



Planning for the Future of
Carmel Unified

A Message from the Superintendent



Dear Neighbor,

I'm honored to serve as the Superintendent of Carmel Unified School District (CUSD), serving a diverse student population across 600+ square miles. CUSD is a small school district that serves a very large geographic area stretching along the Pacific Coast to the outer reaches of Carmel Valley to the East, representing the communities of Carmel-by-the-Sea, Carmel, Carmel Highlands, Carmel Valley, Cachagua, Big Sur, and Pebble Beach.

CUSD's mission is grounded in the belief that it is our collective responsibility to cultivate individual excellence through the power of every connection. We are dedicated to fostering student achievement and instructional excellence through a seamless, student-centered preschool through grade 12 experience. By implementing innovative teaching strategies, data-informed decision making, and personalized support services, we promote academic success, personal growth, and future-readiness.

Our community has always taken pride in its schools for the education they provide and for the shared investment in the children and their future. This year, CUSD launched CUSD Forward, a new Strategic Plan, created through a collective effort with engagement from students, families, staff, and community partners. CUSD Forward reflects our shared priorities and values across four areas of focus and reaffirms the district's commitment to maintaining a quality education for every student.

As part of this effort, the Facilities Master Plan (FMP) serves as a long-term road map that guides modernization, prioritizes projects, and aligns improvements with available funding. The cost of addressing the identified critical needs exceeds the annual operating budget. One option to address improving safety and security, upgrading outdated and aging systems, and creating learning environments that reflect today's standards and expectations is to consider placing a school improvement bond measure on an upcoming ballot.

The entire Facilities Master Plan can be viewed at tinyurl.com/CarmelUSDFMP



Carmel High School science classroom originally designed in 1939



Asphalt walkway trip hazards at Tularcitos Elementary



Aging storm drains at Captain Cooper starting to collapse

Why This Matters Now



Aging Infrastructure: Our oldest building dates to 1939, with many others built in the 40s-50s, facing real and growing challenges that are not always visible from the outside



Critical Needs Identified: Our Facilities Master Plan outlines safety repairs, modern learning environments, and updated systems



Growing Cost of Repairs: Despite spending nearly \$3 million annually to maintain aging facilities, repair costs exceed what the annual operating budget can support



A Path Forward: A school improvement bond would begin addressing the most critical needs for students, staff, and the community

Quality schools help make our area a desirable place to live, keeping our community and property values strong. Together, we can ensure that our schools remain safe, updated, and ready to serve future generations. Thank you for your continued engagement and commitment to our students.

Sincerely,

Sharon Ofek
Superintendent



Top Priorities of the CUSD Facilities Master Plan



Safety

Plumbing, electrical, seismic, removal of hazardous materials, etc.



Security

Security fencing, security cameras, lighting, fire/life safety systems, etc.



Repairing and Updating

Classrooms, removing/replacing out-of-date facilities, ADA accessibility, HVAC, energy efficiency, etc.

Updating Our School Buildings

Many of our schools and classrooms have outdated electrical wiring, old plumbing and piping, and other underground utilities that are original to the school and require replacement to minimize costly repairs. Some classrooms don't have sufficient heat on some days or air-conditioning on others. Below are some examples, with many other campuses experiencing similar conditions/events.



Deteriorating adobe walls and single pane windows at Carmel High School



Damaged cupola on Carmel Middle School roof



25-year-old portable classrooms at Carmel High School



Broken underground water pipe and flooding at Carmelo Child Development Center



Roof leaks in the Carmel High School music building



Aging pipes caused flooding in the walk area and some classrooms at Carmel River Elementary School



Inadequate space for semi-truck delivery, food storage, and packout deliveries to all other sites from our Central Kitchen at Carmel High School

2025–2030 Strategic Plan



Mission and Core Values

CUSD cultivates individual excellence through the power of every connection. Our core values are: Compassion, Connection, Integrity, Excellence, and Resilience.



Focus Area 1: Student Achievement and Instruction

— We foster achievement and excellence through a student-centered P-12 experience, using innovation, data, and personalized support to prepare students for success.



Focus Area 2: Student and Staff Safety and Wellness

— We prioritize safety and wellness by improving programs, policies, and resources to foster an adaptable, inclusive environment.



Focus Area 3: Engaged Families and Community Partners

— To strengthen our educational community, we will focus on key areas that enhance collaboration and support.



Focus Area 4: Optimized Resources — We utilize resources fairly and efficiently, delivering high-quality services to meet today's needs while preparing every student for the future.



CUSD Forward, Our Strategic Plan

The CUSD Board, with Superintendent input, initiated a strategic planning and visioning process in September 2024. CUSD Forward is built upon four focus areas designed by stakeholders to ensure student success.

Scan to
Read CUSD
Forward



Seven Communities, One Shared Future

Carmel Unified Schools



*Carmelo Child
Development Center*



*Captain Cooper
Elementary School*



*Carmel River
Elementary School*



*Tularcitos
Elementary School*



*Carmel
Middle School*



*Carmel
High School*



*Carmel Valley
High School*