



EUREKA CITY SCHOOLS DESIGNING TOMORROW

Eureka City Schools' Strategic Framework, **Designing Tomorrow**, is a forward-looking guide inspired by our mission: *Every Learner, Every Day: Engaged, Empowered, and Future-Ready.*



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INTRODUCTION MESSAGE



Introducing Eureka City Schools' Strategic Framework, **Designing Tomorrow**, a forward-looking companion to our mission: Every Learner, Every Day – Engaged, Empowered, and Future-Ready. This framework is designed to ignite creativity and bold thinking, anchored in our core value of innovation, while providing clear, practical frameworks that drive learner-centered progress. By merging strategic foresight with actionable steps, it empowers leadership, educators, and educational partners to co-create safe, inclusive, and joyful learning environments. Together, we'll turn vision into impact - ensuring every member of our community is engaged, empowered, and ready to thrive in tomorrow's world.

Gary Storts

Superintendent

MISSION, CORE VALUES & GUIDING PRINCIPLES

Mission

Every Learner, Every Day: Engaged,
Empowered, and Future-Ready

Core Values

Accountability: We hold ourselves responsible for our actions and commitments, ensuring trust and transparency in all we do.

Empathy: We listen with compassion and understanding, recognizing the needs and perspectives of others to create a supportive community.

Communication: We foster open, honest, and respectful dialogue to strengthen connections and collaboration within our community.

Innovation: We embrace creativity and forward-thinking solutions, continually seeking new ways to improve learning and growth.

Resilience: We adapt and persevere through challenges with a growth mindset, striving for continuous improvement and success.



MISSION, CORE VALUES & GUIDING PRINCIPLES

Guiding Principles

Our Beliefs and Guiding Principles About Learners and Learning:

Learner-Centered Experiences

- We believe learners excel when they direct their learning with personalized support and high expectations.

Safe, Inclusive, and Belonging Environments

- We believe learning flourishes in safe, inclusive spaces where learners feel they belong.

Equitable Access for All

- We believe learners learn at their own unique pace, in their own unique way, and deserve their own unique support.

Growth and Resilience

- With a growth mindset, we believe learners overcome challenges and grow through effort.

Engagement and Relevance

- We believe learning should be joyful, relevant, and connected to real-life experiences.
- We believe learning can and should happen anytime and anywhere, extending beyond the walls of the classroom into authentic, real-world contexts.



PORTRAIT SERIES

At Eureka City Schools, we recognize that true educational transformation begins with a shared vision - one that is **clear, coherent, and community-driven**. To support this vision, we are adapting the “Portrait” framework, originally described by Getting Smart in *The Portrait Model: Building Coherence in School and System Redesign* (2022). Our strategic framework emphasizes how interconnected “portraits” can guide redesign work in ways that align people, systems, and learning experiences toward a common purpose.

The portraits were shaped through active engagement with learners, families, staff, and community partners. Their input ensures the work is authentic, inclusive, and aligned with our shared goals.

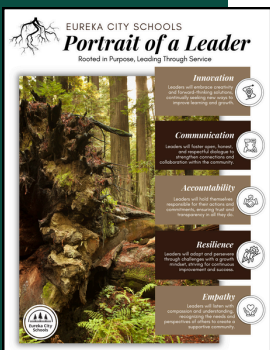
Designing Tomorrow integrates this thinking into four dynamic and interdependent models:

- **Portrait of a Graduate (POG)** – the knowledge, skills, and mindsets learners need to thrive in learning, work, and life.
- **Portrait of a System (POS)** – the structures, policies, and conditions within ECS that align resources and practices to sustain this vision.
- **Portrait of an Educator (POE)** – the competencies and professional practices required for educators to deliver high-quality, future-ready learning experiences.
- **Portrait of a Leader (POL)** – the day-to-day experiences, practices, and supports that ensure learners are actively developing toward the POG.

Together, these portraits form an intentional design ecosystem. They offer both a guiding “North Star” and a practical framework for action. This coherence ensures that the aspirations embedded in our Portrait of a Graduate are not left as inspirational statements, but are translated into aligned systems, empowered educators, engaged learners, and ultimately, thriving graduates.

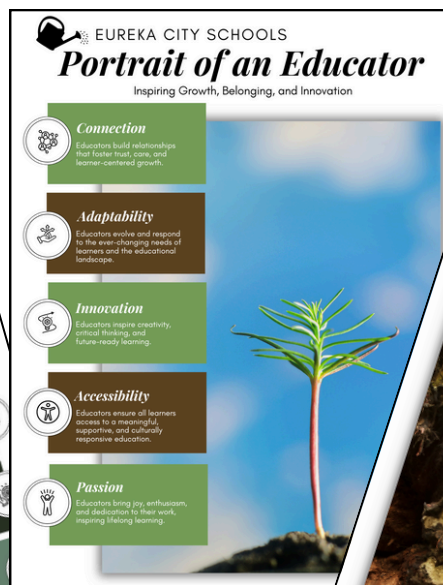
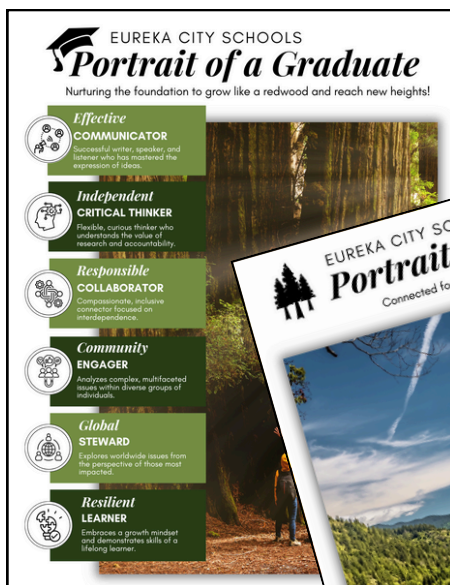
By placing the Portrait of a Graduate at the center, we anchor our work in the long-term success of every learner. The Portrait of a Leader ensures that daily learning experiences reflect those goals. The Portrait of an Educator equips our teachers and staff with the knowledge, tools, and dispositions needed to bring the vision to life. Finally, the Portrait of a System ensures that our structures and processes sustain, scale, and adapt this vision across the district.

(Adapted from Getting Smart, 2022: The Portrait Model—Building Coherence in School and System Redesign)



PORTRAIT SERIES FRAMEWORK

- Portrait of a Graduate
- Portrait of a System
- Portrait of an Educator
- Portrait of a Leader





EUREKA CITY SCHOOLS

Portrait of a Graduate

Nurturing the foundation to grow like a redwood and reach new heights!



Effective

COMMUNICATOR

Successful writer, speaker, and listener who has mastered the expression of ideas.



Independent

CRITICAL THINKER

Flexible, curious thinker who understands the value of research and accountability.



Responsible

COLLABORATOR

Compassionate, inclusive connector focused on interdependence.



Community

ENGAGER

Analyzes complex, multifaceted issues within diverse groups of individuals.



Global

STEWARD

Explores worldwide issues from the perspective of those most impacted.



Resilient

LEARNER

Embraces a growth mindset and demonstrates skills of a lifelong learner.



EUREKA CITY SCHOOLS *Portrait of a Graduate*

Nurturing the foundation to grow like a redwood and reach new heights!

- 

Effective COMMUNICATOR
Successful writer, speaker, and listener who has mastered the expression of ideas.
- 

Independent CRITICAL THINKER
Flexible, curious thinker who understands the value of research and accountability.
- 

Responsible COLLABORATOR
Compassionate, inclusive connector focused on interdependence.
- 

Community ENGAGER
Analyzes complex, multifaceted issues within diverse groups of individuals.
- 

Global STEWARD
Explores worldwide issues from the perspective of those most impacted.
- 

Resilient LEARNER
Embraces a growth mindset and demonstrates skills of a lifelong learner.



Crafted by the greater Eureka community, the Portrait of a Graduate holds immense significance for the students of Eureka City Schools. This visionary framework not only serves as a guiding light, delineating the essential skills and attributes students should cultivate, but also upholds Eureka City Schools' commitment to providing our future graduates with vital life skills. These skills are essential for them to become effective communicators, independent critical thinkers, responsible collaborators, community engagers, global stewards, and resilient learners, allowing them to navigate and thrive in the 21st century.

By aligning their educational journey with this portrait, students in Eureka City Schools are better equipped to excel academically, professionally, and personally. This comprehensive portrait, painted through the cultivation of these skills, instills a profound sense of purpose and direction. It ensures that students graduate as capable, responsible, and compassionate citizens, ready to contribute positively to their community and society at large.

PORTRAIT OF A GRADUATE PORTRAIT SERIES

Eureka City Schools *Portrait of a Graduate*

As emerging adults in the 21st century, Eureka graduates will shoulder responsibilities across six significant rings of growth, as illustrated in the following figures. These rings of growth serve as the focal points for the Portrait of a Graduate, which possess the power to shape all aspects of school curricula and influence instructional practices.

SIGNIFICANT RINGS OF GROWTH

The successful mastery and harmonization of this growth is crucial for today's learners. Our Portrait of a Graduate aims to rise to this challenge. Crafted with a forward-looking perspective and encompassing all facets of life, the Portrait of a Graduate delineates what learners must know, comprehend, and accomplish in order to flourish.

THE PORTRAIT OF A GRADUATE RINGS OF GROWTH ARE:

- 

Effective COMMUNICATOR
Successful writer, speaker, listener who has mastered the expression of ideas.
- 

Independent CRITICAL THINKER
Flexible, curious thinker who understands the value of research and accountability.
- 

Responsible COLLABORATOR
Compassionate, inclusive connector focused on interdependence.
- 

Community ENGAGER
Analyzes complex multifaceted issues within diverse groups of individuals.
- 

Global STEWARD
Explores worldwide issues from the perspective of those most impacted.
- 

Resilient LEARNER
Embraces a growth mindset and demonstrates skills of a lifelong learner.



Eureka City Schools
Portrait of a Graduate



Effective
COMMUNICATOR

Successful writer, speaker, and listener who has mastered the expression of ideas.

AN EFFECTIVE COMMUNICATOR:

- Develops ideas and opinions using credible evidence and applying relevant reasoning.
- Organizes and expresses factual, accurate, and reliable information to diverse audiences.
- Uses appropriate visuals, digital, and/or multimedia tools to express ideas.
- Demonstrates confidence when speaking and addressing ideas.
- Writes evidence-based arguments effectively, using academic language.



Eureka City Schools
Portrait of a Graduate



Independent
CRITICAL THINKER

Flexible, curious thinker who understands the value of research and accountability.

AN INDEPENDENT CRITICAL THINKER:

- Demonstrates mastery of college and career skills and knowledge.
- Researches thoroughly when approaching a topic, question, or problem.
- Analyzes and synthesizes ideas from complex texts and tasks.
- Writes evidence-based arguments effectively, using academic and content-specific language.
- Presents evidence-based arguments and claims using various and valid media and other resources.



Eureka City Schools
Portrait of a Graduate



Responsible
COLLABORATOR

Compassionate, inclusive connector focused on interdependence.

A RESPONSIBLE COLLABORATOR:

- Communicates clearly and effectively supported by technology.
- Uses effective practices to build and strengthen relationships.
- Manages collaborative tasks, and both gives and receives help.
- Honors experiences, perspectives, cultures, and languages of others, especially those in marginalized groups.
- Demonstrates professionalism and builds networks within and outside of the community.



Eureka City Schools
Portrait of a Graduate



Community
ENGAGER

Analyzes complex multifaceted issues within diverse groups of individuals.

A COMMUNITY ENGAGER:

- Analyzes complex local issues with an equity lens to build relationships with diverse individuals and groups in the local community.
- Applies empathy and inclusive cooperative processes to achieve goals and to improve ideas, actions, and a community.
- Synthesizes ideas and perspectives to make decisions, resolves conflicts, and accomplishes goals that benefit a community, especially those who have been marginalized.
- Uses democratic processes to assess strengths of self and others, and utilizes strengths to improve and uplift their community.



Eureka City Schools
Portrait of a Graduate



Global STEWARD

Explores worldwide issues from the perspective of those most impacted.

A GLOBAL STEWARD:

- Explores community and global issues from the perspectives of those most impacted.
- Uses democratic processes to take appropriate action and improve their community.
- Analyzes how power, privilege, oppression, and resistance function in historical and current issues/contexts.
- Engages in safe and ethical behavior in real and virtual spaces.
- Applies responsible and sustainable strategies as stewards of natural and material resources.



Eureka City Schools
Portrait of a Graduate



Resilient LEARNER

Embraces a growth mindset and demonstrates skills of a lifelong learner.

A RESILIENT LEARNER:

- Recognizes that setbacks are an essential part of learning.
- Perseveres through obstacles and challenges.
- Manages their emotions, stress, and time effectively.
- Proactively builds support systems and knows when to ask for help.
- Sets achievable goals and celebrates small victories.





EUREKA CITY SCHOOLS

Portrait of a System

Connected for Collective Growth



Learner Agency

Learners guide their own growth through choices, goals, and self-advocacy.



Inclusive Excellence

Inclusive Excellence ensures equitable support that builds belonging and drives success for all learners.



Personalized, Competency-Based Learning

Learners build understanding through personalized paths, adaptive tools, and meaningful growth.



Future-Ready Innovation

Learners gain future-ready skills through real-world experiences, technology, and partnerships.



Wellness

Wellness nurtures balance and resilience through awareness, support, and connection.



Continuous Growth

Continuous growth fosters persistence, adaptability, and lifelong learning.





EUREKA CITY SCHOOLS

Portrait of a System

Connected for Collective Growth



- Learner Agency**
Learners guide their own growth through choices, goals, and self-advocacy.
- Inclusive Excellence**
Inclusive Excellence ensures equitable support that builds belonging and drives success for all learners.
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Learners build understanding through personalized paths, adaptive tools, and meaningful growth.
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Learners gain future-ready skills through real-world experiences, technology, and partnerships.
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Wellness nurtures balance and resilience through awareness, support, and connection.
- Continuous Growth**
Continuous growth fosters persistence, adaptability, and lifelong learning.

A learner is a redwood—reaching upward with promise—a leader is the root—anchoring that promise in purpose—and the educator is the water and nutrients—delivering what is needed for growth—enveloped in the system that is the forest itself. It is the living, breathing ecosystem in which all these elements exist, interact, and thrive. In Eureka City Schools, our system is not simply an arrangement of policies or procedures; it is a dynamic, interconnected whole that supports every learner, every educator, and every act of leadership.

The Portrait of a System represents this vital interdependence. Like a thriving forest, a healthy educational system balances structure with adaptability and resilience with responsiveness. It ensures that no tree grows alone—that every learner is supported not only by the strength of their roots and the care of their educators, but by a broader community designed for belonging, innovation, and collective flourishing.

This portrait defines the systems-thinking, inclusive design, and learner-centered practices that shape how our schools function—from how decisions are made to how resources are distributed and communities engaged. It acknowledges that a just and thriving system must intentionally dismantle barriers, nourish diverse needs, and regenerate through feedback, reflection, and shared responsibility.

Through the Portrait of a System, Eureka City Schools affirms its commitment to building an ecosystem where all can grow—not by chance, but by design.



EUREKA CITY SCHOOLS

Portrait of a System

At Eureka City Schools, personalized competency-based learning is envisioned as a thriving redwood forest—where learners reach upward like towering redwoods, full of promise; leaders serve as roots, anchoring that promise in purpose; and educators provide the water and nutrients essential for growth. This living, breathing ecosystem symbolizes the dynamic, interconnected whole that supports every learner, educator, and leader in the vast greater educational community. The Portrait of a System captures this vital interdependence, promoting systems-thinking, inclusive design, and equity-centered practices to ensure that no learner grows alone.

SIGNIFICANT RINGS OF GROWTH

The Portrait of a System is grounded in six significant rings of growth—together, these elements represent Eureka City Schools’ commitment to cultivating a dynamic, learner-centered ecosystem where every learner is empowered, supported, and prepared to thrive—now and into the future. It is through intentional design—not chance—that the district fosters belonging, innovation, and collective growth for all.

THE PORTRAIT OF A SYSTEM RINGS OF GROWTH ARE:

- Learner Agency**
Learners guide their own growth through choices, goals, and self-advocacy.
- Inclusive Excellence**
Inclusive Excellence ensures equitable support that builds belonging and drives success for all learners.
- Personalized, Competency-Based Learning**
Learners build understanding through personalized paths, adaptive tools, and meaningful growth.
- Future-Ready Innovation**
Learners gain future-ready skills through real-world experiences, technology, and partnerships.
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EUREKA CITY SCHOOLS
Portrait of a System

A SYSTEM WITH LEARNER AGENCY WILL:

- Foster autonomy through self-directed learning, goal setting, and the use of personalized pathways and progress-tracking tools.
- Embed systems such as learner profiles and e-portfolios for learners to demonstrate mastery and reflect on growth.
- Promote learner voice and co-agency in shaping learning environments and instructional decisions; develop learner ambassadors.
- Cultivate reflective habits that help learners recognize how thoughtful, intentional responses can shape their learning outcomes.
- Build self-advocacy and resilience by helping learners take ownership of outcomes through strategic, empowered choices.



Learner Agency

Learners guide their own growth through choices, goals, and self-advocacy.



EUREKA CITY SCHOOLS
Portrait of a System

A SYSTEM WITH INCLUSIVE EXCELLENCE WILL:

- Establish responsive, tiered systems of support that address both academic and behavioral needs across all schools.
- Ensure data systems monitor access, engagement, and outcomes across learner subgroups.
- Build safe, affirming cultures that honor learner identity and voice.
- Use culturally responsive teaching practices and inclusive digital tools.
- Engage families and partners in co-designing supports for learners with diverse needs.



Inclusive Excellence

Inclusive Excellence ensures equitable support that builds belonging and drives success for all learners.





EUREKA CITY SCHOOLS
Portrait of a System

A SYSTEM FOCUSED ON PERSONALIZED COMPETENCY-BASED LEARNING WILL:

- Establish clear, academic expectations, supported by flexible approaches to achieving those goals, and transparently communicate those goals to learners.
- Utilize feedback and evidence to refine learning experiences and track progress effectively.
- Ensure learners have multiple opportunities to demonstrate proficiency, with technology offering innovative ways to assess and showcase their skills.
- Incorporate flexible pacing and individualized supports to ensure learners get what they need, when they need it.
- Embrace the principle that learning is not confined to a specific place or time, but thrives anytime and anywhere.
- Celebrate growth and mastery as learners build confidence in their abilities.



*Personalized
Competency-Based
Learning*

Learners build understanding through personalized paths, adaptive tools, and meaningful growth.



EUREKA CITY SCHOOLS
Portrait of a System

A SYSTEM WITH FUTURE-READY INNOVATION WILL:

- Expand access to dual enrollment, CTE pathways, and themed academies across all high schools.
- Cultivate inquiry, innovation, and entrepreneurial thinking in all grades.
- Design learning around real-world challenges and interdisciplinary connections.
- Engage learners with industry experts, project-based learning, and future-ready tools.
- Provide career exploration and personalized post-secondary planning starting in middle grades.



*Future-Ready
Innovation*

Learners gain future-ready skills through real-world experiences, technology, and partnerships.





EUREKA CITY SCHOOLS
Portrait of a System



Wellness

Wellness nurtures balance and resilience through awareness, support, and connection.

A SYSTEM NURTURING WELLNESS WILL:

- Develop social-emotional learning skills that strengthen self-awareness and resilience.
- Recognize and address individual needs to promote mental, physical, and emotional health.
- Build routines and habits that foster long-term wellness and social connectedness.
- Create supportive environments where compassion, understanding, and belonging are central.
- Incorporate whole-child approaches that nurture cognitive, physical, and emotional growth.



EUREKA CITY SCHOOLS
Portrait of a System



Continuous Growth

Continuous growth fosters persistence, adaptability, and lifelong learning.

A SYSTEM FOSTERING CONTINUOUS GROWTH WILL:

- Foster a growth mindset that values effort, reflection, and resilience.
- Promote continuous learning as a fundamental skill for success.
- Use data and reflection to identify opportunities for improvement.
- Support a culture of innovation and adaptability.
- Embed ECS Core Values—Accountability, Empathy, Communication, Innovation, and Resilience—into all efforts.





EUREKA CITY SCHOOLS

Portrait of an Educator

Inspiring Growth, Belonging, and Innovation



Connection

Educators build relationships that foster trust, care, and learner-centered growth.



Adaptability

Educators evolve and respond to the ever-changing needs of learners and the educational landscape.



Innovation

Educators inspire creativity, critical thinking, and future-ready learning.



Accessibility

Educators ensure all learners access to a meaningful, supportive, and culturally responsive education.



Passion

Educators bring joy, enthusiasm, and dedication to their work, inspiring lifelong learning.





EUREKA CITY SCHOOLS

Portrait of an Educator

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Shaped by the expertise and dedication of Eureka’s tried-and-true educational and instructional staff—professionals who bring lifetimes of knowledge, care, and commitment to their work—the Portrait of an Educator reflects the heart and purpose of those who serve within Eureka City Schools. This visionary framework defines the essential mindsets, practices, and professional commitments that guide educators in nurturing learner growth and fostering inclusive, thriving learning environments. It affirms our district’s dedication to developing staff who are culturally responsive, equity-driven, learner-centered, and collaborative in their approach to teaching and leadership.

By aligning their daily practice with this portrait, educators in Eureka City Schools embody the qualities that inspire and empower every learner. This shared vision cultivates a deep sense of mission and belonging, ensuring that staff across all roles are equipped to support the whole child and contribute to the broader goals of educational excellence, equity, and community well-being. Through the Portrait of an Educator, we honor the profound impact educators have on shaping lives and strengthening the future.



EUREKA CITY SCHOOLS

Portrait of an Educator

Inspiring growth, belonging, and innovation, great educators are more than instructors - they are mentors, advocates, and champions for every learner. At Eureka City Schools, we believe that educators shape lives through relationships, reflection, and a deep commitment to learner success. Educators create learning spaces where every learner feels safe, seen, and inspired to grow. Through compassion, innovation, and continuous improvement, they cultivate a culture of curiosity, resilience, equity, and belonging.

SIGNIFICANT RINGS OF GROWTH

The successful mastery and integration of these areas of growth is essential for today’s educators. Our Portrait of an Educator rises to this challenge. Crafted with a forward-looking perspective and grounded in the realities of modern teaching, the Portrait of an Educator outlines the knowledge, dispositions, and practices educators must embody to support all learners in flourishing—academically, socially, and emotionally—within a complex and ever-changing world.

THE PORTRAIT OF AN EDUCATOR RINGS OF GROWTH ARE:



Connection

Educators build relationships that foster trust, care, and learner-centered growth.



Adaptability

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Innovation

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EUREKA CITY SCHOOLS

Portrait of an Educator



Connection

Educators build relationships that foster trust, care, and learner-centered growth.

A CONNECTED EDUCATOR:

- Prioritizes learner well-being and voice, ensuring every learner feels seen, valued, and supported.
- Serves as a trusted mentor, creating a deep sense of belonging within inclusive, safe classroom environments.
- Fosters collaborative relationships with colleagues, families, and community members to support learner growth.
- Implements effective practices that promote mutual respect, reflection, and responsibility.



EUREKA CITY SCHOOLS

Portrait of an Educator



Adaptability

Educators evolve and respond to the ever-changing needs of learners and the educational landscape.

AN ADAPTABLE EDUCATOR:

- Adapts instruction to meet the diverse academic, emotional, and social needs of learners.
- Demonstrates resilience and openness, embracing new ideas, changes, and feedback.
- Reflects regularly on their practice and decisions to foster equity and growth.
- Models a growth mindset, encouraging learners to take ownership of their progress and learning.





EUREKA CITY SCHOOLS

Portrait of an Educator



Innovation

Educators inspire creativity, critical thinking, and future-ready learning.

AN INNOVATIVE EDUCATOR:

- Encourages creativity and inquiry, creating space for experimentation and risk-taking.
- Designs learning experiences that integrate technology, media, and modern tools.
- Provides opportunities for learners to collaboratively solve real-world problems and think critically beyond the classroom.
- Challenges outdated practices, embracing learner agency, and designing with the future in mind.



EUREKA CITY SCHOOLS

Portrait of an Educator



Accessibility

Educators ensure all learners have access to a meaningful, supportive, and culturally responsive education.

AN ACCESSIBLE EDUCATOR:

- Creates inclusive environments where learners feel respected, connected, and empowered.
- Champions equity by addressing systemic barriers and ensuring meaningful access to learning for every learner.
- Values learners' identities, experiences, and cultures, and integrates diverse perspectives throughout instruction.
- Advocates for fair and just practices and partner with families to ensure learner success.





EUREKA CITY SCHOOLS

Portrait of an Educator



Passion

Educators bring joy, enthusiasm, and dedication to their work, inspiring lifelong learning.

A PASSIONATE EDUCATOR:

- Leads with purpose, inspiring a love of learning that is engaging, joyful, and relevant to learners' lives.
- Brings authenticity, kindness, and empathy to their work every day.
- Recognizes and celebrates learner progress, effort, and achievement.
- Maintains optimism, believing deeply in the potential of each learner and the collective strength of the school community.





EUREKA CITY SCHOOLS

Portrait of a Leader

Rooted in Purpose, Leading Through Service



Innovation

Leaders will embrace creativity and forward-thinking solutions, continually seeking new ways to improve learning and growth.



Communication

Leaders will foster open, honest, and respectful dialogue to strengthen connections and collaboration within the community.



Accountability

Leaders will hold themselves responsible for their actions and commitments, ensuring trust and transparency in all they do.



Resilience

Leaders will adapt and persevere through challenges with a growth mindset, striving for continuous improvement and success.



Empathy

Leaders will listen with compassion and understanding, recognizing the needs and perspectives of others to create a supportive community.





EUREKA CITY SCHOOLS

Portrait of a Leader

Rooted in Purpose, Leading Through Service



Innovation

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Rooted in Purpose: The Portrait of a Leader paints a young scholar as a redwood, tall and full of potential, the foundation of their educational journey begins with leadership depicted by roots—deep, steady, and unseen, yet essential. Within Eureka City Schools, leadership is not defined by position or power, but by service, vision, and the unwavering commitment to nurture and elevate others. The Portrait of a Leader embodies this philosophy. It is a visionary guide shaped by the collective expertise and heart of Eureka’s leadership—those who choose to lead by removing barriers, empowering individuals, and cultivating spaces where growth and belonging flourish. These leaders do not stand above—they stand beneath, holding up the entire system with humility, integrity, and a relentless focus on people.

This framework defines the essential mindsets, practices, and values that drive purposeful leadership across our schools. It affirms our belief that the most effective leaders build trust, foster collaboration, and inspire others by modeling reflection, adaptability, and continuous learning. Through their actions, they create the fertile ground where innovation takes root, relationships deepen, and shared success can thrive.

By living this portrait daily, Eureka’s leaders help grow not just strong learners, but strong communities. They become the quiet force behind every achievement, the deep roots from which the future rises tall and enduring.

PORTRAIT OF A LEADER
PORTRAIT SERIES



EUREKA CITY SCHOOLS

Portrait of a Leader

Just as the strength of a redwood begins beneath the surface, the most transformative leadership starts at the root—with purpose, connection, and a vision for collective growth. At Eureka City Schools, we believe that true leaders are not defined by titles but by their capacity to inspire, uplift, and nurture from the ground up. Great leadership is not about authority or power but about responsibility, guidance, and service to others. The most effective leaders inspire trust, foster collaboration, and uplift those around them. At Eureka City Schools, we will lead with humility, understanding that our role is to remove barriers, empower individuals, and create opportunities for growth. Through clear vision, integrity, and a commitment to continuous learning, leaders cultivate an environment where innovation thrives, relationships strengthen, and success is shared. Leadership is a lifelong pursuit of learning, reflection, and action—one that demands courage, adaptability, and a steadfast dedication to the success of all.

SIGNIFICANT RINGS OF GROWTH

The Portrait of a Leader is grounded in the belief that every ring of growth—every moment of belonging, resilience, and innovation—traces back to the early act of forming strong, purposeful roots. Leaders in our district foster environments where individuals feel seen, valued, and empowered to thrive. Through authentic relationships, reflective practice, and a deep dedication to equity, they guide others toward meaningful, lasting impact.

THE PORTRAIT OF A LEADER RINGS OF GROWTH ARE:



Accountability

Leaders will hold themselves responsible for their actions and commitments, ensuring trust and transparency in all they do.



Communication

Leaders will foster open, honest, and respectful dialogue to strengthen connections and collaboration within the community.



Innovation

Leaders will embrace creativity and forward-thinking solutions, continually seeking new ways to improve learning and growth.



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Leaders will listen with compassion and understanding, recognizing the needs and perspectives of others to create a supportive community.



Resilience

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EUREKA CITY SCHOOLS

Portrait of a Leader

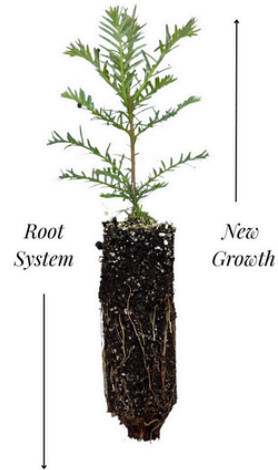
INNOVATIVE LEADERS WILL:

- Stay future-oriented, embracing research-driven change, creativity, and innovation to drive progress.
- Leverage technology, strategically integrating digital tools to enhance learning, streamline operations, and expand access to opportunities.
- Leverage team strengths, fostering a collaborative environment where creative solutions and innovative practices flourish.
- Commit to continuous improvement, challenging the status quo, celebrating success, and remaining curious and open to new ideas.



Innovation

Leaders will embrace creativity and forward-thinking solutions, continually seeking new ways to improve learning and growth.



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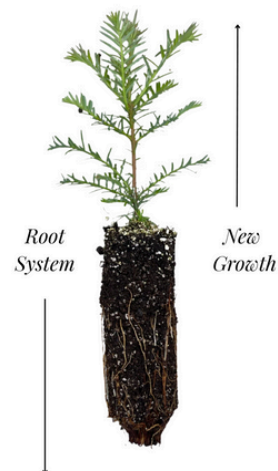
EFFECTIVE COMMUNICATORS WILL:

- Commit to transparency, striving for honesty, clarity, and openness to build trust and facilitate meaningful dialogue.
- Practice active listening, valuing diverse perspectives, and prioritizing understanding in stakeholder engagement.
- Encourage collaboration, cultivating a culture of teamwork, shared ideas, and receptivity to feedback.
- Ensure clarity, keeping communication simple, goal-oriented, and aligned with the district's mission and objectives.



Communication

Leaders will foster open, honest, and respectful dialogue to strengthen connections and collaboration within the community.





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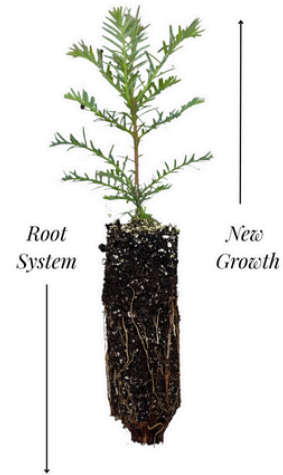


Accountability

Leaders will hold themselves responsible for their actions and commitments, ensuring trust and transparency in all they do.

ACCOUNTABLE LEADERS WILL:

- Set clear expectations for learners and staff, ensuring alignment, clarity, and consistency in actions and decisions.
- Follow through on commitments, demonstrating reliability and holding themselves and others accountable.
- Make data-driven decisions, leveraging the latest research and best practices to ensure informed, evidence-based outcomes.
- Foster a team approach, promoting collaboration and shared ownership while building mutual respect and buy-in.



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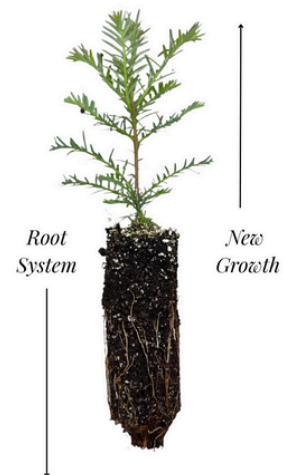


Resilience

Leaders will adapt and persevere through challenges with a growth mindset, striving for continuous improvement and success.

RESILIENT LEADERS WILL:

- Embody adaptability, facing challenges with optimism and perseverance while staying focused on long-term goals.
- Continuously improve, viewing difficulties as opportunities for growth and transformation.
- Serve with integrity, being present, trustworthy, and solutions-oriented, always prioritizing the success of learners and stakeholders.
- Balance immediate challenges by proactively building support systems and knowing when to ask for help.





Portrait of a Leader

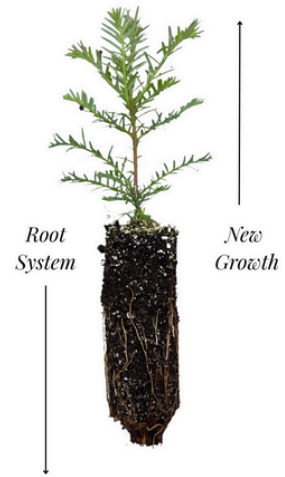


Empathy

Leaders will listen with compassion and understanding, recognizing the needs and perspectives of others to create a supportive community.

EMPATHETIC LEADERS WILL:

- Practice thoughtful listening, engaging with sincerity, understanding, and care for the perspectives of learners and staff.
- Model authenticity and vulnerability, value humanity, and create a judgment-free environment.
- Encourage collaborative reflection, fostering a culture of shared learning and adaptive growth.
- Demonstrate cultural competence, incorporating diverse voices and considering both intent and impact in decision-making.



Every Learner, Every Day: Engaged, Empowered, and Future-Ready

OUR VISION CURRICULUM

Our curriculum is guaranteed, viable, and future-proof—anchored in critical concepts, global competencies, and adaptable pathways. It fosters deep learning, authentic application, and lifelong agency in every learner.

- Clearly defined learning targets, proficiency scales, and success criteria.
- Vertical and horizontal alignment ensures coherence and equity.
- Co-designed by educators, guided by research, learner voice, and global trends.
- Portrait of a Graduate competencies are embedded through service learning, portfolios, and capstones.
- Flexible, personalized pathways align with learner interests and workforce demands.
- Integration of emerging technologies, interdisciplinary approaches, and experiential learning.



OUR VISION INSTRUCTION

Instruction is personalized, competency-based, and globally relevant—nurturing resilient, empathetic, and innovative thinkers prepared for future challenges.

- Mastery-based progression guided by visible learning outcomes.
- Learning prioritizes problem-solving, critical thinking, and creativity.
- Structured dialogue builds collaboration, equity, and civic engagement.
- Technology enhances feedback, access, and authentic learner expression.
- Restorative and culturally responsive practices anchor inclusive learning.



OUR VISION ASSESSMENT

Assessment systems are adaptive, authentic, and mastery-driven—capturing the full range of learner growth.

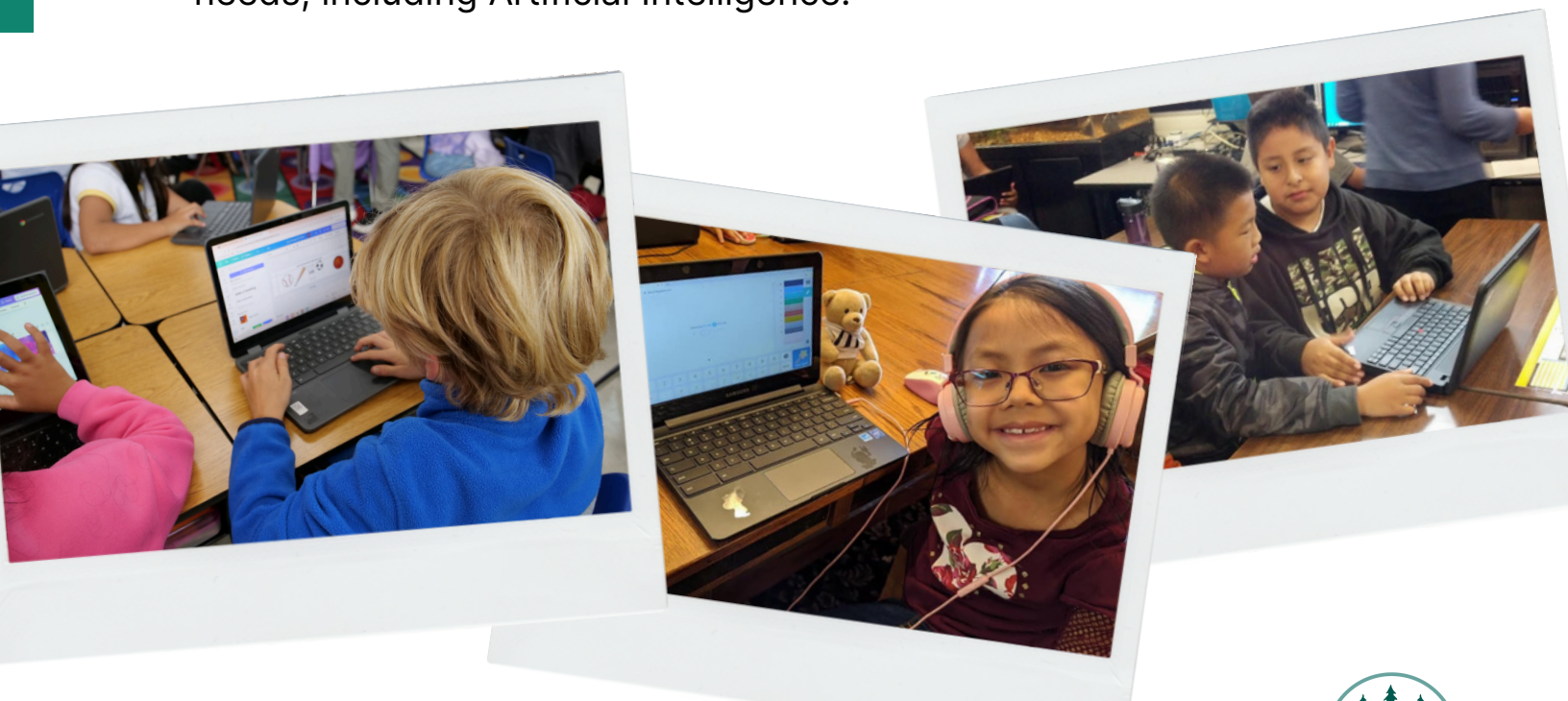
- Real-time, actionable feedback drives continuous improvement.
- Learners have agency in choosing methods and timing for demonstrating mastery.
- Multi-modal assessments (portfolios, projects, performances, certifications)
- Capstones integrate cross-disciplinary skills with real-world relevance.
- Grading systems are transparent, equitable, and competency-focused.
- Assessment practices evolve alongside research and technology.



OUR VISION EDUCATIONAL TECHNOLOGY

Technology connects learners to a dynamic world, amplifying equity, creativity, and agency.

- Infrastructure ensures universal, reliable, and secure digital access.
- Supports mastery-based, self-paced, and blended learning models.
- Platforms enhance goal-setting, feedback, and learner expression.
- Continuous professional development empowers educators to use technology purposefully.
- Systems adapt rapidly to global trends, innovations, and emerging needs, including Artificial Intelligence.



OUR VISION PERSONNEL

Our educators and support staff are trusted professionals and lifelong learners who embody the district’s mission through integrity, care, and innovation.

- Embrace a culture of service with purpose and passion.
- Model curiosity, professionalism, and high ethical standards.
- All ECS staff are hired, empowered, and retained because of their passion for educating children and young adults. When in doubt, we do not hire—we keep looking until we find individuals who meet our high standards.
- Maintain high expectations, supported by coaching, mentorship, and accountability.
- Provide appropriate support to ensure professional growth and performance excellence. Marginal staff members are provided development opportunities, and those who do not meet district standards are supported in finding employment elsewhere.
- Foster inclusive, high-expectation relationships that unlock potential.
- Lead with innovation, communication, resilience, empathy, and accountability.



OUR VISION COMMUNITY PARTNERSHIP

We sustain a vibrant ecosystem where learners, families, educators, and community partners collaborate to prepare learners for a changing world.

- Partnerships align academic, emotional, and social supports.
- Co-designed programs honor community voice and foster trust.
- Families and learners guide improvement through inclusive engagement.
- Equity-focused initiatives remove barriers and expand opportunity.
- Shared resources and data advance wellness, attendance, and academic success.



OUR VISION FACILITIES

We envision learning environments that are agile, inclusive, and designed to adapt to emerging educational, technological, and societal needs for decades to come. Our facilities will reflect innovation, collaboration, sustainability, and wellness—ensuring every learner has access to safe, modern, and inspiring spaces. Facilities exceed standards for safety, accessibility, and cleanliness.

- Learning spaces are flexible, technology-rich, and future-adaptable for evolving instructional models.
- Infrastructure supports immersive, real-time global learning and digital collaboration.
- Environmental stewardship drives design, operations, and upgrades.
- Physical spaces honor learner identity, culture, and well-being.
- Facilities serve as community hubs for enrichment, wellness, and workforce readiness.
- Strategic, data-informed planning ensures equitable access and readiness for future trends.



OUR VISION

RESOURCE

ALLOCATION

We align financial, human, and technological resources with our mission, ensuring every learner is empowered to thrive in a rapidly changing world. All resource decisions are equity-centered, outcomes-driven, and transparent, with long-term sustainability at their core.

- Equitable funding guarantees access to high-quality learning for every learner.
- Strategic recruitment and retention cultivate a diverse, world-class workforce.
- Investments prioritize continuous professional growth and innovation.
- Technology resources remain current, scalable, and universally accessible.
- Budgeting is tightly aligned with strategic priorities and evaluated for measurable impact.
- Funding for facilities sustains safety, innovation, and personalization.
- Data-driven decisions ensure resources adapt to shifting needs.

