

The School Committees Report: Survey Results, School Improvement Plans, Early Retirement Incentive, Cultural Competency

Student, Parent, Faculty Survey Data Regarding School Re-Opening

School Committee members recently reviewed the data from a survey that asked students, parents, and teachers about their experience with the school re-openings in the fall. The survey was distributed in November and more than 2,000 responses were received with representation from all school sites.

The data revealed that all the stakeholder groups were pleased with the re-opening plans and their impressions of the school year under the current circumstances. More than 90 % of parents, 85% of students and 85% of faculty indicated that the start of school is good, very good, or excellent. Committee members and District leaders pointed to the intense and comprehensive planning that took place during the summer as the key to this success.

Positive themes from all stakeholder groups included being grateful for students to have access to in person learning, health and safety protocols, learning, social emotional support for students, as well as the schedule and structure of the school day. Areas of improvement included a desire for more in person learning and a desire for continued vigilance on the flow of students within each building between classes and activities.

The full survey data presentation is available for interested individuals on the Districts' web site, embedded in the December 15 School Committee agenda, <https://www.concordps.org/school-committee/school-committee-meetings/>.

School Improvement Plans

The Districts' School Principals attended the December 15 Joint School Committee meeting to present the school improvement plans. All the of the school improvement plans are based on the Districts' strategic plan.

The plans reflect the CPS and CCHS values of excellence, engagement, perseverance, inclusion, and innovation. They also draw from the Districts' Theory of Action, which is "If we provide engaging, innovative learning experiences that support multiple paths to success, ensure our students' wellbeing, create a collaborative and inclusive culture that values diversity and the uniqueness of each learner, and create a physical environment that catalyzes student learning, then our students will achieve their potential and find joy."

The three elementary school principals, Naomi Krakow (Alcott), Angel Charles (Thoreau), and Matthew Lucey (Willard) presented a unified elementary plan and Justin Cameron (Concord Middle School) and Michael Mastrullo (CCHS) also presented plans for those school sites. All of the plans had similar goals related to providing students with multiple paths to success, ensuring student achievement through student wellbeing, creating a collaborative and inclusive culture that values diversity and recognizes the contributions and uniqueness of each learner, and creating a physical environment that catalyzes student learning through safe, healthy, and innovative indoor and outdoor spaces.

Each of the plans is available for viewing on both the District web page and at each individual school web site.

Cultural Competency Strategic Plan

Since August, the School Committees have been receiving regular updates regarding on-going activities related to the cultural competency portion of the Districts' strategic plan. Committee Members have also been discussing the role of the School Committees in this process. To streamline the efforts to monitor

progress in this area, Superintendent Hunter created a document, the 2020-21 Inclusive Culture Action Plan, that outlines the key initiatives as well as the parties working on each effort. Committee members reviewed and discussed the document which will aid their progress review process. In addition, there was discussion of adding more parental involvement in these efforts. They also committed to review the document regularly at future School Committee meetings.

Early Retirement/Separation Incentive

Members of the School Committees voted to approve an Early Retirement/Separation Incentive at their meeting held on December 15. The action was viewed as a positive for both teachers and staff who are making decisions about their next chapter in life and for budget savings for the Districts in an unsettled financial period due to the pandemic.

Previous such efforts were estimated to save CPS approximately \$1.1 million between FY19 and FY21 and it is estimated that more than \$1 million will be saved in the next two years for a total of \$2.2 million in budget savings. At CCRSD, a total of \$337,860 was saved post FY19 and estimates for the next two years is approximately \$165,777 in savings; for a total savings of approximately \$500,000 for the regional school district.

Budget impacts for the current incentive will not be known until the number of participants is finalized.

Upcoming School Committee Meetings:

Tuesday, January 5, 2021	Concord School Committee
Tuesday, January 12, 2021	Joint Meeting
Tuesday, January 26, 2021	Joint Meeting

All meetings begin at 5pm and zoom links are available on the District website, www.concordps.org.

Sign up for School Committee News Individuals who are interested in knowing more about the role of the School Committees as well as receiving the latest updates on school budgets and informational events are encouraged to enroll in the "School Committee News" Subscriber List. These updates will include timely information such as meeting dates and agendas, minutes, event announcements, and the School Committee Report. Individuals can sign up at www.concordps.org/school_committee_subscriber_list. Individuals interested in the Concord Middle School Building Committee (a Town of Concord Committee) can find updates and all relevant materials at <https://www.concordps.org/cms-building-project/cms-building-committee-updates/>

The School Committees Contact Information

You can link to the School Committees' emails on the Districts' home page at www.concordps.org. Or, you can email the Concord Public School Committee at concordschoolcommittee@concordps.org and the Concord-Carlisle Regional School Committee at concordcarlisleschoolcommittee@concordps.org. You can reach out to the Superintendent and the School Committees through the Your Voice Matters link on the Districts' home page. Interested individuals are encouraged to sign up for the School Committees subscriber's list which is also on the District's web page.