents play a vital role in the Encinal School community. They support school and teacher goals and objectives and partner with staff to foster learning both within the school setting and outside of the classroom. Encinal parents are extremely proud of the school and are welcomed and appreciated for what they have to offer.
- The School and District Administration guide and focus the community in the development and fulfillment of the school vision. Administrators provide inspiration and support to the teachers and staff. They are connected, knowledgeable, and involved in what is going on at the school, in the community, and around the world. The school principal and assistant principal encourage the development of diverse skills and talents and foster an environment of professional excellence, open communication, trust and sharing of best practices across the school. Encinal's administration embraces change and "big ideas" and also keeps the staff focused on measurable goals. They communicate clear and consistent expectations and ensure that a high quality education is maintained.
- The collective community takes pride in the school and sees it as a vital part of its existence. The community provides sponsorship, authentic experiences, expertise, resources and opportunities that link education to the real world and help to prepare Encinal students for the challenges ahead.

Strategies to Achieve Encinal's Vision



**Transition
Success**

**Teacher and Staff
Empowerment**

21st Century
Thinking and Learning

Focus on Best Practices



Parent Collaboration

Relationships
Relevance
Rigor

School Partnerships

**Community
Outreach**

21st Century Children

As defined by the *Partnership for 21st Century Skills*

A decorative graphic at the top of the slide features four blue circles. The second circle from the left is empty, the third is empty, the fourth is empty, and the fifth is empty. In the center, there is a stylized eagle logo with its wings spread, enclosed within a blue circle.

A 21st Century Skills Set Includes:

- Information literacy
- Critical thinking and problem-solving skills
- Creativity and innovation
- Interpersonal and self-direction skills
- Global awareness and social responsibility
- Civic literacy

Strategy 1: Empower Teachers and Staff

Develop a culture of trust, collaboration and professional study. Provide resources and time to support success and continued professional challenge and growth.

- Develop the Professional Learning Community model as a structure to increase communication and collaboration between staff members, focus professional learning, and use assessment data to inform and change instructional practices
- Develop Leadership Team to promote the development of teacher leaders and shared decision-making
- Develop the coaching teams model as a means of developing collaborative working relationships and supporting the understanding of the principles and application of differentiation in the classroom.



Strategy 2: Focus on Best Practices

Employ a challenging, differentiated curriculum to foster the development of 21st Century learning and thinking; Establish a school climate that promotes inclusion and the development of personal and social responsibility.

- Create a responsive school environment for all students through professional development in schoolwide differentiated instruction
- Implement 21st Classroom technology and strategies to deepen learning and thinking
- Implement a fully developed Character Education program to provide on-going opportunities for social and emotional learning.
- Establish core experiences K-5 that will foster a sense of leadership skills and empower students to make positive changes at Encinal, in their local community and/or the world.
- Build staff knowledge and Implement strategies to ensure that all students with special needs have access to the core curriculum within the least restrictive environment



Strategy 3: Parent Collaboration

Educate and collaborate with parents as active partners in their children's education; foster a sense of community.

- In collaboration with Site Council, research and define what 21st Century Learning and Thinking means at Encinal, monitor the strategic plan and identify next steps
- Broaden opportunities for families to connect and build relationships that enhance the sense of community at Encinal
- Partner with PTO to enhance home-school communication and provide parent education opportunities that support school goals and empower parents to enrich their child's learning



Strategy 4: Community Outreach

Connect with the greater community for sponsorship and real world opportunities to enhance student learning and thinking.

- Provide opportunities and structures for the community to support the development of 21st Century learning and thinking skills in our students.
- Collaborate with Menlo Park and Atherton to involve students, staff and parents in local efforts to improve and protect the environment (For example: Safe Routes to School, Green Start project)
- Create an Advisory Group to develop and monitor a support network to improve the academic performance of underachieving students



Strategy 5: School Partnerships

Collaborate with other schools to build connections, share knowledge and expand ideas about best practices.

- Establish connections with other Spanish immersion programs and schools in Spanish speaking countries to develop best practices and provide authentic experiences for student learning.
- Establish partnerships with other schools and/or universities that share a similar vision for building 21st Century learning and thinking skills.
- Create cross-school grade level teams and opportunities for collaboration to promote the development of professional learning communities beyond the school site.
- Establish partnerships with other schools offering blended kindergarten programs within similar communities.



Strategy 6: Transition Success

Execute a thoughtful plan to successfully transition Encinal to a kindergarten through fifth grade school.

- By January each year, gather a stakeholder team to formulate a transition plan in order to proactively address the unique needs of students, parents and staff respective to the coming school year.
- Provide multiple, ongoing opportunities for community members to receive information and provide input on the transition process



Governance Structures

- Quarterly Team Leaders Meeting
- Monthly Leaders Report at Site Council
Teacher Leaders Report at Staff Meetings
- Bi-Weekly Team Leaders Meet with Principal
- The Encinal Strategic Plan will be maintained and overseen by the Encinal Site Council. Budget decisions required to support the plan will be presented to and require approval by the Site Council.