



Union High School District

**Board of Trustees**  
Joyce Dalessandro  
Linda Friedman  
Barbara Groth  
Beth Hergesheimer  
Deanna Rich

**Superintendent**  
Ken Noah

**SAN DIEGUITO UNION HIGH SCHOOL DISTRICT  
BOARD OF TRUSTEES  
BOARD WORKSHOP  
AGENDA**

**JULY 16, 2009  
5:00 PM**

**DISTRICT OFFICE BOARD ROOM 101  
710 ENCINITAS BLVD., ENCINITAS, CA. 92024**

The Governing Board of the San Dieguito Union High School District has scheduled a Board Workshop for Thursday, July 16, 2009, at the above location, in the Board Room.

- 1. CALL TO ORDER.....5:00 PM

**INFORMATION ITEM**

- 2. District Strategic Plan
- 3. Adjournment

In compliance with the Americans with Disabilities Act, if you need special assistance, disability-related modifications, or accommodations, including auxiliary aids or services, in order to participate in the public meetings of the District’s Governing Board, please contact the [Office of the District Superintendent](#). Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accommodation and accessibility to this meeting. Upon request, the District shall also make available this agenda and all other public records associated with the meeting in appropriate alternative formats for persons with a disability.

# San Dieguito Union High School District

## INFORMATION REGARDING BOARD AGENDA ITEM

**TO:** BOARD OF TRUSTEES

**DATE OF REPORT:** July 6, 2009

**BOARD MEETING DATE:** July 16, 2009

**PREPARED AND  
SUBMITTED BY:** Ken Noah, Superintendent

**SUBJECT:** DISTRICT STRATEGIC PLAN

.....

### EXECUTIVE SUMMARY

The 2008-09 school year was devoted to a planning process with a focus on revitalizing the district's Strategic Plan. The objectives of the process were to:

- a. create a "springboard" for the leadership of the new Superintendent;
- b. create a vehicle for "*honoring the past, challenging the present and envisioning the future*";
- c. establish a renewed and sharpened focus on student achievement;
- d. foster a productive dissatisfaction with present practice; and,
- e. provide definition, clarity and focus through the mission and overarching parameters of the specific plans of action for district improvement.

The district Strategic Planning Committee was comprised of thirty-two members representing classified employees, teachers, administrators, parents, students, community representatives, and representation from the Board of Trustees.

The attached documents are presented as the final draft of the work of the Strategic Planning Committee. Included are:

1. Board Policy 0400 - Philosophy-Goals-Objectives and Comprehensive Plans
2. Administrative Regulation 0400/AR-1 - Philosophy-Goals-Objectives and Comprehensive Plans
3. SDUHSD Strategic Plan: Mission Statement
4. SDUHSD Strategic Plan: Values

5. SDUHSD Strategic Plan: Priorities
6. SDUHSD Strategic Plan: Beliefs
7. SDUHSD Strategic Plan: Commitments
8. SDUHSD Strategic Plan: Areas of Focus
9. 2009-10 Action Plans

**RECOMMENDATION:**

This information is presented for Board review, discussion and input. This item will be brought to the Board on August 20, 2009, for approval.

**FUNDING SOURCE:**

Not applicable

KN/bb

PHILOSOPHY-GOALS-OBJECTIVES AND COMPREHENSIVE PLANS

0400

STRATEGIC PLAN

In order to provide a clear focus for district programs, activities and operations, the Board of Trustees shall adopt a Strategic Plan that sets direction for the district which is focused on student learning and describes what the Board wants its schools to achieve.

The Superintendent or designee shall recommend an appropriate process for establishing and/or reviewing the district's Strategic Plan which is inclusive of parents/guardians, students, staff and community members.

The Board shall review the district Strategic Plan at least once each year. Following these reviews the Board may revise or reaffirm the direction it has established for the district.

The Superintendent or designee shall communicate the district's Strategic Plan to staff, parents/guardians and the community and shall regularly report to the Board regarding district progress toward meeting the Plan's annual priorities.

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT

Policy Adopted: July 15, 1999

~~DRAFT~~ Revised: April 22, 2004

Policy Revised: July 16, 2009

# ~~The San Dieguito Union High School District Strategic Plan~~

## ~~Mission Statement~~

~~*Our mission is to develop a community of life-long learners, creative thinkers, and responsible individuals, by providing innovative, quality educational programs in a safe, supportive environment.*~~

## ~~Belief Statements~~

~~We believe~~

- ~~◦ that children are our highest priority~~
- ~~◦ that each person has an inherent dignity and unique worth~~
- ~~◦ that each person has talent and potential~~
- ~~◦ that knowledge is power~~
- ~~◦ that learning is a lifelong process~~
- ~~◦ that, together, our similarities and differences create a vital community~~
- ~~◦ that education is the shared responsibility of the community~~
- ~~◦ in the fundamental values of honesty, respect and responsibility~~
- ~~◦ in the pursuit of excellence~~

~~**We believe in a commitment to excellence.**~~

## ~~Parameters~~

- ~~◦ We will provide an inclusive environment where each student feels connected to his/her school.~~
- ~~◦ We will continue to offer a rigorous and challenging curriculum while providing opportunities for students to develop their unique interests.~~
- ~~◦ We will provide recruitment, staff development and evaluation which results in the highest quality staff to meet the needs of the students.~~
- ~~◦ We will provide an academic support system to ensure that every student has the opportunity to succeed.~~
- ~~◦ We will identify and actively address the needs of our diverse students, staff, parents and community.~~

~~SAN DIEGUITO UNION HIGH SCHOOL  
DIST.~~

~~Policy Adopted: July 15, 1999  
DRAFT Revised: April 22, 2004~~

## ~~Strategies~~

### ~~CURRICULUM~~

~~We will provide a challenging, diverse curriculum that is accessible and allows students to feel connected to the community.~~

### ~~CITIZENSHIP~~

~~We will model, mentor and reward programs and processes that foster compassionate, ethical, and responsible behavior.~~

### ~~TECHNOLOGY~~

~~We will develop a guided master plan to incorporate the use of technology in all aspects of instruction.~~

### ~~COMMUNICATION~~

~~We will actively support the district's strategies by implementing an interactive, integrated community-wide communication network.~~

### ~~STAFF DEVELOPMENT~~

~~We will create and implement an innovative, comprehensive staff development and recruitment plan producing a world class workforce.~~

### ~~STUDENT CONNECTEDNESS AND WELL-BEING~~

~~We will create programs and processes to connect each student to school, education and community, and to foster personal well-being.~~

**PHILOSOPHY-GOALS-OBJECTIVES AND COMPREHENSIVE PLANS 0400/AR-1**

STRATEGIC PLAN

The Board adopted Strategic Plan shall set direction for the district which is focused on student learning and describes what the Board wants its schools to achieve.

Board Parameters

The Board of Trustees shall adopt the **overarching** parameters of the Strategic Plan that will guide a Planning Team in the development of a proposed Strategic Plan for Board consideration. The Board shall review and update the parameters as needed. **Parameters will include: values, priorities, beliefs, commitments and action areas.**

Planning Committee

A Strategic Planning Committee, inclusive of parents/guardians, students, staff, and community members, shall be established for the purpose of developing a recommended Strategic Plan that is consistent with Board adopted parameters. Composition of the Strategic Planning Committee shall be as follows:

- a. One Trustee selected by the Trustees with membership rotating biannually
- b. District Superintendent
- c. An administrator who will serve as the internal facilitator.
- d. Thirteen representatives of the community.

Nine parents

- ° Nine parents selected by the parent organization at each school site

Four community representatives

- ° Selected by the Superintendent on behalf of the Board of Trustees

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT

Policy Adopted: July 15, 1999

Policy Revised: October 2, 2003

Policy Revised: October 7, 2004

**Policy Revised: July 16, 2009**

**PHILOSOPHY-GOALS-OBJECTIVES AND COMPREHENSIVE PLANS**

**0400/AR-1**

- e. Thirteen representatives of the staff
  - Nine teachers - one from each site selected by their peers at that site
  - Two classified employees selected by the classified employee organization
  - One high school principal selected by the Superintendent
  - One middle school principal selected by the Superintendent
- f. Five high school students selected by the student body government of each high school.

Member Qualification/Replacement

Parent representatives must have a student in the school they represent when initially appointed. The parent may serve no longer than four years or until the student graduates or leaves the district. Replacements will be appointed by the parent organization at the school site that is unrepresented at the time the vacancy occurs.

Student representatives will be replaced by the site principal when vacancies occur.

Staff members will continue to serve for four years and may be re-selected.

Community representatives will remain on the committee for a maximum of four years unless they choose to resign or leave the area at which time the Superintendent will recommend a replacement to the Board of Trustees.

Meeting Schedule

The Planning Committee shall meet at least two times a year to develop and/or evaluate progress toward identified strategies in the Strategic Plan. Members who miss two consecutive meetings will be replaced.

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT

Policy Adopted: July 15, 1999

Policy Revised: October 2, 2003

Policy Revised: October 7, 2004

Policy Revised: July 16, 2009

**PHILOSOPHY-GOALS-OBJECTIVES AND COMPREHENSIVE PLANS      0400/AR-1**

All meetings of the Planning Committee shall be open to the public and agendas shall be posted in conformance with legal requirements.

Duties

It shall be the duty of the Planning Committee to participate as a group in developing a recommended district Strategic Plan for Board consideration. The Planning Committee will identify strategies that are consistent with Board adopted parameters. Each strategy will include a proposed outcome that will provide guidance to the staff as action plans are developed to implement the strategy.

Specific duties of the Planning Committee include:

- a. Participate as a group in the development of a recommended Strategic Plan for the district.
- b. Review and offer feedback on the plans that are developed by Action Teams to meet the strategies identified in the Strategic Plan.
- c. Annually review and evaluate progress made toward meeting the strategies identified in the Strategic Plan.

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT

Policy Adopted: July 15, 1999

Policy Revised: October 2, 2003

Policy Revised: October 7, 2004

Policy Revised: July 16, 2009



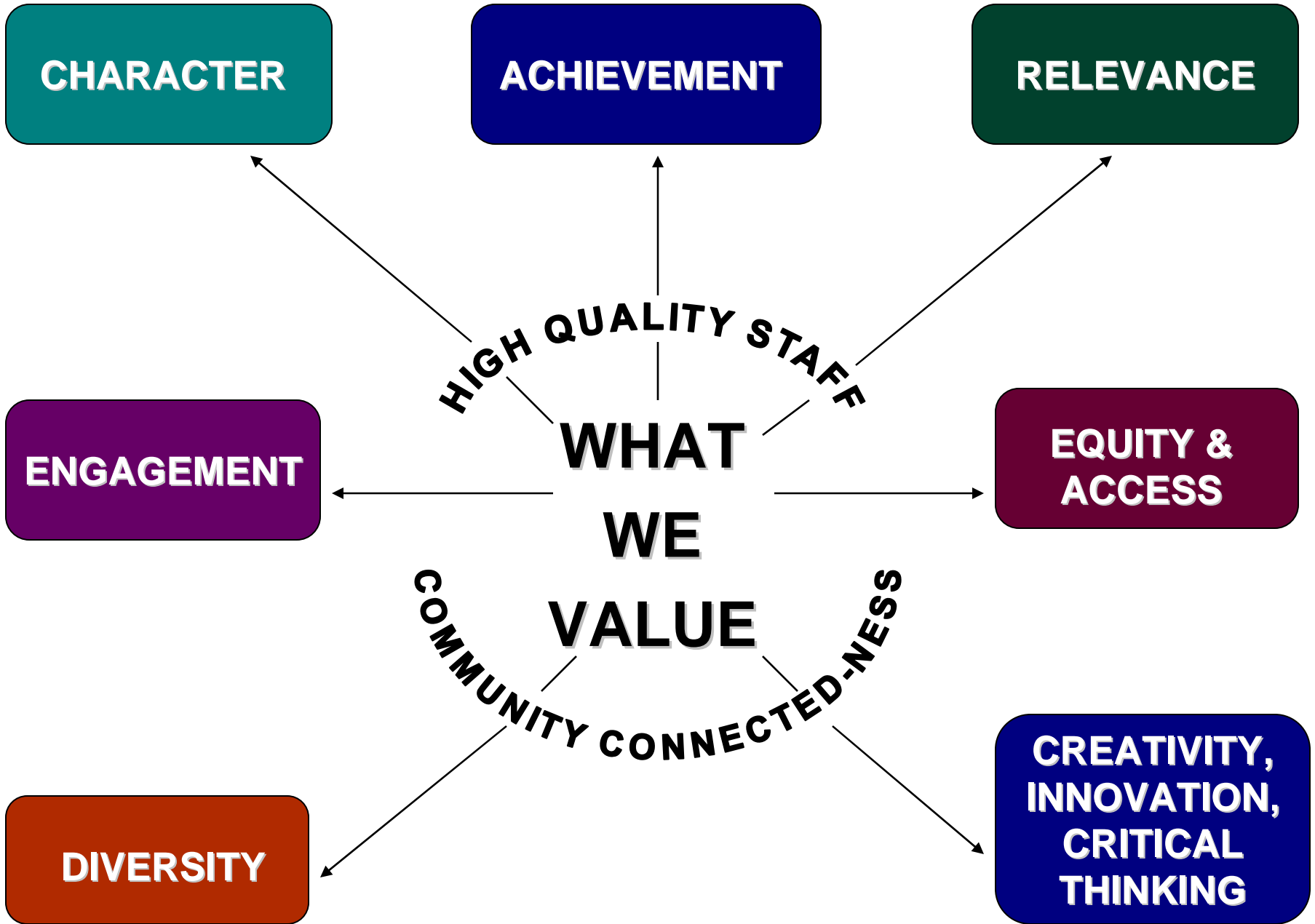
# San Dieguito Union High School District Strategic Plan

**ENGAGED**

*To provide a world class education  
for all students through quality  
programs that engage students in learning,  
inspire achievement and service to others,  
prepare them for lifelong learning,  
and to be responsible members of society*

**INSPIRED**

**PREPARED**





**ALL CHILDREN CAN LEARN:  
Not on the same day . . . Not in the same way.  
Each has talents to be discovered, skills to be developed,  
and a mind to be nourished,  
which is the shared responsibility of the community.**

**A positive, safe and supportive learning environment is necessary for an effective education.**

**Resources must be aligned with the core mission of the district to maximize student achievement and success.**

**Students, as lifelong learners, learn best when they are actively engaged in their learning and use relevant applications for solving problems.**

**BELIEFS**

**Instruction, staff development and assessment efforts must be aligned to maximize effective achievement of goals.**

**As members of an inclusive community we must all model respect and demonstrate the highest ethical behavior.**

**Student success and well-being are best achieved through a balanced program that addresses the intellectual, physical, aesthetic, social, and emotional development of each student.**

**Individual needs are best met by a variety of instructional techniques and technologies providing options for students inside and outside the classroom.**

**ALL STUDENTS WILL HAVE THE SKILLS AND KNOWLEDGE ESSENTIAL TO THE PURSUIT OF THEIR PERSONAL LONG-TERM EDUCATIONAL, CAREER AND LIFE GOALS**

**ALL STUDENTS WILL HAVE THE KNOWLEDGE AND SKILLS NECESSARY TO MEET STANDARDS OF ACHIEVEMENT AND PERFORMANCE**

**ALL STUDENTS WILL UTILIZE TECHNOLOGY IN THEIR EDUCATIONAL PROGRAMS AS A TOOL TO LEARN AND ACCESS INFORMATION**

**COMMITMENTS**

**ALL STUDENTS WILL DEMONSTRATE AN UNDERSTANDING OF THEIR RESPONSIBILITY AS MEMBERS OF AN INTERDEPENDENT, GLOBAL, AND MULTI-CULTURAL SOCIETY**

**ALL STUDENTS WILL DEMONSTRATE AN UNDERSTANDING OF AND RESPONSIBILITY FOR ETHICAL BEHAVIOR**



## San Dieguito Union High School District

### Areas of Focus: 2009 – 10 Action Plans

*We will provide the leadership at all levels that promotes consistency, creativity and innovation to attain our vision through a commitment to continuously improve the district on behalf of students.*

*For 2009-10 we will focus on:*

#### **1.0 Curriculum**

*To provide rigorous, relevant and coherent learning opportunities through the articulation of curriculum, program consistency, and alignment with State of California standards to ensure every student will graduate prepared for college, work and citizenship.*

#### **2.0 Instruction**

*To design, deliver and differentiate instruction that effectively uses research-based best practices and responds to the learning needs of each student.*

#### **3.0 School Improvement, Assessment & Accountability**

*To refine consistent and coherent collaborative school improvement processes appropriate for each school site, using formative and summative assessment data to set, monitor and evaluate achievement for students.*

#### **4.0 21<sup>st</sup> Century Technology & Learning**

*To enhance school, teacher and student access to, and purposeful use of, technology-based resources to support and improve learning, expand educational options and increase motivation and achievement.*

#### **5.0 High Quality Staff**

*To recruit, develop and retain a high quality, diverse and professional workforce that shares a commitment to high expectations for the growth and achievement of each student and staff member.*

## **6.0 Student Support Systems & Practices**

*To deliver a comprehensive and coordinated system of assistive programs and expanded learning that promotes higher achievement of students requiring additional academic support.*

## **7.0 Community Engagement & Partnership**

*To engage students, parents and community members as partners in the education process by developing partnership opportunities, and establishing consistent communications to support programs and educational priorities.*

## **8.0 Safe & Welcoming Environment**

*To create an inclusive community where all members model respect and demonstrate the highest ethical behavior resulting in a positive, safe and supportive learning environment.*

## **9.0 Resources & Physical Learning Environments**

*To align resources in support of the core mission of the district to maximize student achievement, prepare for the challenges of the future, and provide high performance environments for teaching and learning.*