



Performance Report Spring 2016



Celebrating The Future

Concord Public Schools
&
Concord-Carlisle Regional School District



Celebrating The Future



~ MISSION ~

Educate all students in becoming independent lifelong learners, creative thinkers, caring citizens, and responsible contributors in a global society.

~ CORE VALUES & BELIEFS ~

Academic Excellence

Continuous Improvement

Professional Collaboration

Educational Equity

Empathic and Respectful Community

DISTRICT GOALS FOR 2015-16

- Increase achievement for all students and narrow the achievement gaps for identified student groups.
- Provide students with a rigorous and coherent curriculum and high quality instruction that engages all students to develop their curiosity, creativity, critical thinking, and collaborative problem solving skills.
- Foster a positive learning environment in which all students become more responsible citizens.
- Effectively implement the new Educator Evaluation system with a focus on continuous improvement in teaching and learning.
- Provide students and staff with the resources, materials, and infrastructure to support high quality learning environments.
- Build support, consensus, and community engagement for the district mission, core values, challenges, and accomplishment, and critical decisions using multiple communication strategies.

www.concordps.org

From the Office of the Superintendent

Spring 2016

Dear Community Members:

Each year we highlight the accomplishments of our students, staff, and faculty, and we are proud to present the 10th Annual Performance Report of the Concord Public Schools and Concord-Carlisle Regional School District. This report is designed to provide yearly information regarding student performance and learning, enrollment, staff data, curricular and technology initiatives, school finances, facilities planning, community partnerships, and community benchmarking data.

Our mission is to educate all students in becoming lifelong learners, creative thinkers, caring citizens, and responsible contributors in our global society. Our schools benefit from the tireless commitment of students, educators, staff, administrators, parents, School Committee members, and community members working together to achieve our mission. The districts' core values of academic excellence, respectful and empathic community, professional collaboration, education equity, and continuous improvement are reflected in the districts' goals, programs, services, and activities which support student learning.

This year we celebrated the opening of our beautiful new high school, and the CCHS community has enjoyed teaching and learning in their high-performing learning environment. We are grateful for the community support from Concord and Carlisle, and the service of the CCHS Building Committee members for these past five years.

We are proud of our faculty, staff, and students, and their achievements in academics, the arts, music, and athletics. Our students continue to achieve at high levels in national, state, and local academic assessments. Band, orchestra, and choral performances showcased our talented student musicians while drama students performed on stage for proud audiences. Art students achieved high honors in local, state, and national competitions. CCHS athletic teams won regional and state championships. Beyond these achievements, our students contributed many community service hours to local and global aid efforts. Middle and high school students participated in French, Chinese, Japanese, Danish, and Ecuador student study exchanges.

The districts made significant progress in achieving the mission and annual goals by increasing achievement for all students and narrowing the achievement gaps for identified student groups, aligning K12 curriculum with the Common Core State Standards, integrating digital tools into the classrooms, improving instructional strategies, fostering a respectful learning environment, implementing a new educator evaluation system, increasing professional collaboration, and developing responsive and responsible budgets

Thank you for your generous support of our students and schools.

Sincerely,

Diana F. Rigby
Superintendent



From the School Committee

Spring 2016

Dear Community Members,



The Concord School Committee and the Concord-Carlisle Regional School Committee are grateful to the citizens of Concord and Carlisle for your strong support of our students and our schools. Your support provides 3,438 students with a high quality education, access to a range of programs to develop their unique talents and interests, and an infrastructure of buildings and grounds to support 21st century teaching and learning. Our schools benefit from the tireless commitment of educators, administrators, staff, parents, and community members. Together we pursue our mission of educating all students to become lifelong learners, creative thinkers, caring citizens, and responsible contributors to our global society.

The School Committees seek to develop budgets that meet the needs of our students and are sensitive to the impact on taxpayers. We begin the process each August, review and adjust proposed budgets throughout the fall, and publish in-depth summaries and analysis in the form of a Budget Book for each district in January. The proposed CPS and CCRSD operating budgets for FY17 represent increases of 3.23% and 3.12%, respectively, over last year's budgets. The 5-year annualized average increases are 3.22% and 2.75%, respectively. Both budgets provide for level services with increases primarily driven by salary, benefits, technology, special education and bus procurement. We recognize the importance of vigilant cost management and note that both district's budgets meet the guidelines set by the Concord Finance Committee. For the 10th consecutive year, there are no Proposition 2½ operational overrides being requested of taxpayers. Detailed presentation of budgets and underlying analysis are available in the Budget Books, and we encourage those who wish to do a deeper dive to view them on our website at www.concordps.org.

April 28, 2015 was an historic day: teachers, students, administrators and staff moved into their new Concord-Carlisle Regional High School. This \$92.5 million project was completed on time, on scope, and on budget – an incredible achievement that required tremendous effort from our tireless School Building Committee. The campus was further enhanced by improvements to our athletic facilities, most notably the renovation of Memorial Field at CCHS. We are extremely grateful to CC at Play, its supporters, and the community for providing CPA and private funds to ensure our athletic facilities are on par with our sustainable, high-functioning new building!

Finally, we have embarked on a superintendent search that we expect to complete by February 2017. Superintendent Diana Rigby announced last year that she would not seek to renew her contract at the end of the 2016-17 school year. We are very grateful for her commitment to our school community and her dedication to educating each and every student.

We offer the citizens of Concord and Carlisle our deep appreciation for your ongoing, active and generous commitment to our schools – our children are fortunate to have your support!

Sincerely,

Wallace Johnston, CPS Chair and Johanna Boynton, CCRSD Chair



ENROLLMENT

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Total CPS enrollment = 2,104 (including 32 Out of District students), a decline of 23 students from FY15. Overall CPS enrollment is 7.9% higher than five years ago. A total of 268 students residing in Concord (K-8) attend private or parochial schools and 12 are home-schooled. Enrollment by school is shown below with changes from the previous year:

Alcott 470 (+8) Thoreau 456 (+2) Willard 467 (-19) CMS 679 (-12)

CCRSD enrolled 1,334 students (including 46 OOD students), an increase of 68 students versus FY15. Overall CCRSD enrollment is 6.0% higher than five years ago but the five-year outlook is level with a slight downward trend. Excluding METCO and out-of-town students, 73.61% live in Concord and 26.39% live in Carlisle. A total of 226 students residing in Concord and Carlisle (9-12) attend private or parochial schools and 3 are home-schooled. 19 students (9-12) attend out of district regional vocational schools or charter schools. Both districts anticipate increased service requirements for enrolled English Language Learners in future years.

CPS ENROLLMENT BY SCHOOL

Year	Alcott	Thoreau	Willard	Total K-5	Grades 6-8	TOTAL CPS Grades K-8	Enrolled in K-8 Independent & Parochial Schools
2015-16	470	456	467	1,393	679	2,072	268
2014-15	462	454	486	1,402	691	2,093	288
2013-14	462	500	500	1,462	690	2,152	303
2012-13	451	473	479	1,414	699	2,113	324
2011-12	414	448	462	1,361	633	1,994	337
2010-11	413	444	447	1,305	614	1,919	340



* Source: NESDEC School by School 10/27/2015



CPS ENROLLMENT:	2005-06	2010-11	2014-15	2015-16
Concord K-5	1,260	1,209	1,316	1,312
Concord 6-8	644	580	650	638
METCO & Other* K-8	124	129	127	122
Total CPS In-District*	2,028	1,918	2,093	2,072
Plus Out of District	50	42	34	32
TOTAL CPS	2,078	1,960	2,127	2,104
CCRSD ENROLLMENT:				
Concord Resident	840	801	842	901
Carlisle Resident	312	337	311	323
METCO & Other*	92	83	72	64
Total CCRSD In-District	1,244	1,221	1,225	1,288
Plus Out of District (SpEd)	46	37	41	46
TOTAL CCRSD	1,290	1,258	1,266	1,334

*includes Tution-waived students and state wards.





METCO

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The CPS/CCRS METCO program is the 6th largest in Massachusetts, serving 140 students of color in grades K-12 who reside in Boston.

CPS provided a comprehensive orientation process for families of students entering Kindergarten, including a four week summer readiness to prepare students for transition to Kindergarten. It maintained a robust Family Friends Program and a strong relationship with Concord Recreation to provide K-8 enrichment opportunities including arts enrichment for grades K & 1 with The Umbrella Center for the Arts. Summer School expanded to include a "Math Academy" for students in grades 3-8.



CMS programming included an initiative to increase METCO student achievement. Students set SMART goals for math, English and community involvement, and worked with teachers to monitor their progress in an individualized learning experience. CMS ran a summer workshop for rising sixth grade METCO students. The workshop focused on building organization, time management, and self-advocacy skills while also developing a stronger connection to Concord through field experience at the Old North Bridge, Sleepy Hollow Cemetery, and Robbins House Interpretive Center. Students completed a capstone project using video technology. Academic performance increased in the CMS Boston resident cohort: 50% made the Principal's List in English and 39% in math. Forty five percent placed into CCHS Honors English, three students moved into mainstreamed English classes, two into mainstreamed math, and one moved up a level in CMS math courses.

CCHS faculty continued addressing the achievement gap with a combination of academic and social programming. All 9th and 10th grade METCO students were enrolled in the Achievement Strategies course providing direct instruction on executive functioning skills. CCHS teachers served as mentors in POWER (Positive Opportunities with Engaging Relationships), a student leadership initiative. CCHS math teachers developed a summer math program, "Algebridge" for incoming Boston students to increase their participation in higher-level math courses.



CCHS strengthened its Family Friends Program so each student is matched with a cooperating family. It continued implementation of the Anti-Defamation League's World of Difference Institute, an anti-bias program designed to prepare students for competence in a multicultural society. Fifty new students completed training to act as peer leaders in Advisory.

★ STUDENT LEARNING

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CPS and CCHS students continued achieving at high levels both in state and district assessments. This past year, students in grades 3 through 8 participated in the online administration of the Partnership for Assessment of Readiness for College and Careers Assessment (PARCC) in both English Language Arts and Mathematics, and through MCAS for Science. PARCC is a more rigorous assessment than MCAS. MCAS was used for all grade 10 testing.

Grade 5

- 91% met or exceeded proficiency expectations in PARCC English Language Arts
- 87% met or exceeded proficiency expectations in PARCC Math.
- Thoreau and Alcott were identified as *Level 1* schools by the MA DESE by meeting targets for narrowing proficiency gaps between various sub groups of students
- 85% scored advanced or proficient on Science MCAS

Grade 8

- 78% met or exceeded proficiency expectations in PARCC English Language Arts
- 75% met or exceeded proficiency expectations in PARCC Math.
- 79% scored advanced or proficient on Science MCAS



Grade 10

- 97% scored advanced or proficient on MCAS ELA
- 94% scored advanced or proficient on MCAS Math
- 96% passed one of the Science MCAS exams (Biology, Chemistry or Physics)

Class of 2015

- 100% received a Competency Determination as a result of passing the English Language Arts, Math and Science MCAS Tests, the highest level in CCHS history
- The median SAT score = 1800 (compared to the state average = 1552)
- 81% accepted at first/second choice of college

ELEMENTARY GRADES K – 5

Concord Public Schools Staff and teachers focused on improving student learning and making progress in reading, writing and mathematics in Kindergarten through grade 5:

- Achievement gaps exist for “High Needs” students (Special Education, ELL, and Economically Disadvantaged students). To reduce this gap, Willard staff worked with a Reading Consultant to address literacy needs of the most disabled intermediate readers.
- Alcott implemented unique programming for grade 1 and 2 students through small group tutoring in ELA and math skills in an Extended Tuesday Program to ensure success with meeting grade level benchmarks.
- Teachers took DESE SEI coursework to improve teaching strategies for instructing students with English as a Second Language.
- Professional development and parent forums were held discussing issues of race, culture, diversity and ethnicity.

Math Olympiad

Every year about 120,000 students worldwide participate in the Math Olympiad program. This series of five monthly contests challenges students to creatively solve unusual and difficult problems. All three school teams were named to the National Math Olympiad Honor Roll and received Highest Team Achievement plaques for scoring in the 90th percentile or higher.

- 35 Thoreau, 31 Alcott and 31 Willard students scored within the top 50% of all participants
- 9 Thoreau and 10 Willard students awarded silver pins (top 10%)
- 1 Thoreau and 2 Willard students awarded a gold pin (top 2%) with perfect scores



Math Pilot

Grade 5, Kindergarten and half of grade 1 participated in the Pilot Everyday Math 4 Program. It was determined a more thorough investigation of the curriculum was needed to fully evaluate the program for the proposed curriculum change.



Student Research

Students participated in curriculum-based research tasks using *Google Drive* and two new research tools, *Pebble Go* and *Pebble Go Next*, funded by Concord Education Fund. Research projects included:

- Animals – 2nd grade
- Native American studies – 3rd grade
- Self-selected topics and magazine creation – 4th grade
- Topics connected with Social Studies curriculum – 5th grade

Fourth grade students had an immigrant simulation experience - dressing as immigrants, experiencing the hardships of traveling by boat to America and negotiating all aspects of the Ellis Island experience.



Science

- Science, Technology, Engineering, Art, and Math (STEAM) projects: BeeBot robots (Willard); sea turtles (Thoreau); moving paper sculptures (Alcott).
- Pilot developed for Tuesday Enrichment Program at Alcott and Emerson Umbrella with two STEAM modules: Bubbles and Recycled Racers.
- Fourth grade work with Dr. Bryan Windmiller to promote the survival and the development of Blandings' Turtles. Each classroom cared for a pair of turtles until their release back to nature in June.
- Study of the amount of trash their classes produced led to reduced consumption by using reusable containers, eating fruit and vegetables that decompose, increased recycling efforts, less paper towel use, and recycling activity with the Department of Public Works.
- Kindergarten students travel to Drumlin Farms to learn about unique environmental attributes of its ecosystem.
- Scratch, a creative collaborative programming platform developed at MIT, was launched at Willard as an after school club.
- Science teachers began transition to Next Generation Science standards to the current curriculum.

Music and the Arts

- Chorus, string, band, and theater performances at all three schools
- Willard Fifth Grade Chorus performance at the MLK Concert at the Fenn School
- Third grader recorder instruction and concert performance
- Fifth grade Art Retrospectives at each school where students displayed pieces of their two-dimensional artwork and clay pieces along with reflective writing describing their work
- Fourth grade program (funded by MA Cultural Council) about ancient China including creative expression through poetry writing and various Chinese art forms



Community Service/ Building Community

Students engaged in many community-building and outreach efforts:

- Grade 5 Service Day, Grade 5 Holiday Craft Day, Flag Day Song Fest, Trick or Treat for UNICEF, From the Pumpkin Patch costume collection, Honoring our Veterans, Coats for Kids, the Willard Food drive, Souper Bowl for Open Table, outreach to Minuteman ARC and Emerson Hospital, and These Come from Trees.
- Hosted visitors from Japan and collaborated with CCHS student partners in the Rivers and Revolutions program.
- Learned about different types of schools around the world and about the Heifer organization through *Read to Feed* program.
- Completed 2,375 laps around the Emerson track in the Turkey Trot, raising about \$5,000 for Open Table and \$1,000 for Concord Recreation Scholarships.
- All school meetings and assemblies promoting a sense of community and offering students opportunity to share their learning with the wider school community.
- The Buddy Program pairing primary grade classrooms with intermediate level classrooms to provide for fun activities with children of different ages.

Enrichment

Enrichment activities extended student learning by supporting critical and creative thinking, health and fitness. This included grade level field trips, school wide assemblies and speakers, spelling bees and Geography Quest as well as:

- Publication of *Willard Student Monthly for Kids* and *Thoreau Times*.
- Before and after school activities: Chess Club, Lego Club, Yoga, Dance & Movement, Inline Skating, Sign Language, Cooking, and Arts & Crafts.
- Teachers trained in Mindfulness shared a Mindfulness theme each month (awareness, gratitude, and generosity); *Mindful Monday* messages reminded the school community to stop, reflect, and breathe deeply for a moment before beginning a new week.



CONCORD MIDDLE SCHOOL

Concord Middle School (CMS) students in grades 6-8 attend classes for three years in either Sanborn building or Peabody building. Each student is assigned to a grade level house with about 100 students, four academic teachers, guidance counselor, foreign language teacher and special education teacher.



CMS curriculum was adjusted to accommodate a new schedule model with longer learning blocks, but a reduced number of days of instruction. Time for mathematics instruction was increased. CMS provided various instructional supports to meet needs of all students and scores were consistent with previous years. Three subcommittees were formed to address issues about space, balance of academics and electives, and proposed permanent schedule model structure.

Developmental Language Arts classes provided additional academic support in English through Levelled Literacy Intervention. Math teachers promoted increased achievement in leveled classes and through additional intervention with those students enrolled in the Math Strategies course. All math teachers were trained in Study Island, a math intervention program that is implemented in Math Strategies. Two new academic enrichment electives were added: STEM (7th) and Journalism and Media (7th & 8th) and a new Digital Literacy course was introduced.



Eighty percent of CMS students earned report grades B- or higher across academic subjects: English, math, foreign language, science, and social studies. Common assessments were identified and administered in every subject. English teachers refined curriculum to align with the MA Common Core standards and with rigorous performance based assessments through PARCC and MCAS 2.0.

Enrichment, Leadership and Outreach

CMS takes pride in stretching learning experiences beyond the school day and across content areas to promote development of creative and critical thinking. Students earned awards or recognition in Lego Robotics, Science Olympiad, Math Team, Math Counts, Model UN and Rubik's Cube regional competition. Choral and instrumental music students competed and performed in Junior Districts, MICCA and Music in the Parks choral and instrumental competitions.

Students developed cultural and community awareness and responsibility through leadership opportunities and by raising awareness for local organizations: Coats for Kids drive, Children's Hospital, and Animals and Planet club's 2nd Pet Palooza fundraising pet show. The revised curriculum for *CMS Stands Together* bullying prevention and intervention expanded focus on racial and cultural issues at CMS. All staff and students read critically acclaimed "Cat on the Wall" last summer, and student leaders created a community quilt to highlight the program. A broad selection of co-curricular activities enhanced learning both in and out of the classroom.

The Arts

- Wind ensemble
- Chamber ensemble for strings
- Jazz band
- Stage band
- After School Choruses
- Spring Musical: "The Wiz"
- Art Club
- Creative Writing
- Pokémon



Math & Science

- Animals & Planets
- Dungeons & Dragons
- Engineers Club
- Future Cities Competition
- Girls Who Code (new fall 2015)
- Lego Robotics
- Math Counts
- Math Team
- Minecraft (new Fall 2015)
- Rubik's Cube
- Science Olympiad



Leadership & Life Skills

- Model United Nations
- Student Leaders
- Yearbook
- Chefs Club
- Coats for Kids
- Fashion Club



Athletic Teams

CMS fielded a range of sports teams. Interscholastic teams (grades 7 & 8) competed against other middle schools; intramural teams competed against teams of fellow classmates.

Interscholastic Athletics

- Basketball
- Dodge Ball
- Field Hockey
- Flag Football
- Floor Hockey
- Tennis
- Ultimate Frisbee
- Volleyball

Intramural Sports

- Boys' & Girls' Soccer
- Girls' Field Hockey
- Co-Ed Cross Country (Includes Grade 6)
- Boys' & Girls' Basketball
- Boys' Baseball
- Girls' Softball
- Co-Ed Track & Field



CONCORD-CARLISLE REGIONAL HIGH SCHOOL

The key highlight of the year was the opening of our beautiful new CCHS building on April 28, 2015. There was a community open house in May and the new facility was formally dedicated on December 12, 2015. Demolition and abatement phases were completed last summer, including removal of the old buildings. The project was completed on schedule and below budget. Landscaping will be completed this spring and the MA School Building Authority (MSBA) project audit should be completed by August.

CCHS now better supports student learning in a variety of ways. The HVAC system and amount of natural light have positively impacted both students and staff. Teachers and students actively access areas designed with flexibility in mind; the Main Lobby, Learning Commons and the three floor breakout spaces are always at capacity. The two Fabrication Labs, the Auditorium, the integrated Performing Arts area and Fitness Center are in constant use during and after the school day.

Debt service costs will be lower than original estimates resulting in a \$2M lower assessment to Concord and \$700K lower assessment to Carlisle over the remaining 23-year period of repayment. Part of the projected \$92.5M cost will be financed through issuance of \$65.1M in long-term bonds. The remaining projected \$27.3M should be secured through the MSBA, with projected reimbursement expected @ 35.58% of eligible project costs. The final reimbursement rate was enhanced by 2% for including sustainable design strategies ensuring the new building is both economically and environmentally efficient to operate.



[Concord Carlisle at Play \(CC at Play\)](#)

CC at Play has provided a major renovation of the CCHS recreation facilities, including courts and fields displaced by construction as well as those that had fallen into disrepair. The renovation also includes addition of accessible walkways and an amphitheater for a significant aesthetic and functional upgrade for our community. Similar to creation of the Beede Center, upper turf fields and Ripley fields, CC at Play funded the project with a combination of private (2/3) and public (1/3) funds, including the Community Preservation Act.

CC at Play engaged Gale Associates, a preeminent athletic facilities design and engineering firm, to develop the renovation plan. The three phase plan covered design, accessibility, maintenance and other key elements. Six new tennis courts and renovation of the varsity softball and baseball fields were completed in Phase 1. Phase 2 included installation of synthetic turf on Memorial field for football, soccer, lacrosse and field hockey; construction of an accessible 1/2 mile walking track around the lower fields' perimeter; and replacement of existing lighting with energy efficient lighting. The final phase is construction of a full-size multi-sport grass field at the top of the hill with adjacent lacrosse practice wall, due for completion in June.

We are grateful that the citizens of Concord and Carlisle made it possible to create this truly 21st century school and new playing fields for the current and future generations of students.

CCHS ACHIEVEMENT

All CCHS educators implemented District Determined Measures to ensure students met both local and state learning standards. Each department worked on developing and implementing common assessments to monitor student progress in the core curriculum and the Common Core Standards. Students continued to achieve at high levels in both state and the district assessments. Ninety (90) % of CCHS students earned more than 2.5 GPA.

Full Inclusion

CCHS remained committed to full inclusion in 2015:

- 80% of students in special education were in mainstream programs at CCHS
- 16% of the CCHS population received services through special education
- 141 students received regular education accommodations (based on Section 504 of the Americans with Disabilities Act), an increase after three years of declines.
- 342 were on Individual Education Plans and 504 Plans representing 27% of the total student body

GPA, COLLEGE BOARD SCORES & APPLICATION DATA					
YEAR	STUDENTS	Average GPA	Median SAT (CR & Math)	Median SAT (CR, Math & Writing)	Submitted Applications
2015	300	3.42	1210	1800	2,670
2014	304	3.47	1230	1840	2,512
2013	305	3.33	1230	1840	2,590
2012	301	3.29	1230	1850	2,426
2011	297	3.29	1250	1860	2,376

National Merit Scholars

Six students in the CCHS Class of 2015 qualified as National Merit Scholar Finalists; 26 students received Letters of Commendation

	2015	2014	2013	2012	2011
Finalists	6	6	6	5	12
Semi-Finalists	6	6	6	5	12
Letters of Commendation	26	26	38	19	23
Scholarships Awarded	2	1	1	2	3



Advanced Placement Results

From 2011-2015, 97% of AP exams received a passing score (3 or higher). Overall, 83% of AP exams received scores of 4 or 5.

ADVANCED PLACEMENT RESULTS					
YEAR	# Students taking AP Exams	# Exams Taken	# Subjects Taken	% Passing Rate (3 or higher)	% with Score = 4 or 5
2011	167	299	18	97%	83%
2012	157	216	14	96%	86%
2013	174	297	18	97%	81%
2014	178	314	22	97%	85%
2015	186	332	23	97%	83%

AP SCORES BY DISCIPLINE 2011-2015						
DISCIPLINE	5	4	3	2	1	TOTAL
English	126	114	62	17	0	319
Foreign Language	111	85	35	4	1	236
Mathematics	292	92	44	10	0	438
Science	220	101	39	7	3	370
Social Studies	19	11	11	4	3	48
Seminar	4	0	6	0	0	10
Total	772	403	197	42	7	1421
Percentages	54.33%	28.36%	13.86%	2.96%	0.49%	

Other highlights

- Environmental Field Studies project to protect Blandings’ turtles
- Robotics team built an amazing robot to successfully compete at the regional competitions at WPI and Northeastern University
- Meteorology students and teacher presented at the American Meteorological Society conference in Phoenix
- Student leaders completed “A World of Difference” program with Anti-Defamation League trainers and facilitated sessions of Sophomore Advisory Groups
- 25 students participated in Virtual High School classes each semester
- *Rivers and Revolutions*, completed its third year
- Exchanges in Denmark, Ecuador, Japan, France and Turkmenistan
- Nearly 95% of students participated in at least one co-curricular activity club, group, or athletic team. More than 55 clubs and activities include traditional clubs (Yearbook) and new groups (Dungeons & Dragons Club)
- Student Senate sponsored freshmen orientation and led projects focused on managing student stress, enhancing communication within the school community, and increasing sustainability initiatives
- Students demonstrated commitment to social responsibility through numerous outreach activities and raised funds to aid relief efforts in numerous countries
- The “F Block Group” of faculty and students discussed racial issues, leading to assemblies about race and bias in response to the Ferguson event.

New CCHS Courses

- *Financial Literacy*- mathematical concepts about financial literacy so students can make informed decisions about real life financial situations
- *Digital Filmmaking* - short fiction and documentary film writing and productions with the opportunity to collaborate with CCTV.
- *AP Capstone Research (through College Board)* - deep exploration of a topic, problem, or issue of individual interest leading to an academic thesis with presentation, performance or oral defense of an exhibition.
- *Advanced Muscle Fitness* - variety of different training techniques as well as theory and concepts behind improving strength and endurance.



Post-Graduation Plans

- The average number of graduates planning post-secondary education = 95% since 2011; this included colleges located in 41 states and 4 countries
- CCHS students continued success in the college admissions process:
 - o 32% matriculated at very selective institutions (colleges admitting 40% or fewer applicants)
 - o 46% matriculated at selective institutions (colleges admitting 41-70% of applicants)
- 209 students applied to at least one school via Early Decision, Early Decision II or Early Action
 - o 59% were accepted Early Decision or Early Decision II
 - o 70% of Early Action applications received acceptances
 - o 88% of those students that applied early were accepted to at least one school
- In a survey of 265 graduating seniors, 81% reported they were admitted to their 1st or 2nd college choice and 98% reported having a connection with at least one adult at CCHS

POST SECONDARY PLACEMENTS					
YEAR	Total Students	Post-Secondary Education*	Employment	Armed Forces	Undecided
2015	300	95.10%	0.70%	0.70%	3.30%
2014	304	94.90%	0.00%	0.00%	4.37%
2013	305	92.70%	1.30%	0.00%	4.60%
2012	301	95.70%	0.00%	0.70%	2.70%
2011	297	93.20%	0.30%	0.00%	2.40%

*Post-Secondary Education includes 4-year and 2-year colleges, technical schools and prep. schools.

THE ARTS AT CCHS



The drama and theater programs now thrive in the new, state-of-the-art CCHS theatre. More than 150 students performed as actors and musicians, created technical designs, built sets, implemented lights and sound, and served as stage crew in the inaugural production of *Chicago* last spring. More than 50 students built sets, coordinated lighting and sound and performed in a unique contemporary production, *The Veil*. The cast also performed this show at the Massachusetts Educational Theater Guild festival. Thirty students participated in the production of *Othello* last fall.

The CCHS Repertory and Concert Bands earned gold medals at the prestigious Massachusetts Instrumental and Choral Conductors Association (MICCA) State Concert Festival. A record number of student musicians (band, orchestra, jazz band, and chorus) were nominated and accepted into the MENC All-eastern Honors Ensembles. Sixteen students received All-State recommendations.

Student artists participated in the Boston Globe Scholastic Art awards regional exhibit and earned gold and silver keys. Student artists also participated locally in the Lexington Arts and Crafts Society Show for art majors and the year-end awards and retrospective at the Concord Art Association.



[Concord-Carlisle Community Connections](#)

This new program was launched due to efforts of community member, John Fossett and CCHS teacher, Steve Wells. This unique approach to mentoring and guiding students provided an internship-like experience for 25 students. Students partnered with local residents and professionals to engage in meaningful dialogue and job shadowing in a variety of different fields.



[Community Wellness Committee](#)

Faculty and students collaborated with residents of Concord, Carlisle, and Boston to promote complementary community programming, including the Healthy Concord initiative. Healthy Concord hosted two community book talks (*The Happiness Advantage*, *Brainstorm*) and helped develop mindfulness-oriented programming for Junior Advisory and faculty meetings. The Wellness Committee developed engaging programming for Mental Health Awareness Week and Health Week, with a key focus on stress reduction.

CCHS INTERSCHOLASTIC ATHLETICS

Across playing fields and athletic facilities, CCHS teams and individual athletes broke records, attained personal goals and moved into post-season play. CCHS student athletes were ranked #1 in the Boston Globe Ames Division 2 North Fall Sports Win Percentage with a .584 won/loss record. We are especially proud of the Girls' Basketball team receiving the 2015 MIAA Team Sportsmanship Award voted by their peer schools.

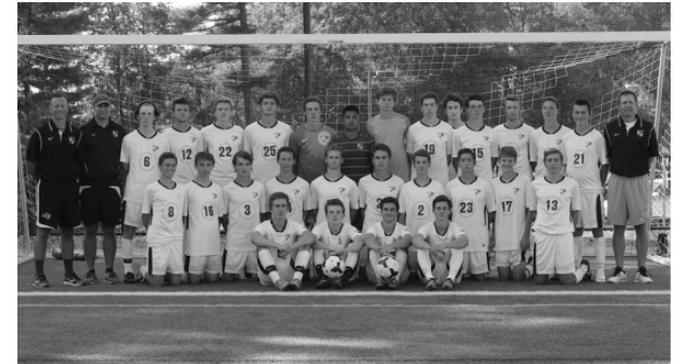


Winter 2015

- State Champion - Diving: Megan O'Brien
- State Champion - Swimming 100 meters: Joel Sibley
- State Champion - Track 1 mile: Thomas Ratcliffe
- State Finalist & MIAA North Sectional Champions: Boys Ice Hockey
- All State Finalist 2nd Place: Girls Alpine Ski
- Boys Nordic Ski, 4th in state
- Girls Nordic Ski, 4th in state
- DCL Champions, MIAA Central Sectional Finalist & State Qualified Team: Boys Basketball
- Boys/Girls Alpine Ski teams qualified for All State Finals

Spring 2015

- State Champions: Girls Tennis (4th consecutive year)
- State Semi-finalist & Division 1 Central West Sectional Champions: Girls Lacrosse
- DCL Champions, Division North Semifinals & State Qualified Team: Boys Baseball
- Other DCL Champions & State Qualified Teams:
 - o Boys Lacrosse
 - o Boys Track
 - o Girls Softball



Fall 2015 (overall 78-18-4)

- State Finalists, Division 2 North Sectional Champions, DCL Champions: Girls Soccer
- State Semi-finalists, Division 1 Central West Champions, DCL Champions with 21-0 record: Girls Volleyball
- All State 4th place and DCL Champions: Golf
- DCL Champions, North Sectional Finalists: Boys Soccer
- Eastern Mass Finalist (2nd place) and DCL Champions: Boys Cross Country
- DCL Champions: Girls Cross Country
- North Sectional Finalist (Division 3) and DCL Champions: Football
- DCL Champions: Girls Field Hockey

CPS AND CCRSD SPECIAL EDUCATION

CPS/CCRSD Special Education Department is dedicated to providing quality services and programs for students with disabilities from preschool through age 22. It continued to strive to meet the increasingly diverse needs of students with learning, medical, cognitive and social disabilities within our local communities, providing opportunities both in and out of school to increase independence.

Concord Integrated Preschool

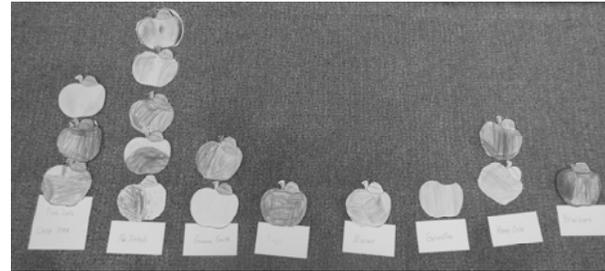
The preschool (CIP) continued meeting the needs of our earliest learners within three classrooms. Beginning at age three, students with disabilities were placed with community peers. CIP was again at 100% capacity for community peers and at about 75% capacity for students with disabilities. CIP continued to work with Early Intervention, local daycare centers and preschools to identify students who may be eligible for special education and require services.

Concord Public Schools

At the K-5 level, Special Education teachers worked with their grade level general education colleagues to examine and analyze data to improve student progress. K-5 special education staff participated in the Math program pilot and in the districtwide technology committee. CMS students used the 1:1 computers to learn how to work with increased independence while learning digital skills and tools to support their move into adulthood.

Concord Carlisle Regional High School

CCHS special education department worked diligently to prepare for the NEASC accreditation team's onsite visit. The programs and services for students with disabilities are individually designed to meet each student's needs. Students used the 1:1 computers effectively and efficiently to be as independent in the classroom as possible. Transition planning for students begins at age 14. In September, CCHS added a full-time transition specialist who will get to know each student, their individual needs and the wider community to help plan their transition out of CCRSD between ages 18 to 22.



CPS and CCRSD SEPAC

www.concordsepac.org

The Concord and CCHS Special Education Parent Advisory Council (SEPAC) is a volunteer advisory council supporting CPS and CCHS families with students on an Individualized Education Program (IEP). Since 1986, Massachusetts special education law, Chapter 71B (of the MA General Laws) has required each school district to establish a PAC to "advise the School Committee on matters that pertain to the education and safety of students with disabilities." The SEPAC is committed to serve families of students on IEPs and believes all students benefit from the supports introduced into the classroom for students with specific needs.

The SEPAC met regularly with school administrators to give input on policies and programs affecting their children, educated parents and the broader community with speakers, formal and informal gatherings and through social media. Recent accomplishments included:

- New website with resources for parents
- Out-of-District parent networking group
- IEP Basic Rights Workshop
- SEPAC outreach and awareness
- Monthly newsletter

In the coming year, SEPAC plans to conduct a parent survey on special education, develop a Transition Workshop Series (from high school to adulthood) and sponsor a Disability Awareness Day.

Following successful completion of the CCHS building project, the IT department began network upgrades to meet the district's 21st century educational vision and manage the increased number of devices on the network.

Airwatch

Airwatch (mobile device management platform (MDM)) was installed on all devices requiring access to the district network. This includes CCHS and CMS (1:1 laptop learning environments) and K5 schools (2:1 laptops or iPad learning environments). *Airwatch* is designed to enforce network policies and manage security needs while being sensitive to an end user's privacy expectations.

Virtual Environment with VMWare

The districts worked with EMC to transition to a virtual environment using *VMWare*. Moving the core servers to a virtual environment increase efficiency and agility while reducing overall IT expenses. The network design includes a Disaster Recovery server at CCHS which will take over should the Ripley core servers become unavailable.



Other Updates

- Completed transition of email from First-class to Gmail
- Migrated existing First-class email accounts and Google drive data
- Developed/redesigned school-based websites (District and CCHS now complete)
- Upgraded firewall
- Segmented Internet bandwidth by school
- Rerouted network traffic between buildings to increase efficiency
- Set up wireless network security while providing an Internet-only guest wireless network
- Expanded use of Google's education platform through use of drive, apps, and classroom (CCHS completed; PreK through middle school websites underway)



CPS Technology

Technology was woven into the K-8 curriculum across all subject areas, including:

- Digital Citizenship activities
- Digital and online writing experiences: *Book Creator, Explain Everything, Little Bird Tales, and Google Drive*
- iPads for literacy and math activities in the primary grades
- Music creation and interpretation using iPad apps: *Garage Band, iMovie, PrintMusic, and Music Ace*
- Online student artwork commentaries using iPads and *AudioBoom*
- Unique self-portrait art project using digital photography
- Collaboration using Google Apps for Education
- Online instruction and intervention tools: *Lexia Core5, iReady, Dreambox, Fastt Math*
- *Pebble Go* for access to online books at home and school
- Online instructional videos using *BrainPop* and *Discovery Education*
- Keyboarding instruction and practice using *Type to Learn*

CCHS Technology

CCHS launched a successful 1:1 student laptop program. Every student now has an Apple laptop computer for use in the classroom and at home. Teachers participated in technology workshops on creative ways to use laptops as effective learning tools. They integrated *Google Docs* and *Google Applications for Education* to provide students with more opportunities to collaborate and provided formative assessment on student work. Students used a variety of digital tools and *Google Apps* to access online course work, check email for class and school information, contribute to online forum discussions, and work with a variety of web-based platforms.



CCHS Learning Commons (LC)

The LC provided a wide range of resources to support students in building critical thinking and research skills as well as understanding the obligations of ethical behavior in a digital world. Students enjoyed a supportive, academic environment in a relaxed social setting. Topics in information literacy classes included advanced search, source evaluation and citation, media production, copyright & creative commons licensing, and web-based tools for collaborating, synthesizing, and sharing work. The LC provided access to:

- 500+ e-books for reference and research
- MA Commonwealth eBook and Audiobook Collection
- EBL eBook collection and digital archive *BiblioBoard*
- Learning Ally audiobook platform for students with reading disabilities and IEP, 504, or concussion accommodations
- Web-portal access to scholarly databases, reference sources, primary source repositories

The LC also served as a home for many after-school clubs:

- *BookPALS*- promoted love of literacy with elementary school children in Dorchester through regular visits and letters
- YA Galley - reviewed ARCs (advanced reader copies) of pre-publication young adult novels for the American Library Association
- National Novel Writing Month (NaNoWriMo) for students interested in writing
- The Japan Club, Dungeons & Dragons, Sci-Fi, Academic Bowl, Sign Language Club, Magic Card Club, Speech & Debate, Super Smash

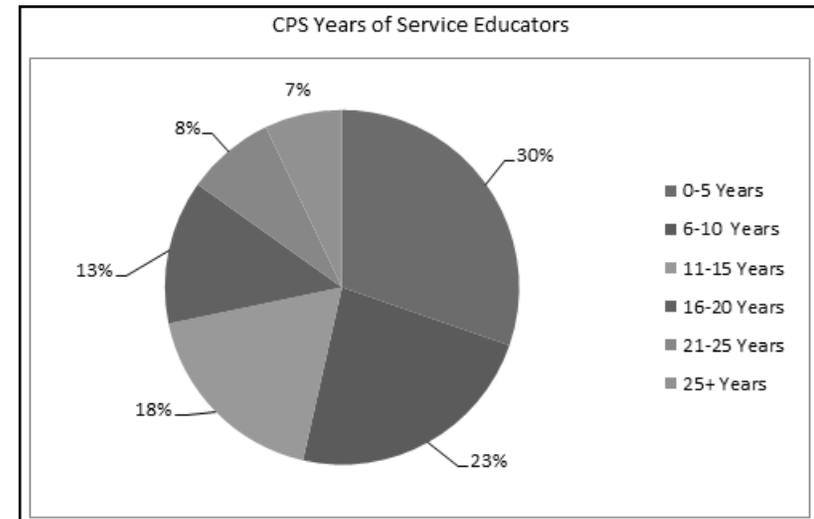
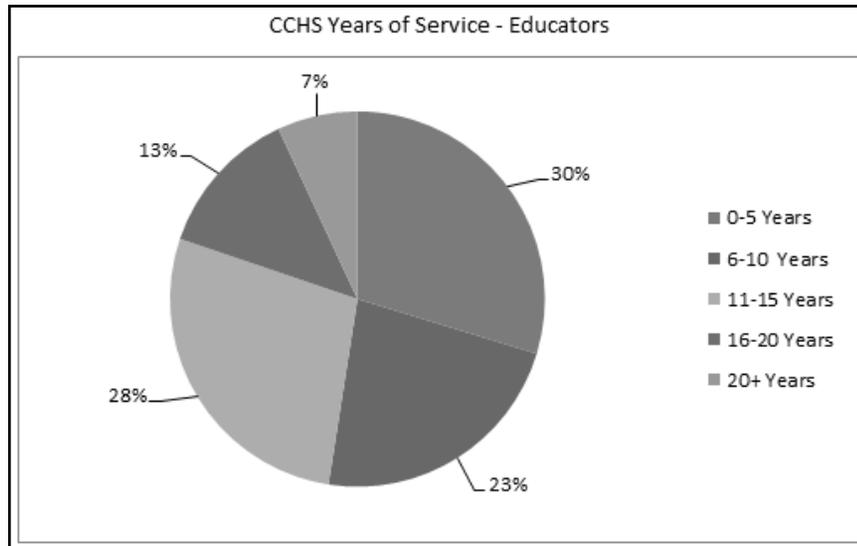


★ STAFF DATA

Celebrating The Future

Eighteen faculty and staff members retired after many years of dedicated service. The majority of the new hires filled vacancies created by retirements, resignations, and temporary leaves of absences. The primary reason for separation from service (other than retirement) continued to be family relocation or family reasons.

CPS and CCRSD continued to hire and retain exceptional educators. Retention rates for educators continued to be strong. The CCHS retention rate in 2015 was 97% with an eight year average = 97.7%. The CPS retention rate was 97.6% with an eight year average = 96.5%. The districts have developed significant mentoring programs to ensure new educators quickly become part of the learning communities at each school site. The Human Resources office continued supporting improvement in implementation of the new comprehensive supervision & evaluation system for educators.



The two districts hired three administrators and 26 teachers, plus 47 support staff members (bus drivers, food service employees, tutors, custodians, & assistants). Recruiting and retaining great educators requires a strong induction program, comprehensive professional development, excellent working conditions, and highly competitive salaries. Tuition reimbursement, and an employee assistance program supported staff. The "Wellness at Work" program was revised to incorporate best practices in employer-sponsored wellness programs. Minuteman-Nashoba Health Group, the school system's health benefits purchasing consortium, continued to engage a wellness consultant who provided financial and programmatic support for various employee wellness initiatives. Tremendous enthusiasm and support for employees also came from involved parents, families, and the community at-large.

The Teachers Associations and administration met regularly to discuss ideas, issues, and concerns. Other activities included:

- Aligning professional development offerings with educator plans and goals, school improvement plans, and district goals
- Reviewing survey feedback about the districts' new educator orientation
- Implementing and supporting mindfulness training opportunities for staff
- Contract negotiations with the Concord Teachers Association



Professional Development

The district continued investing considerable resources in professional development to provide educators with learning opportunities in curriculum development and technology integration. K12 teachers participated in 80 curriculum development projects last summer and during the school year:

- Using iPads to create books in primary classrooms
- K5 common research process
- K5 digital writing projects
- Mindfulness in Schools
- CCHS departmental projects for transitioning to 1:1 learning environments
- PreK-12 courses in content areas, Open Circle, English Language Learners, special education
- Committee work on elementary math, K12 science, and K12 STEAM education curriculum
- Transition Next Gen Science standards into current curriculum
- K12 Professional Learning Council formed to plan engaging, relevant, professional learning for all teachers

FINANCIAL OVERVIEW

Celebrating The Future

The next three pages provide summary data about the CPS and CCRSD budgets. More detailed information about each budget is available online: <http://www.concordps.org/superintendent/budget-books/>. Hard copies are available upon request.

OPERATING BUDGETS FY12 - FY17

	Operating Budget	+\$ vs. Prior Year	+% vs. Prior Year	Override Concord	Override Carlisle
CPS					
FY12	\$28,474,200	\$775,000	2.80%	\$0	n/a
FY13	\$29,755,538	\$1,281,338	4.50%	\$0	n/a
FY14	\$31,140,538	\$1,385,000	4.65%	\$0	n/a
FY15	\$32,440,538	\$1,300,000	4.17%	\$0	n/a
FY16	\$34,542,735	\$2,102,197	6.48%	\$0	n/a
Proposed FY17	\$35,660,110	\$1,117,375	3.23%	\$0	n/a
CCRSD					
FY12	\$23,475,041	\$929,735	4.12%	\$0	\$0
FY13	\$23,647,387	\$172,346	0.73%	\$0	\$0
FY14	\$23,886,464	\$239,077	1.01%	\$0	\$0
FY15	\$24,605,506	\$719,042	3.01%	\$0	\$0
FY16	\$25,802,829	\$1,197,323	4.87%	\$0	\$0
Proposed FY17	\$26,608,381	\$805,552	3.12%	\$0	\$0



Concord Public Schools

The FY17 operating budget request = \$35,660,111 (+3.23% above FY16) is below the levy limits and matches the guidelines issued by Concord. Eighty one percent of the \$1,117,346 increase supports employee costs and 19% to non-employee costs. The number of teachers at the top step increased to 44.7% (versus 38% in FY16). Nonemployee costs include significant increases for snow removal and returning to the replacement cycle for school buses.

The average annual CPS budget increase over the past five years is 4.61%. CPS has not requested a Proposition 2 debt override for ten years.

CPS Support by Town of Concord

Concord Public Schools received support from the Town of Concord for insurance, pension and school capital project debt service expenses as well as Social Security and Medicare taxes. Total support decreased \$68,944 in FY 16 versus FY15.

Town of Concord Budget's Support of CPS	FY16 Budget
Police Crossing Guards	\$54,480
Group Insurance for CPS Employees	\$1,681,210
Health Reimbursement Account	\$0
OPEB Funding	\$644,149
Retirement (Pension) for CPS Employees (non-teaching)	\$930,193
Unemployment and Workers' Compensation	\$100,000
Social Security + Medicare Tax	\$460,000
Debt Service for school capital projects - within levy limit	\$940,113
Debt Service for school capital projects - excluded debt	\$4,004,377
TOTALS	\$8,814,522

CPS Operating Budget	2016 Budget	FY17 Prelim Needs Budget	% of Total	% Change
Regular Education	\$19,712,343	\$20,411,283	57.2%	3.55%
Special Education	\$8,189,303	\$8,029,614	22.5%	-1.95%
Administration	\$4,342,012	\$4,832,985	13.6%	11.31%
Operations	\$2,240,971	\$2,324,741	6.5%	3.74%
Fixed Costs	\$58,106	\$61,488	0.2%	5.82%
Total	\$34,542,735	\$35,660,111	100.0%	3.23%



Concord Carlisle Regional School District

The FY17 operating budget request = \$26,608,381 (+3.12% above FY16) is below levy limits and matches guidelines issued by both Concord and Carlisle. Sixty eight percent of the \$805,553 increase supports employee costs and 32% for non-employee costs. Teachers at the top step increased from to 55.3% (versus 54.5% in FY16). The most significant non-employee cost increases is OPEB costs, technology and returning to the replacement cycle for school buses.

CCRSD Operating Budget	2016 Budget	FY17 Prelim Needs Budget	% of Total	% Change
Regular Education	\$12,568,337	\$13,092,183	49.2%	4.17%
Special Education	\$5,569,955	\$5,331,033	20.0%	-4.29%
Administration	\$1,415,981	\$1,476,206	5.5%	4.25%
Operations	\$3,295,614	\$3,311,281	12.4%	0.48%
Fixed Costs	\$2,952,942	\$3,397,678	12.8%	15.06%
Total	\$25,802,828	\$26,608,381	100.0%	3.12%

The average annual CCRSD increase over the past five years is 2.76%, lower than last year's 5-year average = 2.90%. Concord's enrollment assessment rose in FY17 to 73.61%. Its assessment is \$20,719,713 (including \$3,684,708 projected debt service). Carlisle's assessment (26.39%) = \$7,428,247. For the 10th consecutive year, CCRSD has not requested a Proposition 2 debt override. CCRSD maintained a strong Excess and Deficiency (E&D) fund balance (4.9%) and retained its excellent Aaa bond rating.



State Aid

State funding levels were stable but continued to represent a small portion of annual operating budgets. State aid provided to CPS and CCRSD does not correlate to increased budgetary demands of broadening State data and reporting requirements. This increased workload cost is borne by each district and will continue to be funded by local operating budgets. Special Education Circuit Breaker reimbursement funds (provided only when costs exceed 4 times the MA average foundation budget with maximum reimbursement = 75% of exceeded costs) should remain level. Both districts continued to budget circuit breaker level assumptions due to past volatility in the MA reimbursement percentage. State and federal grant funding is projected to remain flat.

State Aid FY15 vs. FY16	CPS FY16 Actual	% of Total Budget	CPS FY17 Estimate
Chapter 70	\$2,705,857	7.8%	\$2,705,857
Charter School Reimbursement	\$3,243	0.0%	\$3,243
Regional Transportation	n/a	0.0%	n/a
Total State Aid	\$2,709,100	7.8%	\$2,709,100
State Aid FY15 vs. FY16	CCRSD FY16 Actual	% of Total Budget	CCRSD FY17 Estimate
Chapter 70	\$2,053,456	6.7%	\$2,053,456
Charter School Reimbursement	\$30,458	0.1%	\$30,458
Regional Transportation	\$707,224	2.3%	\$707,224
Total State Aid	\$2,791,138	9.1%	\$2,791,138

Grant Funding

CPS FY16 grants received = \$1,200,410, a 3.9% increase over FY15:

Concord Public Schools - Federal and State Grants			
		FY15	FY16
FEDERAL GRANTS			
Regular Education			
Title I	Dissemination Project	\$149,182	\$140,255
Title II A	Improving Educator Quality	\$33,124	\$32,989
Special Education			
240	Special Education Entitlement	\$493,525	\$487,471
274	Program Improvement		\$16,791
298	EC Sped Prog. Improv.	\$5,600	
262	Early Childhood	\$14,050	\$14,033
Total Federal Grants		\$695,481	\$691,539
STATE GRANTS			
317	METCO	\$459,613	\$508,871
TOTAL FEDERAL AND STATE GRANT:		\$1,155,094	\$1,200,410

CCRSD FY16 grants received = \$818,132, an 11.6% increase over FY15:

Concord-Carlisle High School - Federal and State Grants			
		FY15	FY16
FEDERAL GRANTS			
Regular Education			
Title I	Dissemination Project	\$33,247	\$79,825
Title II A	Improving Educator Quality	\$20,987	\$21,435
Special Education			
240	Special Education Entitlement	\$324,825	\$330,135
274	Program Improvement		\$10,273
Total Federal Grants		\$379,059	\$441,668
STATE GRANTS			
317	METCO	\$344,719	\$376,464
TOTAL FEDERAL AND STATE GRANT:		\$723,778	\$818,132

CPS Capital Projects

Projects completed this past year include:

- Alcott and Thoreau flooring
- Thoreau playing fields
- Willard septic system cleaning and inspection
- Walkway repair at Thoreau
- Walkway repair and improvement at Sanborn
- New Boilers at Sanborn
- Peabody gym floor repair and refinish
- Peabody bus loop stair replacement
- Ripley drainage
- Ripley tree trimming and property reclaim

As part of the five year capital project plan, Article 12 requests \$870,000:

- \$415,000 Purchase of modular classrooms at Sanborn
- \$155,000 CMS facility needs assessment
- \$300,000 Contingency for Transportation Depot

CCRSD Landfill Remediation

At 2016 Concord Town Meeting, CCRSD will request \$700,000 to 900,000 for Concord’s share of the cost for remediation of the former private landfill on CCRSD land. Total project cost is estimated at \$1,100,000.



Concord Town Meeting Warrant Articles

Four school-related warrant articles will be presented at 2016 Town Meeting:

Article #	Article Name
11	CPS FY16 Operating Budget
12	CPS Renovations
13	CCRSD FY16 Operating Budget
14	Landfill Remediation



Community partnerships are integral to the success of our schools. CPS and CCHS students and staff appreciate wonderful support from parents, community members and non-profit organizations. This includes generous donations of volunteer time and funding to benefit students both inside and outside the classroom. In particular, we recognize Concord Carlisle Youth Services; 2Volunteer; CC Adult and Community Education; Concord Education Fund, Center for Parents and Teachers; Concord-Carlisle Community Chest; the five school parent teacher groups and CC at Play.

CONCORD-CARLISLE YOUTH SERVICES

<http://www.concordma.gov/youth>

The Youth Services Coordinator position for Concord and Carlisle was launched in 2011 with funding from the Concord-Carlisle Community Chest (CCCC) and support by the Youth Coordinator Advisory Board (YAB). Its mission is to identify and broadly communicate resources and programs that support the social, emotional, and developmental needs of youth in Concord and Carlisle. With particular focus on the middle and high school population, the CCYS coordinator is a clearinghouse of information, a skilled networker, a facilitator of new and existing initiatives and a high profile public advocate for youth in our communities. As defined by its strategic plan, CCYS focused on three priorities in 2015:

- Suicide awareness and prevention
- Stress reduction and mindfulness
- Substance abuse prevention



CCYS also collaborated on several community initiatives in 2015:

- Organized the annual CCHS "Class Act Awards" in partnership with CCHS, CC Community Chest, Rotary Club of Concord, Youth in Philanthropy and 2Volunteer. This awards night recognizes and celebrates more than 250 students for their service to school and community.
- Two outreach programs working closely with school guidance counselors: an inaugural Back to School Backpack Drive (more than 60+ distributed) and the CCCC Holiday Youth Gift Drive assisting 64 families and about 140 children.



CONCORD EDUCATION FUND (CEF)

www.concordfund.org

Since 1993 the Concord Education Fund has enthusiastically invested over \$2.5 million in Concord's public schools. CEF is committed to bring forth novel teaching ideas, new learning initiatives, programs and curricula that reach beyond the scope of the public school budget. All this is possible through tremendous community support. Grants awarded in 2015 include:



CPS Pre-K through Grade 8:

- CPS Integrated Preschool Playground Structure
- Launch into STEM Student Learning Program
- STEAM Enrichment Program
- *Pebble Go* and *Pebble Go Next* research tools
- Elementary 3D Modelling
- Mindfulness Training

CCHS:

- Digital Dashboard
- Biodiversity and Biostatistics Field Study
- Teaching Sustainable Ecosystems with Groves
- Strong Bodies, Strong Minds



CCHS COMMUNITY SERVICE

www.2volunteeronline.org

2Volunteer
COMMUNITY SERVICE at CCHS

Community Service is an essential component of our secondary education program. *2Volunteer* is a community-based organization which partners with the school administration to help students make the connection between their interests and the agencies which depend on volunteers for their missions. It maintains a comprehensive website (linked to the CCHS home page) with a database of opportunities (ongoing and one-time) with the agencies. It continues to help the community expand the reach and impact of volunteer service. It has helped implement community service projects at the elementary and middle school levels and supported the launch by parents and students of the David Prifti Day of Service during CCHS Senior Week.

Students must complete 40 hours of community service before graduation; many contribute substantially more volunteer time because of the commitment of parents and the community at large in teaching students their responsibilities as citizens. In 2015, CCHS students recorded 19,582 hours of community service. The Class of 2015 recorded 34,668 hours of service during their CCHS careers. **Both were nearly 50% more than the previous years' averages.**

2Volunteer is a designated organization for processing the prestigious President's Volunteer Service. A record 87 students were recognized in 2015 with a President's Volunteer Service Award, recognizing 100 or more hours of service in a single year for Young Adults (age 16 and older) or over 50 hours of service for Teens under age 16.

CONCORD-CARLISLE COMMUNITY CHEST (CCCC)

www.ccommunitychest.org



For 68 years, the Community Chest has been helping our neighbors in need. In 2015, thanks to the generosity of many individuals and businesses in our towns, the Chest awarded more than \$600,000 in funding to valuable human services organizations and programs. Grants to help support the schools and youth in our community included:

- CCHS Teen Mental Strength Program (\$19,325) to help address concerning levels of stress reported by our students
- CC at Play (\$30,000) helps fund accessible pathways at the playing fields so that people with all abilities can enjoy the new facilities
- Ninth year of the Teen Buddy after-school program (\$12,500) where older students mentor younger students who are at-risk
- Financial aid to support students of Concord-Carlisle Adult & Community Education (\$17,000) so cost is not a barrier to learning
- Funding for the Youth Services Coordinator (\$26,000) supports and nurtures the social, emotional and development needs of our youth
- Funding for the Town's Community Services Coordinator (\$43,000) supports a social worker who helps address issues that negatively impact the lives of local individuals and families

CCCC is grateful for the support from individual and business donors who make these programs possible for our students and all residents of Concord and Carlisle.



CENTER FOR PARENTS AND TEACHERS

www.centerforparentsandteachers.org

Since 1987 the Center for Parents and Teachers (CPT) has provided programming to strengthen families and increase parent effectiveness through high quality, low cost workshops and forums. CPT enhances preschool and elementary education through professional development workshops and a curriculum lending library. It partners with citizen associations and schools to support the best possible community-wide environment for healthy growth and development of children and families. CPT offered forums and workshops to parents and teachers including:

- "Touchpoints" in Early Care and Education: Bursts, Regressions and Pauses in Child Development
- Finnish Lessons: What Can the US Learn from Educational Change in Finland?
- The Soul of Discipline: Raising Respectful Children in a Culture of Disrespect
- Mindfulness Practice for Middle School Parents
- The Opposite of Worry: Helping Our Children with Fears and Anxieties
- Cyber-Safety: What Parents Need to Know To Keep Teens Safe Online
- Taking Care of Ourselves and Our Teens: Reducing Stress and Enhancing Resiliency
- Fostering Self-Reliance in Our Young Children
- Smoothing the Transition to Kindergarten
- 10 Ways to Reduce Stress and Enjoy the High School Years

CPT also offered single session and full day professional development conferences for area early childhood educators. In addition, it provides a Curriculum Lending Library of 32 creative curriculum buckets for member child care centers to enrich classroom instruction.

CONCORD CARLISLE ADULT AND COMMUNITY EDUCATION (CCACE)

www.ace.colonial.net

Established by the school district in 1954, CCACE provides community access to schools for continuing education and enrichment. It offers educational programs on the CCHS campus, bringing people together around shared interests, fostering a sense of community and strengthening school-community relations. Community education helps maximize citizen use of our schools in creative, cost-effective ways, ensuring a higher return on local education investment.

CCACE relocated its office to the new CCHS dining commons last spring. Classes are taught at CCHS and in other public and community facilities. CCACE teachers, staff and services are funded by student fees; the program funded 99% of its operations with program revenues in 2015. Overall, educational services valued at almost three-quarters of a million dollars were provided to district residents.

Last year CCACE enrolled 1,669 students and conducted 275 non-credit courses with more than 10,000 individual lessons and tutorials. This includes Village University (daytime seminars for senior citizens); before school and vacation classes for K-12 students; and evening classes for high-school students and adults. Courses were offered in the arts, music, finance, languages, technology, health, college planning, retirement planning, parenting, history, and more. New offerings included courses on climate change, the U.S. Constitution, modern art, music of T.S. Eliot, and a summer chess club. In addition, the Instrumental Music School of Carlisle and Concord provided year-round instruction to more than 300 young musicians and CCHS Driver Education increased its enrollment above 200 students.

An Advisory Committee appointed by the School Committee promotes program development and communication with the community. Citizens are encouraged to participate in its monthly meetings and to participate in extended-day learning in our district.



SCHOOL COMMITTEE COMMUNICATION AND COMMUNITY ENGAGEMENT

A key School Committee goal is to improve communication with the community. School Committee members now offer several ways to improve communication with all stakeholders and encourage your participation:

- Periodic Community Coffees with School Committee members
- Regular submission of articles to the *Concord Journal* about School Committee news
- New improved School Committee Web Page
- SC meetings open to the public; agendas posted on www.concordps.org
- SC meetings broadcast on CCTV; available on demand at www.concordtv.org.
- Three new advisory committee providing community with a direct voice in key issues:
 - School calendar
 - Naming of school facilities
 - Alternative fuel buses



COMMUNITIES AT A GLANCE

Celebrating The Future



How do CPS and CCRSD compare to neighboring school communities? The tables below illustrate how Concord Public Schools (and Concord Carlisle Regional School District) compare on various measures relative to other communities. These communities were selected because 1) they border the Town of Concord; or 2) exhibit similar demographic characteristics (median household income, average home value and tax rate, etc.). Please note some measures are not “apples to apples” comparisons because eight towns share a high school with another town (Acton & Boxborough; Dover & Sherborn; Lincoln & Sudbury; and Concord & Carlisle). Effective FY16, the town of Acton and Boxborough merged into one K-12 district. For this reason, we have separated districts by grade levels served: K8; K12; 9-12. Below is demographic and tax rate data for each town.

TOWN DEMOGRAPHICS	2013	2013	FY14	2015	Average	FY16	FY16	FY16	FY16	Percent	Assessed	2015
	Town Population	Pop. Rank	Foundation Enrollment	Labor Force	Sin. Family Tax Bill	Tax Bill Rank	Sin. Family Home Value	Res. Tax Rate	Tax Rate Rank	Tax Levy Residential	Values FY07-FY16	Moody's Rating
Acton	22,891	6	2,341	12,255	\$ 10,382	12	\$539,896	\$ 19.23	3	88.2%	87.3%	Aaa
Bedford	13,975	12	2,579	7,124	\$ 9,103	16	\$595,748	\$ 15.28	12	62.9%	78.0%	Aaa
Boxborough	5,137	20	397	2,921	\$ 8,981	17	\$548,990	\$ 16.36	10	76.1%	96.8%	Aa2
Carlisle	5,028	21	612	2,459	\$13,588	6	\$790,001	\$ 17.20	8	98.2%	98.2%	Aa1
Concord	19,285	8	2,032	8,448	\$13,490	7	\$969,131	\$ 13.92	16	91.4%	90.9%	Aaa
Dover	5,797	19	531	2,688	\$ 14,149	4	\$1,098,503	\$ 12.88	18	97.4%	97.6%	Aaa
Harvard	6,569	17	1,084	2,709	\$ 9,597	14	\$531,669	\$ 18.05	4	95.0%	95.3%	(blank)
Hopkinton	15,918	10	3,348	8,052	\$ 8,953	18	\$525,705	\$ 17.03	9	83.4%	83.5%	Aa2
Lexington	32,650	2	6,598	15,865	\$ 12,955	8	\$887,355	\$ 14.60	14	79.4%	87.4%	Aaa
Lincoln	6,565	18	650	2,849	\$ 15,033	3	\$1,074,555	\$ 13.99	15	95.4%	96.5%	(blank)
Littleton	9,246	16	1,537	5,098	\$ 6,999	20	\$395,635	\$ 17.69	6	70.1%	80.1%	Aa2
Maynard	10,370	15	1,326	6,162	\$ 6,960	21	\$327,517	\$ 21.25	1	84.3%	87.3%	Aa3
Natick	35,214	1	5,129	20,204	\$ 6,868	22	\$506,084	\$ 13.57	17	77.6%	77.4%	Aa1
Needham	29,736	3	5,279	15,262	\$ 9,587	15	\$830,791	\$ 11.54	22	75.4%	87.1%	(blank)
Sherborn	4,239	22	394	2,221	\$ 15,104	2	\$734,285	\$ 20.57	2	95.4%	95.6%	Aa1
Sudbury	18,367	9	2,877	9,157	\$ 12,082	9	\$678,738	\$ 17.80	5	91.0%	93.3%	Aa1
Wayland	13,444	13	2,656	6,902	\$ 11,730	10	\$676,477	\$ 17.34	7	94.9%	95.0%	Aaa
Wellesley	29,090	4	4,972	13,320	\$ 13,971	5	\$1,180,996	\$ 11.83	20	87.1%	88.0%	Aaa
Westford	23,265	5	5,035	12,051	\$ 7,797	19	\$478,366	\$ 16.30	11	84.9%	85.7%	Aa2
Weston	11,853	14	2,352	5,336	\$ 18,762	1	\$1,542,898	\$ 12.16	19	95.6%	95.8%	Aaa
Westwood	14,876	11	3,077	7,585	\$ 10,312	13	\$703,380	\$ 14.66	13	75.4%	86.4%	Aa1
Winchester	22,079	7	4,244	10,759	\$ 10,948	11	\$937,364	\$ 11.68	21	95.5%	94.7%	Aaa
Data Source	MA DOR	Calc.	MA DOR	MA DOR	MA DOR	Calc.	MA DOR	MA DOR	Calc.	MA DOR	MA DOR	MA DOR

NOTE: MA DOR has not updated population counts since 2013 and has used those counts in FY2017.

Below is data related to education spending and student test scores for K8, K12 and 9-12 districts. Note the spending levels for 9-12 districts will be higher than a blended K12 program. Dover Sherborn represents a 6-12 district; the other regional high school districts are 9-12 districts. Most of this data is provided by the MA Department of Elementary and Secondary Education (DESE).

TOWN EDUCATION	FY15	FY15	FY15	FY15	Rank	FY14	FY15	FY14	FY14	Rank	FY14	FY14	FY14	FY15	METCO	15 ELA	15 Math	15 Science	FY13 %
	FTE Pupils	FTE Pupils	FTE Pupils	Total	Total	Total \$M	OOD	SpEd \$M	All SpEd	SpEd	State Aid	Teacher	Salary	Students/	Program?	MCAS: A+P	MCAS: A+P	MCAS: A+P	Attend
	In District	OOD	Total	\$PPE	\$PPE	Budget	\$PPE	Budget	%Tot	%Tot	%NSS	Avg Salary	Rank	Teachers		PARCC: L4+L5	PARCC: L4+L5	PARCC: L4+L6	College
K8 Districts:																Gr. 8**	Gr. 8**	Gr. 8**	
Carlisle	639	7	646	\$18,050	4	\$10.11	\$77,183	\$ 2.42	23.89%	4	8.42%	\$91,588	3	11.0	No	89%	92%	85%	n/a
Concord	2,095	45	2,140	\$17,517	5	\$33.57	\$53,691	\$ 7.33	21.85%	2	6.46%	\$91,142	4	13.1	Yes	78%	75%	79%	n/a
Dover (K5)	476	19	495	\$24,263	1	\$10.07	\$158,742	\$ 3.47	34.45%	3	6.67%	\$93,410	2	12.1	Yes	**	**	**	n/a
Lincoln	1,201	17	1,218	\$20,982	2	\$11.70	\$34,657	\$ 1.51	12.93%	6	6.54%	\$82,938	5	10.2	Yes	96%	64%	57%	n/a
Sherborn (K5)	389	4	393	\$19,534	3	\$6.59	\$316,615	\$ 2.01	30.54%	5	8.59%	\$99,858	1	12.9	Yes	**	**	**	n/a
Sudbury	2,854	47	2,901	\$14,797	6	\$36.58	\$47,763	\$ 8.63	23.60%	1	12.30%	\$73,472	6	13.6	Yes	90%	16%	68%	n/a
K12 Districts:																Gr. 10	Gr. 10	Gr. 10	
Acton Boxborough	5,644	146	5,790	\$14,016	10	\$37.46	\$58,445	\$ 7.35	19.63%	12	19.96%	\$78,012	10	15.6	No	97%	95%	95%	90%
Bedford	2,522	92	2,613	\$17,839	3	\$39.81	\$76,856	\$ 10.29	25.84%	6	10.13%	\$78,305	9	11.5	Yes	97%	87%	84%	85%
Harvard	1,150	51	1,200	\$15,799	7	\$15.15	\$31,531	\$ 3.97	26.20%	15	12.48%	\$83,215	5	12.9	No	98%	97%	93%	88%
Hopkinton	3,425	78	3,503	\$13,535	12	\$40.56	\$33,579	\$ 7.87	19.41%	9	14.50%	\$82,350	7	13.7	No	99%	97%	96%	89%
Lexington	6,777	98	6,875	**		\$105.38	**	\$ 25.46	24.16%	1	8.45%	\$78,713	8	12.4	Yes	99%	98%	97%	87%
Littleton	1,597	124	1,721	\$13,993	11	\$20.51	\$32,329	\$ 5.94	28.95%	13	18.79%	\$68,809	14	15.0	No	98%	95%	90%	89%
Maynard	1,418	89	1,507	\$14,642	8	\$17.83	\$19,382	\$ 3.99	22.38%	14	23.05%	\$69,991	13	13.4	No	92%	70%	56%	83%
Natick	5,339	181	5,520	\$14,044	9	\$64.15	\$46,122	\$ 13.61	21.21%	4	13.43%	\$66,825	15	14.6	Yes	98%	92%	90%	89%
Needham	5,535	91	5,626	\$15,900	5	\$73.62	\$66,730	\$ 15.40	20.92%	3	11.00%	\$87,175	3	14.5	Yes	99%	94%	92%	91%
Wayland	2,663	51	2,714	\$17,650	4	\$39.11	\$57,315	\$ 7.52	19.22%	10	8.59%	\$88,378	2	13.0	Yes	97%	94%	94%	87%
Wellesley	5,022	72	5,094	\$18,289	2	\$76.97	\$106,616	\$ 19.40	25.21%	2	10.09%	\$83,376	4	13.4	Yes	98%	95%	83%	89%
Westford	5,100	68	5,168	\$13,118	13	\$57.10	\$64,164	\$ 10.04	17.59%	7	28.99%	\$70,933	12	14.3	No	98%	96%	93%	90%
Weston	2,240	30	2,270	\$22,768	1	\$43.27	\$92,891	\$ 7.46	17.24%	11	6.03%	\$89,489	1	11.5	Yes	98%	96%	84%	86%
Westwood	3,206	25	3,231	\$15,833	6	\$42.75	\$79,672	\$ 8.12	19.00%	8	10.86%	\$82,531	6	13.8	Yes	98%	95%	95%	91%
Winchester	4,488	71	4,559	\$12,801	14	\$49.84	\$56,436	\$ 11.38	22.83%	5	15.35%	\$73,740	11	13.5	No	99%	98%	94%	94%
9-12 Districts:																			
Concord Carlisle (9-12)	1,258	49	1,306	\$20,760	1	\$22.27	\$57,558	\$ 5.93	26.64%	2	8.39%	\$100,008	1	13.4	Yes	99%	94%	96%	87%
Dover Sherborn (6-12)	1,170	36	1,206	\$18,673	2	\$18.46	\$25,153	\$ 2.26	12.26%	3	8.15%	\$90,476	2	11.5	Yes	99%	98%	97%	91%
Lincoln Sudbury (9-12)	1,575	65	1,640	\$18,572	3	\$26.07	\$77,154	\$ 6.72	25.76%	1	10.78%	\$89,798	3	13.1	Yes	98%	95%	90%	86%
STATE of MA	891,513	67,874	959,388	\$14,920	n/a	\$11.9 B	21,549	\$2,488 B	20.90%	n/a	36.75%	\$73,847	n/a	13.3	n/a	97%	79%	82%	75.6
<i>Data Source</i>	MA DESE	MA DESE	MA DESE	MA DESE	Calc	MA DESE	MA DESE	MA DESE	MA DESE	Calc	MA DESE	MA DESE	Calc	MA DESE	MA DESE	MA DESE	MA DESE	MA DESE	MA DESE
** Data not available at press time.																			



Celebrating The Future

SCHOOL COMMITTEE MEMBERS

Concord Public Schools

Wallace Johnston, Chair (CPS) (2017) Johanna Boynton, Chair (CCRSD) (2016)
 Heather Bout, Vice Chair (CPS) (2018) Daniel Conti (2018)
 Kathi Snook (2016)

Concord Carlisle Regional School District

Five listed above plus two members of the Carlisle School Committee
 Bill Fink, Vice Chair (CCRSD) (2017) Mary Stors (2016)



ADMINISTRATION

Main 978.341.2490

School Superintendent: Diana Rigby, ext. 8112
 Deputy Superintendent of Finance and Operations: John Flaherty, ext. 8122
 Director of Teaching and Learning: Kristen Herbert ext. 8131
 Director of Human Resources: Kelly McCausland, ext. 8117
 Director of Information Technology: Peter Kelly, ext. 8155
 Director of Special Education K12: Jessica Murphy, ext. 8142
 METCO Director: Aaron Joncas, ext. 7117
 Facilities Manager: Brian Schlegel, ext. 8161
 Food Services Manager: Maria Barker, ext. 8165
 Transportation Manager: Wayne Busa, 978-318-1433

SCHOOL PRINCIPALS

Alcott School: Sharon Young, ext. 2110
 Thoreau School: Angel Charles, ext. 3110
 Willard School: Pat Fernandes, ext. 4110
 Concord Middle School: Lynne Beattie, ext. 6110
 Concord-Carlisle High School: Peter Badalament, ext. 7239





Concord Public Schools & Concord Carlisle Regional School District



Concord Public Schools
Concord-Carlisle Regional School District
120 Meriam Road
Concord, MA 01742-2699

Non-Profit Org.
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PERMIT #4

RESIDENT
Concord, MA 01742



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Concord-Carlisle Regional School District
120 Meriam Road
Concord, MA 01742-2699

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RESIDENT
Carlisle, MA 01741