

Schools



Joint School Committees

Concord-Carlisle Regional School Committee

Alexa Anderson, Vice Chair

Andrew Herchek

Tracey Marano

Cynthia Rainey

Carrie Rankin

Julie Viola, Chair

Brian Waterson

New Members of the Regional School Committee

Julie Viola, and Brian Waterson were welcomed to the Regional Committee as the new Carlisle representatives.

Concord School Committee

Alexa Anderson

Andrew Herchek, Vice-Chair

Tracey Marano

Cynthia Rainey

Carrie Rankin, Chair

New Member of the Concord School Committee

Andrew Herchek was welcomed to the Concord and Regional School Committees.

METCO Representative

Ayesha Lawton

Student Representatives, CCHS Students

Zariah Alves

Maddie Clancy

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 as well as the CCHS Student Representatives. We extend our thanks Carlisle residents Carrie Patel and Sharon Whitt for their service to the Regional School Committee, Court Booth for serving on the Concord and CCRSD Committees, Harry Crowley for serving as a CCHS Student Representative, and Domingos DaRosa for his time as a METCO Representative.

Most of all, we 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 (CPS).

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, the 2023-2028 District Strategic Plan (which was implemented in the fall of 2023), as well as the programs, services and activities which support student learning.

Implementation Continues for the 2023-2028 District 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, the school committees voted to adopt a 2023-2028 District Strategic Plan that outlines a shared vision for both Districts. The plan builds upon the previous five-year plan and features efforts in key areas such as maintaining academic excellence, reducing student stress, and work related to cultural proficiency and awareness that is outlined in the Districts' Diversity, Equity, Inclusion, and Belonging Five-Year Plan.

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.

School Enrollments (As of 10/1/24)

Concord Public Schools enroll 1,914 total students, with 1,271 in grades K-5 enrolled at the three elementary schools and 643 enrolled in grades 6-8 at Concord Middle School. The Concord-Carlisle Regional High School enrolls 1,191 students. The Superintendent and School Committee carefully monitor enrollment projections as well as new housing projects being built in Carlisle and Concord to help forecast potential impacts on operating budgets.

The total number of students in grades K-12 for the two Districts includes staff enrollments but does not include out of district special education students.

FY25 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 2024, the FY25 operating budget of \$46,515,714 was approved for Concord Public Schools which represents a 3.26 percent increase from the previous

year's budget. For the Regional District, an FY25 operating budget of \$38,974,907 was approved which represents a 3.08% percent increase from the previous year's budget.

Both Districts utilize a zero-based budgeting process, building them from the ground up re-evaluating every line item. It is 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.

2024 Spring MCAS Results Place CPS & CCHS as Top Tier School Districts in Massachusetts

Results of the 2024 MCAS place the Districts in the top 10% tier of the 1,500 school districts in Massachusetts for meeting or exceeding the state's learning targets. The Massachusetts Comprehensive Assessment System, commonly known as MCAS, is an assessment based on the state's learning standards and is administered online to students in grades 3-8 and 10 in the areas of mathematics, English language arts, and science and technology.

While the MCAS scores for the Districts provide educators with important information regarding student performance, it is not the only assessment tool utilized by the Districts. MCAS results are combined with other student data generated from a diverse set of assessment tools to help educators ensure that each student is on the appropriate individual learning path to maximize their achievement.

The Districts use the data from various assessments to target approaches for enhanced student outcomes. The Districts' Five-Year Strategic Plan identifies the use of assessment data as a key element to assist educators to understand the needs of each student so they can improve student achievement utilizing a variety of strategies. An example is that the data serves as a basis for educators to utilize the Districts' multi-tiered system of supports for interventions in specific areas of need in literacy, math, science, and other subjects. Beyond helping students, the assessment data is used to identify areas of professional development for educators to ensure high quality instruction and to develop standards that align both vertically between grades and horizontally at grade levels.

As practitioners of continuous improvement, the data from MCAS and other assessment tools also allows the School Committees and District leaders to analyze the performance of various student subgroups. One of the goals for the School Committees is to collaborate with administrators to benchmark and report on the achievement gap with the goal of addressing the opportunity and participation gap for students across all three communities of Boston, Carlisle, and Concord in AP classes, sports, as well as after school clubs and

activities. The assessment data shared at the meeting provides the Committees and District leaders with a window into how the Districts are performing and to identify specific areas for improvement and new approaches to meet District goals.

School Committees Extend Contract for Superintendent Hunter

The Concord and Concord-Carlisle Regional School Committees voted to extend the contract of Superintendent Dr. Laurie Hunter for five years ending on June 30, 2030. Dr. Hunter has been serving in this role since July of 2017.

In discussing the contract extension at their meeting, school committee members cited Dr. Hunter’s vision and ability to help craft strategic plans to realize the vision and goals of the Districts. In addition to leading and collaborating with the administration and faculty in a manner that facilitates both high student performance and student well-being, members recognized her efforts to work with the school committees to develop and deliver responsible and sustainable annual operating budgets as well as her work to create open

communications and positive relationships with the leadership and town committees in Carlisle and Concord. Additionally, members pointed to her work implementing strong mental health supports for students and improving the in-district special education programs.

Members also spoke about how she navigates unforeseen challenges that arise such as the COVID-19 pandemic. She successfully transitioned delivering education from in-person to virtual teaching and learning model in a matter of weeks and following the return to the classrooms, she led efforts to use assessment data and interventions that successfully made up for any learning loss that may have resulted from that time period. In addition, members lauded her leadership in the process to build a state-of-the-art educational facility and community asset, the Concord Middle School, which will be enjoyed by Concord and Boston families for generations.

Concord Middle School Building Committee

Dawn Guarriello, Co-Chair – Community



Volunteer

Pat Nelson, Co-Chair – Community Volunteer

Alexa Anderson – School Committee Representative

Heather Bout – Community Volunteer

Peter Fischelis – Community Volunteer

Andrew Herchek – School Committee Representative

Mark Howell – Concord Select Board Representative

Tim Hult – Community Volunteer

**Dr. Laurie Hunter – Superintendent of Schools
CPS/CCRS**

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 overwhelmingly approved moving forward with the project at Town Meeting and the Special Election.

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:

- > Construction: May of 2023-February of 2025
- > 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.

Progress in 2024

Significant progress was made during 2024 to complete Phase One of the project, the design and construction of the new middle school building. In addition, the Concord School Committee voted to name the building the Ellen Garrison Building at the Concord Middle School. Ellen Garrison was an African American, abolitionist, and civil rights activist that was born in Concord. It is the first building in Concord that is named for an African American.

The Concord Middle School Building Committee wrapped up its 2024 schedule with its December meeting to discuss construction progress, move logistics, and to review the budget and schedule. The project remains within budget, the cash flow is within forecasted levels, and contingency levels remain healthy with 57% of hard and 70% of soft cost contingency budget line items being unspent while the construction is approximately 88% complete. The construction team continues to make progress and is on schedule to meet the goal of substantial completion in mid-February to allow the move-in during school break in February of 2025. School leaders are also collaborating with the contractor and project team to schedule time for middle school students, their families, and members of the public to tour the building.

The Concord Middle School Building Committee will continue to meet during construction to provide oversight of the budget and schedule as well as the project's professional teams including the Owner's Project Management Firm (Hill-Liro), the architects (SMMA), and the general contractor (CTA Construction Managers).



Concord Carlisle Adult & Community

Education

Advisory Committee 2023-2024

Paula Casey, Concord, Chair

Pamela Hegarty, Concord

Anne Irza-Leggat, Concord

Kimberly Kossman, Concord

Barbara Magee, Concord

Polly Meyer, Concord

Alison Pray, Carlisle

Steven Reznick, Concord

Sara Wilson, Carlisle

Concord Carlisle Adult & Community Education (CCACE) is a self-sustaining branch of Concord-Carlisle Public Schools, dedicated to lifelong learning for all ages. CCACE connects local citizens through collaborative community outreach, classes and educational events. Our aim is to provide unique programming that will inspire joy and nurture passions.

CCACE offers three main areas of programming: Adult & Continuing Education classes, Driver Education, and Instrumental Music School of Carlisle and Concord. We are a self-sustaining entity within the school district, meaning our programs are supported through tuition fees; we receive no funding from the school district nor the towns of Concord or Carlisle.

We were thrilled to see registration numbers remain strong this year across all of our programs. Adult & Continuing Education offers a wide variety of programs for adults including one-night and ongoing workshops. These programs include our Armchair Travel series where community members share stories and pictures of their travels; History & Culture explores the rich history of our area and beyond; Village University offers courses aimed at seniors who are seeking stimulating study and conversation about interesting topics; and more. We try to appeal to a broad range of citizens' interests. Many familiar courses remained in demand over the past year including world languages, financial planning, health and wellness, writing, and test preparation.

This past year we continued to build our Parent Education programs and reached out to the community with the support of the Concord Carlisle Foundation. We offered seven programs with 166 registrations, including Parenting Teens in the Age of Miscommunication; Finding Common Ground and Real Connection; My Kid Wants to Be A YouTuber - Help!; Strengthen your Parenting Skills: Routine, Consistency and Effective Boundaries/limits; Executive Function Skills for your College-bound High; Raising Financially Savvy Kids - Your Role as Chief Financial Parent; Helping Children

Build Skills to Manage Stress and Worries; Diversity without Divisiveness, and Understanding Digital Health & Safety. We strive to offer a mix of programs with high-level presenters that appeal to parents and community members of all ages.

We evaluate every class on a case-by-case basis and discuss the best format for that class with the instructors. Many of our adult education programs have remained online, the continued preference of instructors and students. This allows us to partner with Community Education programs from around the Greater Boston area in ways we could not have done in the past. This online class-sharing has allowed us to offer programs that we previously could not, due to a lack of instructors or insufficient enrollment. It has given our students a greatly expanded roster of classes and a wider variety of subjects from which to choose, as well as the higher possibility that the class will run.

We had just over 2400 registrations for Adult & Continuing Education in FY24 from 1085 students. Seventy two percent of our students live in Concord or Carlisle. Non-residents are also welcome to participate as their participation broadens our range of educational services and extends the necessary cost sharing. Overall, we had students from 110 different towns, across 19 states.

Driver education promotes and teaches safe driving attitudes, defensive driving skills, and respect for the rules of the road. It prepares students for the Registry of Motor Vehicles license exam; and it strives to prevent or reduce accidents and fatalities that involve young drivers. Driver Education includes: 30 classroom hours, 12 hours of behind-the-wheel instruction, 6 hours of in-car observation, and one 2-hour parent/guardian class, attended by at least one parent. The program is a requirement for anyone under 18 who wants to take the driver's license test, and therefore a necessary expense for most students. We also offer optional practice road tests and sponsor students for road test appointments.

Over 260 new students participated in the program last year. While most were teens, some were adult students, including individuals who are new to the country and need a Massachusetts license, senior adults, and individuals over 18 learning to drive for the first time.

The Instrumental Music School of Carlisle and Concord (IMSCC) provides individual music lessons for children and adults, with faculty who are also professional musicians. Students at beginner levels benefit from learning basic techniques early on that will pave the way for steady progress in their studies. Advanced students study repertoire in depth, hone their technical skills, and prepare for performances and auditions. Students of all ages and levels benefit from the opportunity to engage in playing music themselves, affording them a deeper appreciation of music across the genres. We had over 280 students registered in private music lessons throughout

the school year.

During the 2023-2024 school year, IMSCC began offering after-school, same-instrument, small-group lessons for 4th- and 5th-grade musicians, which complement the in-school ensemble programs. This new venture was a success with 55 registrations for lessons on clarinet, flute, french horn, low brass, trumpet, and violin/viola.

All of these programs are made possible by over one hundred and twenty-five community educators, including volunteers, instructional subcontractors, and part-time employees. In FY24, we were able to award over \$16,000 in scholarships to 39 families, representing 42 students, through the generosity of the Concord Carlisle Foundation and community donations. Scholarships ranged from \$25 to over \$825, with an average of \$320. More than half of the grant money we received went to students enrolled in Driver Education. In addition, we were able to help a couple of high school students afford college & test prep classes, as well as fourteen students taking private music lessons.

Our programs continue to grow and evolve as we adapt to the needs of the community. We work to bring in a fresh selection of Adult & Continuing Education programs each semester, as well as bringing back popular favorites. As we emerge from the pandemic, we still have various walking groups running three days a week to keep our community active. We love finding new instructors who can share their passion and knowledge with us and it is a bonus when they are from Concord or Carlisle.

The Scholarship Fund of Concord and Carlisle

Executive Committee:

Hannah Bruno - Chair

Paul Ressler - Assistant Chair

John Sweeney - Treasurer

Albert Powers - Assistant Treasurer

Rebecca Loprete - Secretary

Trustees:

Chris Carr

Marc Caruso

Sandy Eisenbies

Priscilla Guiney

Joe Laurin

Chris Law

Guida Mattison

Travis Minor

Kathleen Snook

Ingrid Sutter

Associate Trustees:

Charisse Alouidor

Maura Kenneally Clark

Aaron Joncas

Molly Q. Eberle

Devra Feshback-Meriney

Tom Rutledge

Trustee Emeriti:

Ken Anderson

David Gould

Lucy Miller

Priscilla White Sturges

The Scholarship Fund of Concord and Carlisle (formerly known as the Concord-Carlisle Scholarship Fund) was established in 1966 to provide need-based grants to deserving young men and women from Concord or Carlisle to obtain additional educational opportunities after secondary school. The Fund is a tax-exempt charitable trust. Recipients must either live in or have attended school in either town.

The Scholarship Fund of Concord and Carlisle celebrated its 50th anniversary in 2016. Grateful for the continued support from the townspeople of Concord and Carlisle, we look forward to the next 50 years of supporting our young men and women who aspire to higher levels of education.

The Fund is administered by a 21-member volunteer board of trustees. Scholarships are financed through an annual appeal, through a student-staffed phonathon, and by income generated from memorial gifts, bequests, and named funds. For more information about The Scholarship Fund, please see the website: thescholarshipfundofcc.org

In 2024, the trustees awarded \$342,100 supplemented by \$41,250 from The Scholarship Fund's affiliated organizations, bringing the total to \$383,350 awarded to 61 high school seniors and in-college students. Since its inception, The Scholarship Fund has assisted over 1,500 students.

The Scholarship Fund of Concord and Carlisle Trustees are pleased to announce that the following students have been awarded scholarships for the 2024-2025 academic year.

- > Scholarships marked with one asterisk are managed by the Scholarship Fund of Concord and Carlisle.
- > All other scholarships are managed by the named affiliate organization.

The Abby Memorial Scholarship*

Daniela Rivera-Castillo

The Adrian A. Martinez Memorial Scholarship*

Harold Nerrow

James Cain

Maya McCabe

Peyton Balazy

The Albert L. & June B. Powers Scholarship*

Shahana Ahmed

The Anthony “Tony” Logablo Scholarship

Gavin Hill

The Anthony Halls-Keenan Smith Scholarship*

Daniela Rivera-Castillo

The Arthur (“Art”) & Lee Milliken Memorial Scholarship*

Maria Sanderson

The Barbara Schips Miller Scholarship*

Maya Simard

The Bean Family Scholarship*

Dimitrios Apollos

The Bobby Gray Memorial Scholarship*

Dallas Jackson

The Carlisle Police Association Scholarship

Tara Best

The Casper C. Jenney & Eleanor M. Jenney Memorial Scholarship*

Jonathan Charles

Kalise Wynter

Robert Nichol

The CCHS Class Of 1962 John F. Donovan Scholarship*

Robert Nichol

The Charles A. Robichaud Scholarship*

Sofia Congram

The Charles E. Manion, Jr. Memorial Scholarship*

Shahana Ahmed

The Charles Evans Scholarship*

Nabil Huseni

The Charles K. Yeremian Memorial Scholarship

Andrew Bistras

The Charles W. & Nancy I. Dee Memorial Scholarship

Miana Hamel

The Christopher Hentchel WIQH Scholarship

Richard Dorsey

The Clair Day Memorial Scholarship*

Leah Maar

The Cornerstone Initiative Scholarship of the Community Chest: Advancing Racial Justice & Equity

Daniela Rivera-Castillo

Mya Bentick

The Concord Children’s Scholarship

Leah Maar

The Concord Lions Club Scholarship

Maliha Malek

The Concord Police Relief Association John “Jack” Skinner Scholarship

Maya Simard

The Concord Women’s Club/Ruth Bullerwell Scholarship*

Dimitrios Apollos

The David Prifti Memorial Scholarship*

Maya Simard

The David S. Soleau Memorial Scholarship*

Mx. Isatu Fofanah

The Diane Kenneally Memorial Scholarship*

Shahana Ahmed

The Elaine DiCicco Scholarship*

Melia Cook-Wright

The Elizabeth A. Mattison Memorial Scholarship*

Leah Maar

The Elizabeth V. McAllister Memorial Scholarship*

Maxamilian Hamel

The Essie Golden Memorial Scholarship*

Miana Hamel

The Farnham W. Smith Memorial Scholarship*

Maxamilian Hamel

The Frederic M. Holland Scholarship

Caroline Shirley

The Garden Club of Concord Scholarship

Marjorie Haddad

The George W. Berry Scholarship*

Alicia Kearney

The Guido S. D’Asti Memorial Scholarship*

Kalise Wynter

The James E. Shepherd Memorial Scholarship*

Maxamilian Hamel

The Janet Babb Memorial Scholarship*

Kalise Wynter

The Janet Gates Peckham Memorial Scholarship*

Gavin Hill

The Jeanne A. Toombs Memorial Scholarship*

Andrew Bistras

The Jeanne A. Toombs Memorial_1 Scholarship*

Hazel Nichol

The Jiro & Tama Ishihara Memorial Scholarship*

Richard Dorsey

The John B. Finigan Memorial Scholarship*

Name Withheld at Awardee Request

The Joyce T. Woodman Memorial Scholarship*

Gavin Hill

The Katrina J. Przyjemski Memorial Scholarship*

Robert Nichol

The Kay Chambers Scholarship*

Shahana Ahmed

The Knights Of Columbus Scholarship*

Maria Sanderson

The Luc Stampers Memorial Scholarship

August Geraci

The Margaret Haggerty Memorial Scholarship*

Nabil Huseni

The Marguerite Purcell Memorial Scholarship*

Ariana Mostoufi

The Mark Teverovsky Memorial Scholarship*

Grace Maione

The Mary Ann P. Lee Memorial Scholarship

Maria Sanderson

The Mary Connorton Memorial Scholarship*

Daniela Rivera-Castillo

The Mary F. McHugh Memorial Scholarship*

Tucker Norton

The Maura Roberts Memorial Scholarship*

Miana Hamel

The Maybeth Fandel Sonn Scholarship

Isatu Fofanah

The Middlesex Savings Charitable Foundation Scholarship

Maliha Malek

The Nick Ressler Memorial Scholarship*

Noah Pavlov

The Norman E. & Joan M. Dee Scholarship*

Dimitrios Apollos

The Norton A. Levy Memorial Scholarship

Athos Apollos

Richard J. Sederstrom Memorial Scholarship

Miana Hamel

The Rivercrest-Deaconess-Newbury Court Scholarship

John Cain

The Rotary Club of Concord Capt. Thomas J. Hudner, Jr. Scholarship

Kalise Wynter

The Rotary Club of Concord Richard L. Hale Scholarship

Leah Maar

The Rotary Club of Concord Thomas R. Huckins Memorial Scholarship

Shahana Ahmed

The Rotary Club of Concord William L. Eaton Memorial Scholarship

Sean Nigborowicz

The Sally Lanagan Memorial Scholarship*

Andrew Bistras

The Scholarship Fund of Concord and Carlisle Scholarship*

Aisha Tasso

Ajay Goncalves

Ariana Mostoufi

Athos Apollos

Celise Isaac

Chiara Petracek

Colleen Ormsby

Dallas Jackson

Denkeis Hunter

Dylan Murphy

Elian Hines

Elizabeth Walsh

Eman Alouw

Felicity Clamp

Grace Maoine

Jonathan Charles

Joshua Simard
 Kalise Wynter
 Kayla Almonte
 Leah Maar
 Madeline Maione
 Maliha Malek
 Maria Sanderson
 Maxwell Wong
 Maya Simard
 Miana Hamel
 Nevaeha Glenn
 Neve Wilson
 Neven Johnson
 Noah Pavlov
 Paul Sorrenti
 Richard Dorsey
 Robert Nichol
 Savannah Warrington
 Sofia Congram
 Tucker Norton

The Seitaro & Shina Ishihara Memorial Scholarship*

Melia Cook-Wright

The Tameji & Chiyo Yoshimura Memorial Scholarship*

Dallas Jackson

The Teresa (“Teri”) D. Hale Memorial Scholarship*

Raimy Little

The Thomas Hart Memorial Scholarship*

Neve Wilson

The Town of Concord George F. Flavin Scholarship

Caroline Shirley

The Town of Concord Guy P. DiGiovanni Scholarship

Celise Isaac

The Town of Concord Ruth E. Helsher Scholarship

Leah Maar

The Trudy Biernson Memorial Scholarship*

Athos Apollos

The Trustees Scholarship*

Athos Apollos

The Video Revolution, Ralph & Ellie Grossi Scholarship*

Eman Alouw

The Vinod Jalan Memorial Scholarship*

Shahana Ahmed

The Wells A. Hall Memorial Scholarship*

Ajay Goncalves

The William W. Anderson Memorial Scholarship*

Sean Nigborowicz

The Wilson Flight Scholarship*

John Cain

The Winstanley Scholarship*

Dallas Jackson



The Scholarship Fund of Concord and Carlisle:

(standing) Ingrid Sutter, Christopher Carr, Paul Ressler, Guida Mattison, Bee Loprete, Charisse Alouidar, John Sweeney (seated front row) John Laurin, Travis Minor, Hanna Bruno, Justin Silverman, Sandy Eisenbies, Priscilla Guiney, Devra Feshbach-Meriney (no pictured): Ken Anderson, Marc Caruso, Molly Eberle, Kathleen Snook, Aaron Joncas, Chris Law, Aaron Powers, Tom Rutledge.