

Present: Tracey Marano, Chair, CCSC; CSC
Alexa Anderson, Chair, CSC; CCSC
Carrie Rankin, Vice Chair, CSC; CCSC
Courtland Booth, CSC; CCSC
Cynthia Rainey, CSC, CCSC
Sharon Whitt, Vice Chair, CCSC
Sara Wilson, CCSC
Domingos DaRosa, CCRSD METCO Rep

Absent: Ayesha Lawton, CPS METCO Rep

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools, CPS & CCRSD
Robert Conry, Asst. Superintendent of Finance & Operations, CPS & CCRSD
Kristen Anderson, Asst. Superintendent of Teaching & Learning, CPS & CCRSD (via Zoom)

I. CALL TO ORDER

Ms. Marano called the CCSC meeting to order at 5:30 PM and Ms. Anderson then called the CSC meeting to order. Ms. Marano noted that Ms. Rainey, Mr. Booth and Ms. Whitt were also present.

A. Executive Session. A motion was made by Mr. Booth, seconded by Ms. Whitt, for the CSC and CCSC to enter into Executive Session under Purpose 3 of the Open Meeting Law to discuss strategy with respect to collective bargaining with the Maintenance and Secretaries unions, and return to Open Session at 6:00 PM. The motion passed unanimously.

The CSC and CCSC returned from Executive Session at 6:03 PM. All members were present.

PUBLIC HEARING ON SCHOOL CHOICE

Ms. Marano opened the public hearing at 6:05 PM. Dr. Hunter stated that the School Choice option has to be reviewed annually, noting that in her time the district has never been able to participate due to lack of capacity, enrollment being very close to school building capacities, and the struggle with transportation availability to give access to the schools.

Public Comment: None

The public hearing closed at 6:06 PM.

A motion was made by Ms. Rankin, for both CSC and CCSC, seconded by Mr. Booth, for both CSC and CCSC, to not participate in School Choice for the School Year 2023-2024. The motion was unanimously approved.

II. CCHS STUDENT UPDATE

Student Reps Felicity Zhang and Harry Crowley provided updates from CCHS: Multicultural food festival was a huge success, WIQH fest was extremely popular, the sophomore ELA MCAS was today and tomorrow, the hypnotist show is Friday evening, CCHS performing arts ensembles would be attending the MICCA festival over the weekend, spring sports are off to a strong start and the Student Senate blood drive is Thursday.

III. PUBLIC COMMENT

1. Kristen Haggerty, 95 Revolutionary Road, Concord MA. Ms. Haggerty stated that two seniors from CCHS gave powerful speeches last week at the METCO Advisory Day, encouraging the SC to have them come to a meeting to give their speeches. Regarding the incidence reporting form, she stated that she would like to hear more about education around collecting information. Regarding inclusion, she noted that many of the Boston families that brought concerns

forward last year were not included on the DEIB Committee and asked how the form and system in place for reporting was being vetted. She asked how the people who are investigating the bias motivated incidents were going to be trained on screening and investigating. Regarding the Strategic Plan and inclusive culture, she encouraged the SC to increase the number of diverse faculty and staff.

2. Charlie Parker. Mr. Parker thanked the SC for the Alcott boiler replacement review and asked the SC to move forward and dig into the specifics on the water source heat pump option with Weston & Sampson. He noted that he hopes funding is available for the follow thru, through an engineering process. Regarding Ripley, Mr. Parker thanked Administration for responding to his request, noting that the \$1.2 million plan for the pods needs a serious review of its fundamentals. He stated that building efficiency issues need to be addressed before completing plans for a major renovation. Regarding the revised capital plan, he stated that he was pleased to see the \$100,000 line item for review and assessment of conditions across all the schools.

IV. READING OF THE MINUTES

A. 2/7/23, 2/13/23. A motion was made by Mr. Booth, seconded by Ms. Rainey, to approve the 2.7.23 and 2.13.23 meeting minutes. The motion passed unanimously.

V. CORRESPONDENCE

Ms. Marano stated that CSC and CCSC received one piece of correspondence to both committees and Ms. Anderson stated that it was regarding a perceived ethics violation. She stated that CSC also received a correction to a statement she made about the Concord Integrated Preschool. She noted that CSC was also copied on about 50 emails in support of the CPS budget.

VI. CHAIRS, LIAISONS & SUPERINTENDENT REPORT

Ms. Marano stated that there was a Chairs Roundtable with area SC Chairs, noting that there was now a shared drive amongst the school committees to focus on best practices. She noted that a common theme was the challenge of budgeting.

Ms. Wilson stated that the new member onboarding group has been chipping away at the manual and has been discussing how people like to access information, asking the SC for any feedback they may have.

Ms. Marano stated that there have been two SC coffees and Mr. Booth noted that there was a small turnout at the coffee held at the library. Ms. Marano stated that there was one person at the Boston coffee at Panera. Ms. Marano noted that there were two additional upcoming coffees.

VII. RECOGNITION – THOREAU CHORUS

Kayla McLaughlin, Music Teacher and Choir Director at Thoreau, introduced the 4th and 5th grade Thoreau Chorus. The students then sang three songs and thanked the SC for inviting them to the meeting. Ms. McLaughlin noted that the chorus would have a concert coming up in May.

VI. CHAIRS, LIAISONS & SUPERINTENDENT REPORT (continued)

Ms. Anderson reviewed the SC professional practice goals, noting the SC coffees in Concord, Carlisle and Boston. She noted that the subscriber list had increased significantly, noting the QR code being used. Ms. Anderson noted the Chairs roundtable that was started to review other SC's procedures to aggregate best practices, noting that they have also created a drive to help organize information between committees. Ms. Marano noted that the student centric goals happen at the end of the year, so they are looking forward to those results. Regarding DEIB goals, Ms. Marano noted that the equity audit results were available on January 17th and the incident and bias reporting form had been reviewed on March 8th.

Dr. Hunter stated that the Strategic Planning process wrapped up the previous week, noting how successful and positive it was, thanking Kristen Anderson for her leadership. Dr. Hunter stated that there was a speaker series at CCHS on Thursday night with topics on technology, mental health, executive functioning and a college admissions workshop through Challenge Success. She stated that there were still resumes coming in for the Thoreau Principal search, with the aim of holding a first round of interviews on April 12th. Regarding the homeless shelter, Dr. Hunter stated that she provided the state legislatures a memo that included costs being incurred. She stated that there were 25 families being

serviced, with 8 enrolled at CPS or CCHS, noting that the district was cost sharing transportation with those students attending their school of origin. Dr. Hunter stated that if every things stays status quo, the district was projecting a \$25,000 expense at CPS and a \$50,000 expense at CCHS. She noted that if that was aggregated into FY24, it would become concerning. She stated that the state was anticipating that it would place 10 additional families at the hotel. She stated that the full time family coordinator would help bridge the needs of the families. Dr. Hunter stated that a supplemental budget to support homeless shelters was awaiting the Governor's signature, noting that the next phase would be for the Governor's office to determine how the money would be allocated. Ms. Anderson and Ms. Marano noted how emotionally moved DHCD was by the competence by which Dr. Hunter and her team was managing the homeless shelter.

VIII. DISCUSSION

A. Food Service Update. Mr. Conry introduced Jess Brown, Interim Director of Food and Nutrition Services. Ms. Brown stated that a lot has changed in the food services department over the last few years, noting that they have found new and creative solutions to offer the community. Ms. Brown shared a highlight video of several of the food service staff and students enjoying the different food options, noting how committed the staff was to the students. She stated that they have implemented a contactless order system called NutriSlice, which allows families to order up to 5 days in advance or as late as 8:00 AM on the day of school. She stated that the district offers 5-6 different items each day, in addition to a hot lunch. She reviewed some of the product sourcing and quality of the food, stating: all the poultry used was raised without antibiotics or hormones, they were introducing the use of halal and kosher certified foods, no canned vegetable sides were used and local produce was sources when possible, and sourcing compostable and/or recyclable disposable products for all schools occurs. Ms. Brown stated that, at CCHS, food was sourced from Verrill Farm. She reviewed school lunch participation rates, noting that the biggest increase was at Sanborn. Ms. Brown stated that the cafeteria kitchens have been composting since 2020, partnering with Black Earth Composting, noting the opportunity to expand beyond the kitchens. She noted the student engagement taking place, including the Thanksgiving luncheon, Valentines Cupcake Fundraiser, and the St. Patrick's Day boiled dinner in conjunction with the Town Council on Aging and CCHS Student Government. Regarding the future, Ms. Brown stated that they continue to encourage the district sustainability goals and updating compliance reporting and onsite documentation. Dr. Hunter noted how Ms. Brown stepped up back in August to take over the directorship and took the food service program to another level. Mr. Conry noted the positive community and student engagement.

B. 2022 Youth Risk Behavior Survey Results. Ms. Anderson highlighted the 2022 Youth Risk Behavior Survey results, noting that the entire slideshow was available online. She stated that the survey measures risky behaviors, noting how important it was to hear the results. She stated that 11 schools participate in the survey, noting that they try to keep the questions as consistent as possible from year to year so they can measure the results. Ms. Anderson stated that the survey takes about 20 minutes for the students to complete during the school day in 6th, 8th and 9th – 12th grades. Ms. Anderson stated that 2022 marked the return to the classroom after the pandemic, noting that there was an increase of some risky behaviors and attitudes. She noted the greatest concerns were around stress, depression, self-harm and increase in suicide ideation. She noted the substantial decreases in vaping, alcohol consumption, social parties involving alcohol, and low levels of sleep.

Ms. Anderson highlighted some of the survey results: 6th graders were most vulnerable to risky behaviors; students who identify as transgender or non-binary were especially vulnerable to risky behaviors; American Indian, Alaskan Natives, Black, African American and Southeast Asian Americans showed a high prevalence of risky behaviors; students have a high level of resilience; 21% of students at CCHS reported not having a trusted adult at school; 69% of students at CCHS felt a sense of belonging; bullying and cyberbullying have gone down; school/academic workload remains the largest source of stress among students; 13% of CCHS students report dealing with stress through drugs, alcohol, vaping, cigarettes or self harm; suicide consideration, depression and self-harm rates have increased; drugs, alcohol and promiscuous sex has decreased; students report having hidden social media accounts; CCHS students spend a median time of just under 3 hours a day on electronic devices on weekdays; students report spending too much time on social media; rates of looking at pornography have increased; median time spent on homework reported at 2 hours; and 35% of the population of students is getting 6 or less hours of sleep a night.

Ms. Anderson stated that the school administrators, mental health team, guidance counselors, school psychologist, behavior specialist and nurses look carefully at the data and work in partnership with the mental health team and Bright (an organization that helps schools to help create MTSS for social emotional mental health and behavioral needs). She stated that the goal was to put into place screeners to pick up any at risk students for these behaviors to give them the

individualized needed support to help them not enter into the risky behavior. She stated that they also partner with Care Solace, Emerson Hospital, NAMI, Challenge Success and the Landmark School. Ms. Anderson reviewed the new/enhanced curricula and ongoing staff professional development in response to the data as well.

SC members discussed the results around students not feeling like they had a trusted adult in school and Dr. Hunter noted Harvard's tool of relationship mapping to ensure students have adults they felt connected to, noting that she would like to see this occur over the short term since the numbers are bigger than they have been. Ms. Anderson noted that the concern over this demonstrates how far the teaching profession has changed and Dr. Hunter noted every adult in the building that is part of the solution. The SC discussed the need to continue keeping the mental health conversation at the forefront and included in community efforts as well.

C. Superintendent Goals Update. Regarding Special Education, Dr. Hunter stated that they were honing in on finishing the continuum of programming and looking at the efficacy of the other more typical services. She stated that early reading acquisition data shows 50-70% student growth percentiles, which shows that they are closing gaps. Dr. Hunter stated that the hiring of Angel Charles as Director and Valerie Gransewicz as Assistant Director will set Special Education up for success. Dr. Hunter stated that the Administration was focused on well-being, highlighting the professional development at faculty meetings. Regarding communication, Dr. Hunter stated that they were using multiple ways to communicate. Regarding student engagement and diverse needs, she stated that there were evaluation goals that many teachers have used to increase student engagement. She stated that they worked hard to revamp the Rivers program, noting that there were about 40 kids in the program last year. Regarding DEI, Dr. Hunter stated that she was trying to be a lighthouse on the messaging, noting that they've been invited to present two sessions of the Summer Institute workshop.

D. Assistant Superintendent of Finance & Operations Update Regarding E&D. Mr. Conry stated that the E&D has been approved at \$1,651,280, 4.5% of the operating and capital budget for CCRSD. He stated that they had estimated it at 4.6% back in the fall, noting that they were approximately \$176,000 below the allowable cap of 5%. He stated that the E&D amount factors in that the district has allocated \$300,000 in the FY23 budget.

IX. ACTION ITEMS

A. Vote to Accept CCHS benches Class of 1978 Donation. A motion was made by Ms. Rankin, for CCSC, seconded by Ms. Rainey, for CCSC, to accept a donation of two benches from the CCHS Class of 1978, to be placed at a location to be determined. The motion was unanimously approved, with thanks.

B. Vote to Accept Concord Carlisle Community Chest Donation. A motion was made by Mr. Booth, for both CSC and CCSC, seconded by Ms. Rankin, for both CSC and CCSC, to accept a donation in the amount of \$1,000 from the Concord Carlisle Community Chest to support the families at the Best Western. The motion was unanimously approved, with thanks.

IX. ADJOURNMENT CCSC

Ms. Marano adjourned the CCSC meeting at 8:53 PM.

X. DISCUSSION

A. CMSBC Update. Dr. Hunter stated that the bids were out, noting that there was a lot of interest in the project. She stated that the bids were due April 21st. The SC discussed meeting after the bids were received and after the CMSBC met and prior to Town Meeting on April 30th.

B. CPS Budget Discussion. Ms. Anderson stated that the Concord Finance Committee met to discuss Article 17, the CPS budget, noting that they voted affirmative action in favor of the CPS 4.7% increase and the vote split even 7 to 7, so the vote failed. She stated that they voted affirmative action on the Finance Committee's guideline of 3.3%, noting that the vote advanced 8 votes to 6. Ms. Anderson stated that there have been discussions around a more dire financial situation for the Town of Concord, suggesting the SC discuss its position on CPS Budget Article and the Capital Budget Article. The SC discussed their support of the budget, noting that reductions would directly impact the students.

C. CPS Capital Plan FY24. Ms. Anderson stated that she asked Dr. Hunter and Mr. Conry to re-examine the capital plan, noting that the capital plan and budget have often been conflated at the town level, to see if there were any wants vs needs that could be realized.

Public Comment: Matt Johnson, Select Board liaison to the SC. Mr. Johnson noted that the Select Board voted on the CPS budget at its March 20th meeting, stating that the vote was 3 to 1 at the Finance Committee guideline amount.

Mr. Booth stated that the budget and capital plan conversations should be kept separate. Dr. Hunter stated that they reexamined the capital plan, including the work at Ripley. She stated that the challenge was the tension that exists with the sustainability efforts, costs and meeting the Town’s goals. She noted that she would like to slow down and work on a master level view of the capital plan to balance sustainably goals and building needs. Dr. Hunter stated that Mr. Conry revised the FY24 proposal, with the driver of maintenance and safety needs vs sustainability. Mr. Conry reviewed the updated FY24 proposal, noting that the existing conditions report would provide a capital plan roadmap for ten years and beyond with dollars associated with things that need to be prioritized, as well as critical needs. Ms. Rainey stated that the schools should be working with the town on many of the capital needs efforts. The SC agreed to vote on the CPS Capital Plan on April 12th.

XI. ADJOURNMENT CSC

The CSC meeting adjourned at 10:12 PM.

Respectfully submitted,

Erin E. Higgins

Approved: 5.9.23

Abbreviations:

CCHS	Concord-Carlisle High School
CCRS	Concord-Carlisle Regional School District
CCSC	Concord-Carlisle Regional District School Committee
CCTA	Concord-Carlisle Teachers’ Association
CEF	Concord Education Fund
CMS	Concord Middle School
CMSBC	Concord Middle School Building Committee
CPS	Concord Public Schools
CSC	Concord School Committee
CTA	Concord Teachers Association
DEIB	Diversity, Equity, Inclusion and Belonging
DHCD	Department of Housing and Community Development
ESSER	Elementary and Secondary School Emergency Relief Fund
FINCOM	Finance Committee
MTSS	Multi-Tiered System of Supports
NAMI	National Association for Mental Illness
PD	Professional Development
SC	School Committee
SEPAAC	Special Education Parent Advisory Council