

TOWN OF CONCORD
Comprehensive Long Range Plan

September 27, 2017

**Notes from the Concord and Concord-Carlisle Regional School Committees regarding
Envision Concord – Bridge to 2030, Concord’s 2018 Long Range Plan**

1. What are the pressing issues for your board/commission?

- Strategic Planning – process to begin January, 2018
- Supporting new Superintendent and implementing effective Superintendent review process
- Communicating widely and effectively with broad community (including parents, students, staff, and all town citizens)
- Communicating with Finance Committee regarding Budget
- Finding a common language to discuss Budget, “per pupil spending”, and success metrics
- Identifying sources and solutions relative to student stress levels; encouraging mindfulness throughout all schools
- Ensuring Cultural Proficiency throughout the schools and Districts to keep pace with a changing population and world, especially with increased varied housing in town (multi-family, affordable, cluster building, etc)
- Educating ALL students in an ever-changing environment and population while balancing the cost challenges
- At CCHS – Utilizing, maintaining, and continually improving the campus, including the building, renovated fields provided by CC@Play, and all school land
- At CPS – Upgrading/ replacing middle school facilities

2. Where are the tensions in your work? Conflicts?

- Lack of a common language around budget creation and approval processes
- Lack of trust around budget process
- Balancing increasing costs with a priority on what is best for students (the high quality services that Concord expects often cost more)
- Educating over 3,000 students, at 2/3 of the Town’s Budget, with only ~30% of families/citizens in Concord having school aged kids in the public system
- Increasing diversity and resultant demands on staff and resources (i.e. increase in English Language Learners necessitates increase in ELL teachers)
- Challenges at Concord Middle School of attempting to conduct 21st century learning in aging, inadequate facilities which are overcrowded and inefficiently spread over two campuses

3. Is there a particular project, program, or goal that your board is proud to have accomplished in the past year or so?

- Hiring a new Superintendent who is already building bridges, looking at things in new ways, and becoming attuned to the needs of the Districts and the town
- Improving communications and relations between the School Committees and the community
- Implementation of a later Start Time at CCHS
- Introduction of Spanish at the Elementary Schools and Latin at CMS
- Completion of a new Transportation facility
- Transition to the new CCHS building
- Initial Facilities Study of Concord Middle School and submission to MSBA for inclusion in construction funding application process

Feedback regarding SWOT Analysis

- Under Housing (specifically “Provide a range of housing types”):
 - Effect on Schools should be considered under both Opportunities and Threats
- Under Public Facilities + Infrastructure (all subcategories):
 - Improved Middle School facilities should be considered under Opportunities
- Under Sustainability (specifically “Implement green building design and energy conservation”):
 - Improved Middle School facilities should be considered under Opportunities