

SCHOOLS

JOINT SCHOOL COMMITTEES

CONCORD-CARLISLE REGIONAL SCHOOL COMMITTEE

Alexa Anderson
Court Booth
Tracey Marano, Chair
Cynthia Rainey
Carrie Rankin
Sara Wilson
Sharon Whitt, Vice-Chair

New Members of the Regional School Committee

Sharon Whitt was welcomed to the Regional Committee as a Carlisle representative, and Carrie Rankin was welcomed as a representative from Concord.

CONCORD SCHOOL COMMITTEE

Alexa Anderson, Chair
Court Booth
Tracey Marano
Cynthia Rainey
Carrie Rankin, Vice-Chair

New Member of the Concord School Committee

Carrie Rankin was welcomed to the Concord School Committee after a special election in February to fill a vacant seat.

METCO REPRESENTATIVES

Domingos DaRosa for CCRSD
Ayesha Lawton for CPS

The Concord School Committee added a policy to include METCO representation on the committee in June of 2022. Domingos DaRosa was welcomed as a representative to the region, and Ayesha Lawton was welcomed as a representative to Concord.

Student Representatives, CCHS Students

Zariah Alves
Harry Crowley
Felicity Zhang

Statement of Appreciation from the Joint School Committees

As School Committee members, we want to share our deep and genuine gratitude for the time, effort, creativity, determination, and thoughtful care that our Superintendent, district leaders, teachers, and staff dedicate to our students every day.

We also wish to share our appreciation for the efforts of the METCO Representatives who were added to the Committees as well as the CCHS Student Representatives.

In addition, we extend our thanks Carlisle resident Eva Mostoufi for her service to the Regional School Committee as well as to Jared Stanton for his dedication and contributions while serving as the Assistant Superintendent for Finance and Operations for both CPS and CCRSD.

Most of all, members want to thank the citizens of Carlisle and Concord for their ongoing support of the schools, and to all the parents and community members who volunteer their time on behalf of Concord-Carlisle High School (CCHS) and Concord Public Schools.

Mission and Core Values

Members of the School Committee use the vision articulated in the District's mission statement and core values to guide decisions. The mission of the Concord Public Schools and the Concord-Carlisle Regional School District is to educate all students to become independent lifelong learners, creative thinkers, caring citizens, and responsible contributors to our increasingly diverse global society. The core values of excellence, engagement, perseverance, inclusion and innovation are reflected in the 2018-2023 District Strategic Plan and the programs, services and activities which support student learning.

Continued Implementation of the 2018-2023 District Strategic Plan; Planning Process Begins for the Next Five-Year Strategic Plan

Following a comprehensive planning process that was driven by a 50-member stakeholder group

that included faculty, students, school committee members, parents, community members and school administrators, a strategic plan was formed to shape a shared vision for both Districts. The plan features efforts in key areas such as reducing student stress, maintaining academic excellence and work related to cultural proficiency and awareness.

The strategic plan is utilized to guide and prioritize decision making regarding teaching and instruction, curriculum, budgets, and planning for facilities amongst other matters. Also, it will include provisions for analysis and review of the plan's on-going success as well as for on-going input from the public.

Planning and stakeholder groups started meeting in the fall of 2022 to begin the process of formulating the 2023-2028 District Strategic Plan which will be implemented in the fall of 2023.

Diversity, Equity, Inclusion and Belonging 2022-2027 Strategic Plan

Following a year-long process that included multiple stakeholder meetings and roundtable discussions, the Districts created and adopted a Five-Year Strategic Plan for Diversity, Equity, Inclusion, Belonging.

The work to create an equitable, inclusive, and anti-racist environment in CPS and CCRSD goes back many years including the establishment of the PreK-12 Cultural Competency Committee in 2017. The strategic objectives in this area are included in the Districts' Five-Year Strategic Plan.

New Assistant Superintendent of Finance and Operations for CPS, CCRSD

Robert Conry was appointed to serve as the Assistant Superintendent of Finance and Operations for Concord Public Schools and the Concord-Carlisle Regional School District. He started on July 1, 2022.

School Enrollments (As of 10/1/22)

Concord Public Schools enroll 1,891 total students, with 1,240 in grades K-5 enrolled at the three elementary schools, and 651 enrolled in grades 6-8 at Concord Middle School. This represents a decrease in enrollment from 1,948 students in 2021. The Superintendent and School Committee carefully monitor enrollment projections. There are a total 120 students participating in METCO with 71 students in grades K-8 and 49 at CCHS.



*Members of the Concord and Concord-Carlisle Regional School Committees
Left to right – back: Domingos DaRosa, Alexa Anderson, Court Booth, Ayesha Lawton
Left to right – front: Cynthia Rainey, Tracey Marano, Sara Wilson, Dr. Laurie Hunter, Carrie Rankin, Sharon Whitt*

The Concord-Carlisle Regional High School enrolls 1,309 students, with 941 students from Concord and 293 from Carlisle. These figures reflect a decrease of 22 students from Concord and an increase of 12 students from Carlisle from the 2021 enrollments. These levels set the percentages for the regional agreement at 76% Concord and 24% Carlisle.

The total number of students in grades K-12 for the two Districts totals 3,200 which includes some staff enrollments but doesn't include out of district special education students.

FY23 Operating Budgets

The School Committees seek to develop budgets that meet the needs of our students and teachers while being sensitive to the impact on taxpayers. The School Committees work with District leaders to discuss funding priorities and cost drivers as well as to discuss budget recommendations with the Finance Committees in Concord and Carlisle as appropriate. Ultimately, Concord and Carlisle residents approve the budgets at Town Meetings.

During 2022, the FY23 operating budget of \$43,010,486 was approved for Concord Public Schools which represents a 3.12% percent increase from the previous year's budget. For the Regional District, an FY23 operating budget of \$36,541,181 was approved which represents a 2.19% percent increase from the previous year's budget.

The approval of the budgets for both CPS and CCRSD is the culmination of a multi-month process that begins with the submission of the annual School Improvement Plans that are developed and guided by the Districts' strategic plan and includes input from teachers, parents, and administrators.

Concord Public School Sustainability Investments
As part of the FY24 Capital Improvement Budget, the Concord School Committee approved funding for electrical upgrades at the Ripley Building that will allow the installation of electric heat pumps to service a portion of the building and will facilitate future electrification improvements at the site. Committee members and the Superintendent were pleased to take this latest step in their efforts to move away from the use of fossil fuels by the District.

MINUTEMAN VOCATIONAL TECHNICAL SCHOOL

Dr. Kathleen A. Dawson, Superintendent



Leadership Transition

Dr. Kathleen A. Dawson became the Superintendent-Director of the Minuteman Regional Technical School District on July 1, 2022, following the retirement of Dr. Edward Bouquillon, who led the district for 15 years.

Dr. Dawson was hired following a unanimous vote by the Minuteman School Committee on January 26, 2022. She arrived at Minuteman from her most recent position as Deputy Superintendent of the Orange County Schools in North Carolina. During her tenure with Orange County Schools, the district had the highest number of schools exceeding academic growth in the state, even during a pandemic. She also was integral in increasing the graduation rate and increasing the number of underrepresented students in advanced courses as part of her equity work. Her extensive professional background includes launching five career technical education academies in less than a year and increasing the number of students graduating with associate degrees during her tenure as Chief Innovation Officer for the Guilford County Schools in Greensboro, North Carolina. Dr. Dawson previously served as a public-school teacher and administrator in the Boston Public Schools, along with public school districts in Duluth, Minnesota, and Nashville, Tennessee. She received her master's degree in School Leadership from Harvard University in 2001 and her Ed.D. in Educational and Organizational Leadership from the University of Pennsylvania in 2015.

Minuteman Achieves All In-District Enrollment

For the first time in the Minuteman district's history, all ninth-grade students resided within the nine district member towns at the start of the 2022-23 school year. Across grades 9-12, in-district enrollment is at 88%, an increase from 59% during the 2017-18 year.

According to the official October 1, 2022, figures, total student enrollment was 692 students, which included 36 from Concord. There are 18 freshmen, eight sophomores, five juniors, and five seniors.

The total enrollment of 692 is over the school building's design capacity of 628 (at 85% capacity).

Minuteman is progressing with the north building project which will house the larger and noisier advanced manufacturing equipment.

The administration is exploring options for the renovation of the east campus building. The renovation of the east campus building will allow the school to increase its capacity to approximately 800 students; it will involve no additional borrowing to the member towns.

Expanding Future-Ready Programming

In July 2022, Governor Charlie Baker visited Minuteman, where he announced the allocation of \$32 million in grants from the Workforce Skills Cabinet for high school and adult career technical education programs statewide, which included more than \$1.2 million for Minuteman. This funding is being used for the high school's welding program, along with the Minuteman Technical Institute's adult evening programs in carpentry, CNC (computer numeric control) machine operation, facilities management, plumbing code, and welding. These grant-funded programs are free to individuals who are unemployed or qualify as "under-employed;" most recent high school graduates qualify.

Additionally, Minuteman continues to expand its new Animal Science career major that launched in the fall of 2021. Veterinary medicine is one of the fastest-growing industries in America with employment opportunities growing 16% by 2029, according to the U.S. Bureau of Labor Statistics. With program advisory partners such as Blue Pearl Pet Hospital and Zoo New England, students receive both classroom and hands-on field training.

Athletics Expansion

Minuteman launched the girls' volleyball team in the fall of 2022, following the full opening of the outdoor athletic complex in the spring of 2022 and a complete return to student athletics following the height of the pandemic. The boys' and girls' soccer teams qualified for their respective state tournaments in the fall of 2022.

The entire athletic complex, located at the former site of the old school building, is a state-of-the-art addition to the Minuteman campus. The multisport field includes an adjacent competitive running track. Two additional fields host a baseball complex with a multipurpose field, as well as a softball complex with an additional multisport field.

Minuteman has capitalized on rental opportunities with the new outdoor sports facilities, which are regularly used by the Boston Bolts, Leslie University, and other organizations.

Positive Student Outcomes

Each year for the past several years, about two-thirds of Minuteman graduates entered college/university and about one-third entered employment in their fields of study. Every student is required to graduate with at least one industry-recognized credential to demonstrate proficiency and/or certification to future employers; most students obtain multiple credentials.

Class of 2022 graduates enrolled in many distinguished higher education institutions, including Arizona State University, Bentley University, Clemson College, Colorado State, Emerson College, Johnson & Wales, Merrimack College, Regis College, Rochester Institute of Technology, Texas A&M, Tufts University, and many others.

Concord Student Success

There were nine Concord graduates in the Class of 2022, including these standouts:

- Layla Lubin studied Health Assisting and is attending Curry College after being accepted to 11 additional colleges/universities. She has already received her Certified Nursing

Assistant Certificate and worked at an assisted living facility. She was active in cheerleading, received three scholarships, and earned six credentials in the healthcare field.

- Grace McNiff also studied Health Assisting and is attending Merrimack College; she was accepted to an additional eight colleges/universities. She worked part-time in an assisted living facility, was a member of the National Honor Society, and received two scholarships and eight credentials in the healthcare field.
- Alton Winkler studied Electrical Wiring and is attending Montana State University; he was accepted to four additional colleges/universities. He received five scholarships and three credentials in construction safety.

District Budget

The approved District Operating and Capital Budget for Fiscal Year 2023 is \$29 million, a 4.96% increase over the previous year. Concord's share is \$1,508,544, which is an increase from the previous year (of \$219,260) and includes operating, capital, and debt assessments.

CONCORD MIDDLE SCHOOL BUILDING COMMITTEE

Dawn Guarriello, Co-Chair – Community Volunteer
Pat Nelson, Co-Chair – Community Volunteer
Alexa Anderson - School Committee Representative
Court Booth – School Committee Representative
Heather Bout – Community Volunteer
Frank Cannon – Community Volunteer
Peter Fischelis – Community Volunteer
Matt Johnson – Concord Select Board Representative
Charlie Parker - Community Volunteer
Chris Popov - Community Volunteer
Matt Root - Community Volunteer
Stephen Stasheski - Community Volunteer
with construction experience

The Concord Middle School Building Committee (CMSBC) was charged by the Select Board to undertake a feasibility study that explores the construction of a single new middle school building to replace the two existing facilities. The Committee completed the feasibility study and Schematic Design process for a new school building which provided Concord residents with the analysis, a detailed design, project budget, and the information necessary to make an informed decision on funding the middle school construction project. In January of 2022, residents overwhelming approved moving forward with the project at Town Meeting and the Special Election.

Following those approvals, the CMSBC started the Design Development phase of the project. As they began the next phase, the Committee welcomed new members Stephen Stasheski, who is a community volunteer with construction experience, and Kelly Lafleur who is serving as the Town Manager. The Concord Select Board also extended the term of Heather Bout for the duration of the project as she originally served on the CMSBC as a member of the School Committee.

At the completion of the Design Development phase, The Committee and project team developed a Design Development and a later 60% Construction Drawings cost estimate packages that was reviewed by independent estimating firms to ensure that the project remains on track to achieve its approved

budget. Due to inflation and supply chain issues, those estimated construction costs were more than \$5 million higher than the costs approved at Town Meeting and the Special Election.

As a result of those estimates, the CMSBC met a dozen times to undertake a comprehensive value engineering exercise to identify ways to reduce construction costs, so they were closer to the values that were previously approved by residents. While these efforts resulted in finding cost reductions, the CMSBC remained steadfast in the commitment not to make cuts that would have significant adverse impact on the project's educational plan and the community's expressed desire for athletic and performance space if the construction cost estimates remained higher than the previously approved values.

In addition to their value management efforts, the member of the CMSBC kept an open dialogue with the Concord Select Board and the Concord Finance Committee to discuss an approach for the construction budget issue as well as the establishment of a Special Town Meeting and Special Election so that Concord residents can weigh in and make a final decision on budget and scope of the project. On October 28, the Select Board voted Warrant Article language that would increase the construction budget by up to \$7.2 million. The amount outlined in the Warrant Article is a "not to exceed" cost and may not be the final amount voted if the project's 90% Construction Drawings cost estimates reveal lower costs. The Warrant Article is also meant to account for inflation between the time of the votes and the date that the project will be formally put out to bid.

Residents will have the option to vote to maintain the original construction budget previously approved at Town Meeting and the Special Election or to vote additional funding for the CMSBC recommended project. The construction cost estimates for the 90% Construction Drawings will be returned prior to the Town Meeting scheduled for January 19th which will allow for reducing the \$7.2 million called for in the warrant article if possible. CMSBC also voted to create a list of deduct/alternative items should the construction bids exceed the construction budget which could be

achieved with the additional \$7.2 million if that warrant article is approved at Town Meeting as well as the Special Election.

In order to provide residents with the most updated information, members of the CMSBC have implemented a comprehensive communications plan that includes multiple forums, coffees, information sessions and outreach to local media leading up to Town Meeting.

Project Schedule

Committee members reviewed the project schedule and necessary milestones going forward as they undertake the work to complete the project. The schedule includes the following phases:

- 90% Construction Drawings presented to CMSBC on January 13, 2023
- Design Development and Construction Drawings: February of 2022-February of 2023
- Pre-qualifying vendors, bidding and awarding of bids: October of 2022-April of 2023
- Construction: May of 2023-December of 2024
- Punch list and Move in: December of 2024-February of 2025; and,
- Demolition of existing buildings and installation of new fields: February of 2025-September of 2025; following two full growing seasons, fields ready for use on September 1, 2026.