

A person wearing a blue flight suit and goggles is looking through a telescope. The background is a soft, out-of-focus landscape.

CUSD FORWARD

Strategic Plan 2025-2030
Carmel Unified School District

If you don't know **where**
you are **going** you are
certain to end up
somewhere else!

An effective strategic
plan is essential to keep
a school district focused
on the challenges and
issues that are most
likely to impact student
—— learning.

Elements of a Strategic Plan

Purpose/Mission - The reason we exist

Core Values - What we stand for and represent


Focus Areas - Direct the actions of the organization

Strategies - How we achieve our purpose



It is our collective responsibility to cultivate individual excellence through the power of every connection.

CORE VALUES



Core Values of an organization are those values we hold which form the foundation on which we perform work and conduct ourselves. An organization is built on its core values.

Core Values



Compassion

We promote compassion by creating a caring environment where everyone is valued and heard.



Connection

We foster connection by nurturing meaningful relationships with students, families, and the community.



Integrity

We lead with integrity by acting with honesty, authenticity, and accountability in all we do.



Excellence

We pursue excellence by striving for the highest standards in learning, teaching, personal growth, and stewardship.



Resilience

We build resilience by overcoming challenges, growing stronger, and staying adaptable.



Focus Areas

Direct the Actions of
the Organization

Four Areas of Focus:

#1 - Student Achievement & Instruction

#2 - Safety & Wellness

#3 - Engaged Families & Community
Partners

#4 - Optimized Resources



Strategic Initiatives

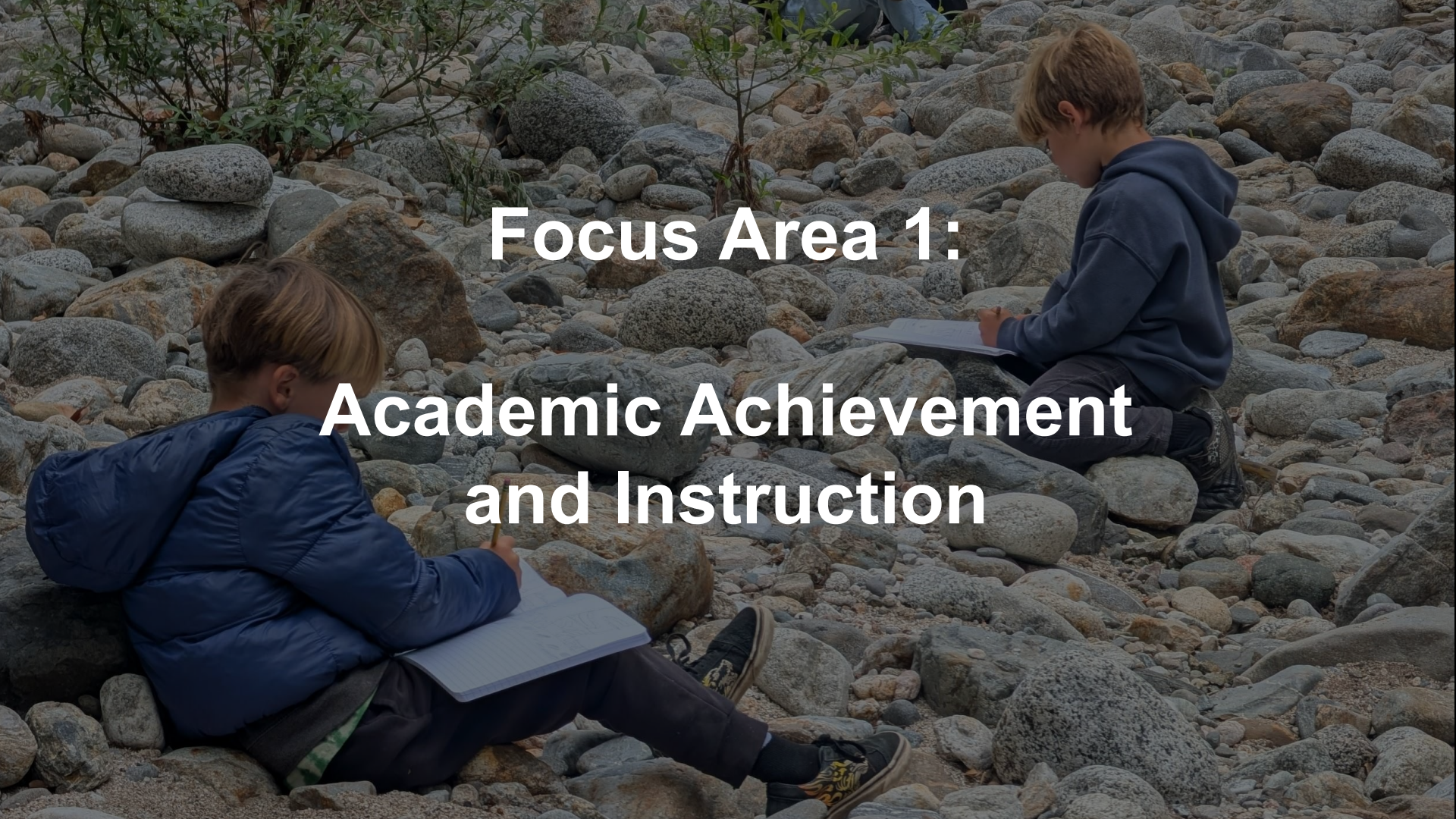
THE ICEBERG THEORY



WHAT VS. HOW



Here is where we think you should
focus your attention.

A photograph of two young children sitting on a rocky shore, writing in notebooks. The child on the left is wearing a blue puffer jacket and dark pants, sitting cross-legged. The child on the right is wearing a blue hoodie and dark pants, sitting on their knees. They are surrounded by many smooth, grey and brown rocks. Some small green plants are visible in the background. The text "Focus Area 1:" is overlaid in white, bold font in the upper center of the image.

Focus Area 1:

**Academic Achievement
and Instruction**

The background of the slide is a photograph of a rocky riverbed. In the upper right corner, the back of a person's head and their shoulders are visible. They appear to be sitting or kneeling on the rocks, looking down. The rocks are of various sizes and shades of grey and brown. Some green plants are growing between the rocks in the upper left.

Academic Achievement & Instruction

We are dedicated to fostering student achievement and instructional excellence through a seamless, student-centered P-12 experience. By implementing innovative teaching strategies, data-informed decision-making, and personalized supportive services, we will promote academic success, personal growth, and future readiness.



OBJECTIVES: Academic Achievement & Instruction

Objective 1.1 - Develop a relevant, multi-year professional learning plan that aligns with district goals/objectives/initiatives that supports each student P-12.

Objective 1.2 - Develop a data-informed decision-making protocol that utilizes district-wide assessment tools to monitor student progress, implement targeted interventions, such as remediation or enrichment, and guide instructional practices to meet the specific needs of every student P-12.

Objective 1.3 - Develop and implement a coherent and consistent approach to P-12 literacy instruction district-wide.

A person is sitting on a rocky surface, possibly a riverbank or a field of stones. They are wearing a dark jacket and dark pants. A laptop is open on their lap. The person's feet, wearing dark sneakers with yellow accents, are visible in the foreground. The background shows more rocks and some green foliage.

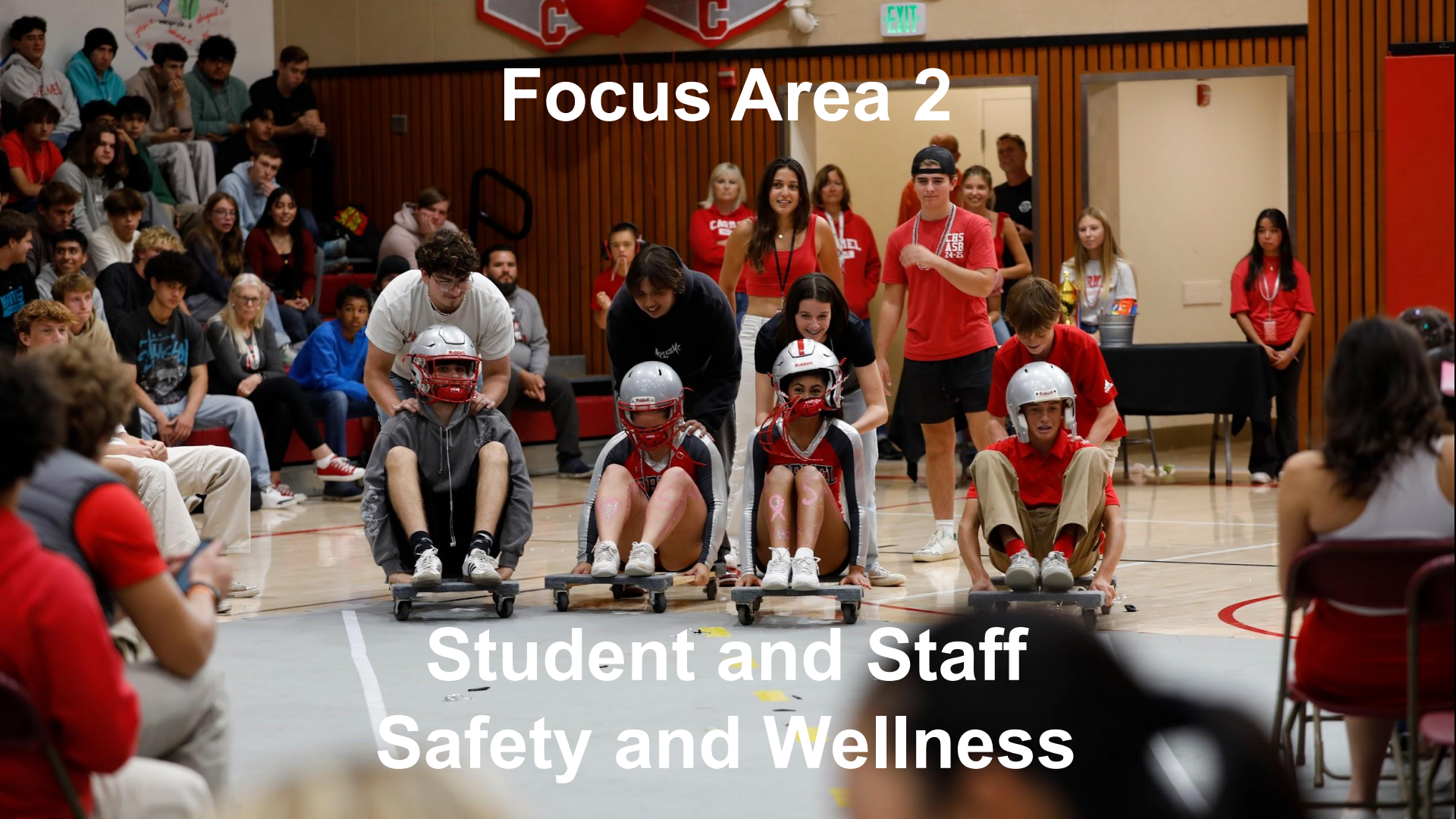
OBJECTIVES: Academic Achievement & Instruction

Objective 1.4 - Design and implement personalized, proactive counseling services that support students in exploring their interests, setting achievable goals, and preparing for college and/or career success, ensuring that students have the tools and guidance to reach their full potential.

Objective 1.5 - Ensure vertical instructional alignment from Preschool through Grade 12, which includes graduation requirements and potential options to meet the requirements.

Focus Area 2

Student and Staff
Safety and Wellness





Student & Staff Safety & Wellness

Safety and wellness are essential components of an effective learning environment. By enhancing programs, policies, and resources, we will create a more supportive, inclusive environment for students and staff, ensuring ongoing evaluation and adaptation to meeting evolving needs.



OBJECTIVES: Student & Staff Safety & Wellness

Objective 2.1 - Assess and improve the social-emotional learning program and related mental health supports district-wide (P-12).

Objective 2.2 - Create and implement a district-wide (P-12) cohesive system to support student behavioral needs.

Objective 2.3 - Ensure systematic implementation of bullying prevention policies and practices that are effectively measured on a yearly basis.



OBJECTIVES: Student & Staff Safety & Wellness

Objective 2.4 - Evaluate and refine the P-12 curriculum and supports that promote healthy decision-making around drugs, tobacco, alcohol, technology use, nutrition, and exercise.

Objective 2.5 - Identify and evaluate evolving safety and security needs on campus and at events throughout the district and adjust protocols as needed.

Objective 2.6 - Assess and communicate wellness support offerings for staff.



Focus Area 3

Engaged Families and Community Partners

Engaged Families & Community Partners

To strengthen our educational community, we will focus on key areas that enhance collaboration and support. By improving communication, creating welcoming environments, and fostering trust, we will build stronger connections that support student success and consistent, inclusive engagement across all educational partners.

Engaged Families & Community Partners

Objective 3.1 - Proactively engage with parents and community members to expand opportunities for partnerships between community organizations and the district to further enhance student experiences.

Objective 3.2 - Foster trusting relationships among staff, administrators, students, parents, and the community through active listening and collaboration.

Objective 3.3 - Streamline communication efforts district-wide to improve and ensure consistency in messaging, promoting, and branding.

Objective 3.4 - Establish protocols that are welcoming and foster strong partnerships with families and community members, promoting safety, inclusivity, and easy access to resources.

A photograph of several yellow hard hats hanging on a wooden fence at a construction site. The background is blurred, showing trees and a building. The text 'Focus Area 4' is overlaid in white, bold font.

Focus Area 4

Optimized Resources

Optimized Resources

Through the efficient and equitable use of our resources, we build the public's trust by providing high-quality services and systems. By collaborating with the community, we will strive to meet both current and future needs in order to support every student's journey.

Optimized Resources

Objective 4.1 - Evaluate, revise, and implement the long-range Facilities Master Plan to ensure effective use of facilities, including, but not limited to, modernization of classrooms and other district facilities, upgrading of technology infrastructure, building permanent structures, and enhancing safety on all campuses.

Objective 4.2 - Collaborate with the community to secure funding options for facility improvements and priority projects identified in the Facility Master Plan.

Objective 4.3 - Assess staffing needs to align with instructional programs, priorities, and changing enrollment.

Objective 4.4 - Ensure that cybersecurity and digital safety systems are aligned with both operational and instructional requirements by regularly assessing the effectiveness of infrastructure practices and how they are being implemented.

Optimized Resources

Objective 4.5 - Equip individuals with the skills to translate a developed strategic plan into actionable steps, including aligning the strategy with organizational structure, defining clear goals and metrics, managing change, and ensuring accountability across teams to effectively execute the plan.

Objective 4.6 - Maximize organizational efficiency through refinement or development of systems and processes.

Objective 4.7 - Further develop healthy, fresh, and nutritious meal offerings that meet and exceed current state and federal guidelines.

Next Steps

Make it actionable

Make it measurable

Make it visible

Make it marketable

Make it personal



Thank you!