

SCHOOLS

CONCORD SCHOOL COMMITTEE

Johanna Boynton, Chair
Wallace Johnston, Vice Chair
Court Booth
Heather Bout
Robert Grom

The Concord Public Schools continue to enjoy strong support from Concord citizens, which empowers the teachers and administrators to deliver high-quality education to every child in the community. The residents of Concord place a high priority on education and that allows the schools to maintain high achievement levels, hire and support excellent teachers, utilize updated curriculum and appropriate technology, and to provide students with a safe and healthy environment.

Mission and Core Values

Members of the School Committee use the vision articulated in the District's mission statement and core values to guide decisions. The mission of the Concord Public Schools and the Concord-Carlisle Regional School District is to educate all students to become independent lifelong learners, creative thinkers, caring citizens, and responsible contributors to our increasingly diverse global society. The core values are: academic excellence, empathic and respectful community, professional collaboration, educational equity, and continuous improvement. In addition, the School Committee and Administration set annual goals for student achievement and instruction, learning environment, professional collaboration, communication and community engagement, as well as for infrastructure and operations.

Enrollment

Concord Public Schools (CPS) serves 2074 students in grades PK-8. CPS experienced a decrease of 14 students in FY19. During the past several years, the enrollment has varied between a high of 2,152 (FY13) and a low of 2,072 (FY16).

The Superintendent and School Committee carefully monitor enrollment projections as well as other factors

that could impact enrollment such as new housing projects and pre-school enrollment levels.

Student Achievement and Activities

The School Administration and School Committee focus on improving student learning. Teachers and Administrators work hard to ensure an appropriate educational experience and learning environment for each student. The district uses a variety of assessments to monitor student progress, and details of student learning and achievement are provided in the Superintendent's Report. The district continues efforts to integrate technology into the daily curriculum as one of many tools that enhance teaching and learning, with teachers exploring new strategies and serving as mentors to each other. The School Committee supports these efforts by providing resources through the school budget.

The level of student engagement in the learning process, the appropriate use of available tools to enhance teaching and learning, and the interdisciplinary aspect of learning activities is exciting to see and is further validation of the importance of the work being done in our schools.

There are robust music and arts programs in Concord schools and all students receive music and art instruction. Most students participate in supplemental music programs for orchestra, band, and chorus that are offered in grades four through eight. Activities beyond the school day extend the learning experience for students in a multitude of areas that enhance academic studies including athletics, the arts, technology, games and student interest groups. Outside organizations such as the Concord Education Fund and the Parent Teacher Groups (PTGs) fund many of these activities. Concord Public Schools are extremely fortunate to have teachers, parents and citizens who facilitate and support these opportunities for students.

Strategic Planning with Superintendent Laurie Hunter

Following the appointment of Dr. Laurie Hunter as the new Superintendent beginning July 1, 2017, members of the School Committee engaged with the Superintendent in a strategic planning initiative. The

initiative, which was designed to follow the completion of Superintendent's entry plan, was driven by a 50-member stakeholder group that included faculty, students, school committee members, parents, community members and school administrators. This planning committee began meeting in January of 2018 and held more than 20 public forums to gather input and feedback to shape a shared vision for both Districts in the coming years. As part of the process, each stakeholder group was charged with organizing and facilitating public forums for the groups that they represented on the planning committee to ensure that all voices were heard and interested individuals were able participate.

Several key themes emerged such as reducing student stress and maintaining academic excellence. The strategic plan will be utilized to guide and prioritize decision making regarding teaching and instruction, curriculum, budgets, and planning for facilities amongst other matters. Also, it will include provisions for analysis and review of the plan's on-going success as well as for on-going input from the public.

School Budget

The goal of the School Committee is to develop budgets that meet the needs of our students and are sensitive to the impact on taxpayers. The School Committee, School Administration, and Finance Committee meet every year in October and November to discuss funding priorities and cost drivers.

Concord residents approved a fiscal FY19 operating budget recommendation of \$38,246,896 at Town Meeting, which represents a 3.9 percent increase from the current year's operating budget and was consistent with the Concord Finance Committee guideline. The main cost-drivers for CPS are the contractual increases in teacher salaries and special education costs. Salaries constitute 83 percent of the CPS budget, and the current Concord Teachers Association contract reflects a concerted effort to gain parity with teacher salaries in the regional district. The budget includes reductions in several areas including computer hardware, staff and instructional supplies and materials.

Members of the Committee continue to communicate with the Finance Committee to discuss potential

improvements to how those bodies work together regarding annual operating budget recommendations.

Concord Middle School Buildings

Following a comprehensive study of both Concord Middle School (CMS) buildings completed in 2017, the Facilities Planning Committee concluded that the current buildings need to be unified into a single structure that will support CMS students for the next 50 years.

In order to advance the goal of building a new school building, the District applied to the Massachusetts School Building Authority (MSBA) for funding to complete a feasibility study. Despite acknowledging the strong need for a new facility, for the second time in as many years, the MSBA did not fund the grant request for CPS.

Members of the Concord School Committee have advanced a warrant article for consideration at Town Meeting that would fund the feasibility study with exclusively Town funding. School Committee members expressed a desire to conduct a robust public dialogue on this matter in the months leading to Town Meeting before making a decision to move or dismiss the article.

School Committee Adopts Policy Regarding Accommodations for Religious and Cultural Observances

The School Committee and Superintendent set goals regarding cultural proficiency and awareness. While there have been consistent and on-going efforts in both districts prior to 2018, members of the School Committee and Superintendent Hunter have made this conversation a priority. The goal of these efforts is to ensure an inclusive learning environment where all are welcome, safe and accepted.

As part of their efforts in this area, School Committee members identified the need to create a policy regarding accommodations for religious and cultural observances. A number of public forums were held by the School Committee and Superintendent to be sure that there were opportunities for feedback and for all voices from the community to be heard. Using input from that public dialogue as well as from teachers, students and administrators, both School Committees drafted and later adopted a new policy. The policy

allows for excused absences for religious or cultural observances upon notification by a parent or guardian and calls for teachers to plan curriculum, major assignments, assessments and testing based on their awareness of their students' attendance plans.

In addition to adopting the policy, the Superintendent and School Committees outlined an implementation plan which includes providing the teachers, staff and community with the necessary support to ensure the policy achieves the stated goals. This plan includes provisions for comprehensive professional development for teachers and administrators during 2018-2019 developed by a Cultural Competency Committee and an invitation to parents to share religious and cultural practices with the schools. The Cultural Competency Committee will work to ensure that teachers, students, staff, parents and administrators have a voice throughout this process.

CPS and CCRSD School Committees Approve Aligned School Calendar for 2018-2019

The Concord and Concord-Carlisle Regional School Committees approved an aligned 2018-2019 school calendar. School Committee members prioritized adopting aligned calendars and credited the new accommodation policy for students who miss classes due to religious and cultural observances as a key factor in being able to achieve that goal.

New Hires

The Concord and Concord-Carlisle School Committees approved the nomination of Jared Stanton as the new Director of Finance and Operations for both districts. Jared started on July 1, 2018. Superintendent Laurie Hunter nominated Stanton following an extensive search process that included input from a wide range of stakeholder groups in the school communities. Andrew Nyamekye was hired as the new METCO Director for Concord and Concord-Carlisle School Districts. School officials were pleased that the search process attracted a very deep pool of highly qualified candidates who expressed a desire to work in such high performing districts.

Communication and Community Engagement

The School Committee has an ongoing goal of continuously improving communication with stakeholders. The Committee held several School Committee - Community Coffees as forums beyond

their regular business meetings, where members of the public can comment and ask questions of School Committee members. 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

These initiatives will continue in 2019 along with continuing work to explore other efficient means of interaction with CPS stakeholders. The public comment process for Committee meetings has been altered to allow for input at the beginning of the meeting and after Committee discussion of items of significant interest, but prior to Committee voting. In addition, the Committee continues to submit regular articles to the Concord Journal to update citizens about School Committee news and has rolled out a new and improved School Committee Web Page. School Committee meetings are open to the public and agendas with linked attachments are posted on the School Committee page of the district web site (www.concordps.org). The meetings are broadcast on the Minuteman Media Network and are available on demand at concordma.gov/mmn. Members of the School Committee welcome everyone's participation through one or more of these avenues as part of their efforts to be as informed as possible of stakeholder ideas and sentiments.

Appreciation

Members of the School Committee are grateful to have exemplary school leadership and an exceptional faculty and staff, whose dedicated work makes Concord Public Schools amongst the top districts in the Commonwealth of Massachusetts. In addition, members want to express their appreciation to all of the parents and community members who volunteer their time on behalf of Concord Public Schools. Most of all, members want thank the citizens of Concord for their ongoing support of our schools.

In addition, members wanted to acknowledge and thank Dan Conti for his service on the School Committee; Dan's term expired following Town

Meeting. Also, John Flaherty was recognized for his many years as Deputy Superintendent for Finance and Operations; John retired on June 30, 2018.

CONCORD-CARLISLE REGIONAL SCHOOL COMMITTEE

Robert Grom, Chair
Mary Storrs, Vice Chair
Johanna Boynton
Heather Bout
Court Booth
Wallace Johnston
Christine Lear

The citizens of Concord and Carlisle have continued to provide significant support to the students, faculty and Administrators of the Concord-Carlisle Regional High School. As is reported annually, members of the Regional School Committee continue to be very proud of the accomplishments both inside and outside the classroom. Students, teachers, administrators, staff and residents from both communities are enjoying and benefiting from all that the new high school facilities have to offer. More than half of the current student population never attended classes in the old school. In addition to the new building, CC at Play has made the campus athletic facilities second to none and members of the Regional School Committee salute the many donors and volunteers who made this possible in addition to the contribution from the Community Preservation Coalition fund.

The Regional School Committee is part of a district composed of teachers, administrators and staff who are dedicated to educating our students in new and progressive ways, and to shaping them into life-long learners, creative thinkers, caring citizens, and responsible contributors to our global society.

New Members of the Regional School Committee
In May, Christine Lear was welcomed to the Regional

Committee as one of the representatives from Carlisle. She replaced outgoing Melissa McMorrow; the Superintendent and School Committee members honored Melissa for her many years of service to the Committee and The District.

Enrollment

Concord-Carlisle High School has 1272 students in grades 9-12. CCHS experienced an increase of 4 students in FY19. The Superintendent and School Committee carefully monitor enrollment projections as well as other factors that could impact enrollment such as new housing developments.

Budget and Finances

The District continues to maintain excellent academic programs while working in a challenging funding environment. Core budgeting principles remain focused on prioritizing resources to support student learning and growth while being sensitive to the impact of budgets on residents of the District communities.

Members of the Regional School Committee successfully worked to develop an operating budget recommendation that achieved alignment with the Concord Finance Committee recommendation and was subsequently approved at both Town Meetings. The FY19 operating budget was \$29,101,720 which represented a 3.78% increase over the previous year.

The newly created School Committee budget subcommittee worked with the Superintendent to adopt a zero-based budgeting model for the FY20 budget.

The approval of this budget is the culmination of a six-month process that begins with the submission of the annual School Improvement Plan that is developed with input from teachers, parents, and administrators. Based on this plan, the Superintendent and the Deputy Superintendent propose a budget to the School Committee who further develop the recommendations and present them to the Concord and Carlisle Finance Committees for their review. Throughout this process, the School Committee engages with the public by encouraging them to attend regularly-scheduled business meetings and through discussions at Parent Teacher Group meetings and at a School Committee Community Coffee. Members are pleased with the

level of transparency and collaboration between the District and the Finance Committees of Concord and Carlisle.

Cultural Proficiency Initiative and Accommodations for Religious and Cultural Observances

The Regional School Committee and Superintendent made cultural proficiency training a priority for professional development at CCRSD in addition to CPS. Similarly, members of the Joint Committees attended a training session and held multiple public forums regarding accommodations for religious and cultural observances as part of this effort.

Members of the Regional School Committee and the Concord School Committee adopted a policy that allows for excused absences for religious or cultural observances upon notification by a parent or guardian and calls for teachers to plan curriculum, major assignments, assessments and testing based on their awareness of their students' attendance plans. The policy for CCHS also included an implementation plan that provided appropriate supports for teachers, staff, and members of the school community as well as comprehensive professional development for teachers and administrators.

Landfill Remediation and Campus Advisory Committee

The Regional School Committee and Town Meeting approved a \$1.2 million recommendation to address the remediation of the former landfill site located on the CCHS campus in a manner that will allow flexibility in how the area can be used in the future. While there are no current plans for how that area of the campus will be utilized, the Committee worked with the environmental consultants to develop an approach that will allow a wide variety of potential uses that can be discussed in a future public dialogue while allowing the District to meet regulatory mandated schedules to address the remediation.

As part of this process, the Regional School Committee created a Campus Advisory Committee to examine this issue as well as other matters associated with the high school campus. The Advisory Committee is comprised of School Committee members, administrators, teachers, athletic coaches, residents and students.

Later Start Time for CCHS

A key priority for the past year was to focus on decreasing stress and increasing rest for students at CCHS and to that end, the Regional School Committee supported new homework policies and worked with the Administration to develop and implement a later school start time at CCHS.

The later start time was implemented for the 2017-2018 school year and was the culmination of work that began with a Start Time Advisory Committee formed in 2016. The committee was comprised of teachers, administrators, School Committee members, parents and students. The charge to the committee was to review the research regarding the benefits of a later start time for High School students, evaluate our current environment and provide a recommendation to the Regional School Committee. After a series of meetings, the Regional School Committee voted unanimously to support the initiative based upon the compelling health benefits.

Donations Make a Big Difference

The District benefits from the immense generosity of citizen-run, non-profit organizations including the Concord Education Fund, the CCHS Parents' Association, the Concord-Carlisle Community Chest, CC at Play, and others. Members of the Regional School Committee are grateful to all of these organizations and to the generosity of individuals in Concord and Carlisle who donate to them. These donations allow the District to enhance students' experiences without asking the taxpayers for additional funds beyond the budgets that they so generously support.

Gratitude to the Towns

Once again, members of the Regional School Committee extend the citizens of Concord and Carlisle deep appreciation for your active support of the students and faculty at CCHS. The School Committee is grateful to have exemplary school leadership and an exceptional faculty and staff whose commitment to excellence consistently place CCHS among the top districts in the Commonwealth of Massachusetts. Gratitude is extended to all the parents and community members who volunteer their time on behalf of CCHS and to the citizens of Concord and Carlisle – the CCHS community is very fortunate to have your support!

SUPERINTENDENT'S REPORT

Dr. Laurie Hunter, Superintendent

The mission of the Concord Public Schools and the Concord-Carlisle Regional School District is to educate all students to become lifelong learners, creative thinkers, caring citizens, and responsible contributors in our diverse global society. We are able to achieve our mission through the investment of educators, staff, parents, and community members who work tirelessly to improve our schools.

My first year leading the districts was rewarding and engaging. The commitment and dedication to the schools are continually evident in the community's engagement and support.

District Goals

Every school year, the administration develops district goals for the Concord Public Schools (CPS) and the Concord-Carlisle Regional School District (CCRS) which are approved by the School Committees. We focus on efforts to improve student learning by providing students with a rigorous and coherent curriculum and high quality instruction, monitoring student progress through common assessments, identifying appropriate interventions, adjusting instructional practices, and closing the achievement gap. The goals also specify improvements in authentic learning experiences, instructional strategies, integrating digital tools, respectful and responsible student citizenship, teacher collaboration and evaluation. In addition, we strive for prudent management of school budgets, resources, capital projects, the new high school building project, and resolution of fair collective bargaining contracts. Following the completion of a strategic plan in June of 2018, cultural competency and student wellness became high priorities.

Student Learning

All district efforts focus on improving student learning and teaching. There is a focus on two curriculum areas this year: music, writing and STEAM (Science, Technology, Engineering, Art, and Mathematics). In each area, there is some new curricula and/or pedagogy which is intended to make students' learning experiences more relevant, more engaging, and more rigorous.

Exciting efforts are underway in the area of STEAM engineering. A team of preK - 12 educators created a strategic plan to ensure all students are involved in engaging STEAM tasks so that more students consider a future in this field. The fruits of this labor are coming to bear. At the preschool level, faculty worked over the summer designing age-appropriate tasks for their students. At the elementary level, students began to visit Ripley and the temporary STEAM lab while the permanent STEAM innovation Lab is under construction. At the middle school level, all students participated in the creation of a sculpture that represents measuring time as modeled on the work of Sarah Sze. At the high school, an exciting two-week experience called, "Q5," was implemented that allowed all students to choose among over 80 interdisciplinary courses in lieu of the traditional last two weeks of school in June.

Committees continue their work in reviews of music and written language. The Writing Committee recommended furthering the previous work in the Lucy Calkins writing program, providing extensive training this summer. Common language and practices are expanding vertically in order to build cohesion and consistency of approaches. The music teachers are reflecting on their curriculum and the exceptional opportunities for students in both vocal and instrumental music.

There were exciting updates in the teaching of world languages. Spanish classes are offered at each of the three elementary schools having completed the first full year of the program. A certified teacher of Spanish is available for each school. Each class attends Spanish twice a week as the students begin their introduction to the Spanish language and culture of Spanish speaking countries. Spanish has been integrated into Music classes and individual classrooms to promote the generalization of these Spanish speaking skills across our schools. Students and teachers have embraced the introduction and inclusion of this new curriculum area into our elementary schools. At Concord Middle School (CMS), students could choose to take Latin now as an elective choice in addition to another world language.

This year CMS created a comprehensive new advisory program named homeBASE. Advisory programs, common in many middle schools, fill a

number of purposes. At CMS we anticipate that student-teacher relationships will be enhanced, ensuring each student feels connected to at least one adult in the building. HomeBASE replaces homeroom, house huddles and the CMS Stands Together. HomeBASE groups meet daily and include extended meetings addressing topics such as bullying, academic advising, social and emotional support and entertainment and fun. Early feedback has been extremely positive from both student and staff participants.

Concord Middle School students explored, created, competed, and performed in a wide range of exploratory and extra-curricular activities through creative, scientific, and critical thinking pursuits. CMS students participated in Lego Robotics, Science Olympiad, Math Team competitions, Girls Who Code, and Model UN. The Spider Team consisting of a small group of students working in conjunction with MIT's Laboratory for Atomistic and Molecular Mechanics continues to investigate the structural properties of spider silk. The Lego Robotics club fielded three teams this year in the First Lego League Qualifying Competition. For the first time in program history, one team make it to the First Lego League State Finals at WPI. This program continues to grow as the 2018-2019 year opens.

Concord Carlisle High School (CCHS) remains one of the top achieving public high schools in the state of Massachusetts. When evaluated solely on academic performance, particularly on state and nationally standardized tests, CCHS ranks near the top of every list.

Overall, 95% of our students participated in a club, group, or athletic team. Last year proved to be another stellar year for our athletic program. Many CCHS teams were victorious with state championships awarded in boys' soccer and girls' cross country. The competitive spirit, sportsmanship, and citizenship displayed by our coaches and student-athletes are hallmarks of the program.

The CCHS Repertory and Concert Bands earned medals at the Massachusetts Instrumental and Choral Conductors Association (MICCA) State Concert Festival. Many student musicians (band, orchestra, jazz band, and chorus) were nominated and

accepted into the MECH All-eastern Honors Ensembles.

The collaboration between English and Social Studies on an interdisciplinary course, Twice Told Tales, continues with carefully coordinated field trips enhancing the classroom experience. Our Rhetoric and Advanced Language and Senior Honors English teams continue to see improved student writing and analytical skills. More than 100 students completed an AP English exam with 93% scoring 3 or better.

2018 marked the seventh year of Rivers and Revolutions. This interdisciplinary, experiential "school-within-a-school" prizes creative thought across all academic disciplines as students develop their capacity to think holistically and collaborate with their peers. This heterogeneous program has served over six hundred students of all backgrounds and abilities. Through the Stewardship portion of the program, students have engaged in meaningful work throughout the community, including projects at the Concord Museum, The Robbins House Interpretive Center, deCordova Sculpture Park and Museum, Gaining Ground, the Umbrella Community Arts Center, The Ripley Playscape, and many more. Further, students have taught at all three of the elementary schools, helping to create meaningful connections between students and teachers across the entire district. Rivers and Revolutions has caught the interest of schools from across the state and is frequently visited by students, teachers, and administrators who are looking to create their version of this innovative program.

The Special Education Department continues to work collaboratively with families, students, and colleagues to meet the diverse needs of our student body. Students in the Pathways Program have benefited from a variety of placements that enhance their critical vocational behaviors associated with career exploration, acquisition, and retention. Placements include an eclectic range of services based on their skills, abilities, and interests. Off-campus sites include Concord Elder Services, Buddy Dog, Acton Discovery Museum, Goodnow Library, Drumlin Farm, TJ Maxx and the Acton Food Pantry. We are thankful for the supportive community.

The World Languages Program promotes linguistic and cultural literacy while cultivating a lifelong appreciation and enthusiasm for classical and modern languages and the cultures they reflect. At CCHS students pursue language acquisition in French, Chinese, Latin, and Spanish with the latter three offering AP options. Students enrolled in a language are developing proficiency in the language they choose in an interactive, cooperative environment that emphasizes both oral and written expression through authentic linguistic experiences in the target language. Students enrolled in Latin will engage in an in-depth study of the Latin language and Roman history and culture. Students translate text, a task which requires analytical skills, problem-solving and creativity.

Linguistic and Cultural Exchanges are offered every other year for students studying Chinese, French, and Spanish. Students spend two weeks in Hangzhou, China, Versailles, France and Quito, Ecuador and then reciprocate by hosting these students in their homes for two weeks.

Last year several students earned their Global Literacy Certificate (GLC). This program is designed to foster global and cross-cultural awareness in high school students. These students completed 20 or more hours of service learning in a global/ international setting, at home or abroad. Also, they demonstrated a sincere appreciation and regard for diversity and the ability to interact respectfully with others, at home, and around the world.

Approximately 135 students of color in grades K-12 who reside in Boston attend the Concord Public Schools and Concord-Carlisle High School via METCO. Our METCO Program is the sixth largest in Massachusetts. CPS provides a comprehensive orientation process for families of students entering Kindergarten, concluding with a four-week summer readiness program at Alcott School to prepare students for the transition to Kindergarten. CPS also maintains a robust Family Friends Program and a strong relationship with Concord Recreation to provide enrichment opportunities for METCO students in grades K-8. Alcott's Kindergarten and First Grade partnered with The Umbrella Community Arts Center to provide three 9-week sessions of a weekly enrichment course for our METCO students and their Concord peers, with a focus on early literacy,

mathematics, and the arts. In addition, Alcott provides an Extended Tuesday Tutoring Program to students in first and second grades needing extra practice in ELA and Math.

CMS provides individualized progress monitoring for all METCO students with English and math teachers and one tutor. Prior to the beginning of school, CMS provides a summer workshop for rising 6th grade METCO students which focuses on building students' organization, time management, and self-advocacy skills. Students also develop a stronger connection to Concord through field experience at the Old North Bridge, Sleepy Hollow Cemetery, and the Robbins House Interpretive Center. CMS METCO students may also attend a summer "Math Academy" grades five - eight. At CCHS, all ninth grade METCO students are enrolled in Achievement Strategies, a course designed to improve executive functioning skills. CCHS math teachers offer a summer math program, "Algebridge" which incoming Boston students attend to increase their participation in higher-level math courses.

CCHS METCO students also serve as mentors in POWER (Positive Opportunities with Engaging Relationships), a student leadership initiative in which each METCO freshman is matched with a student who is a junior or senior. CCHS continued its 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 with new students completing training as peer leaders for Advisory.

Student Achievement

CCHS and CPS students continue to achieve at high levels both in state and district assessments. For students in grades 3 - 8, CPS participated in the new MCAS 2.0 online assessment. This is a more rigorous assessment than the old MCAS/PARCC and Concord students continue to score at high levels. The 2018 results reflect the shift in the test with a very strong performance of 80% or more student meeting or exceeding expectations. Willard was awarded a commendation by the state for the growth in student outcomes. As has been historically true, CCHS was among the top performing schools in the state with 92-98% of student demonstrating proficiency across English, math and science.

Elementary students engaged in a variety of community building and outreach efforts through the year including Grade 5 Service Day, Grade 5 Holiday Craft Day, Trick or Treat for UNICEF, From the Pumpkin Patch, Honoring our Veterans, Coats for Kids, Open Table, Concord Rec. Dept., Minuteman ARC, Emerson Hospital, Read to Feed, These Come from Trees, hosting visitors from Japan, and collaborating with CCHS student partners in the Rivers and Revolutions program.

CMS students developed cultural and community awareness and responsibility through involvement in a variety of leadership opportunities as members of Student Leaders and CMS Stands Together. Awareness was raised for local organizations through the Coats for Kids drive, fundraising walk for Children's Hospital, and the Animals and Planet club's second annual Pet Palooza, a fundraising pet show. In September, student leaders created a community quilt to highlight this year's CMS Stands Together bullying prevention program.

These activities and achievements are only a sampling of the wide range of student programs and projects at Alcott, Thoreau, Willard, CMS, and CCHS. For more information, visit the district website at concordps.org.

Special Education

The Special Education Department of Concord Public Schools and the Concord-Carlisle Regional School District is dedicated to providing quality services and programs for students with disabilities beginning on their 3rd birthday through their 22nd birthday. As the complexity of student needs continue to evolve, we remain committed to meeting the diverse needs of students with learning, medical, cognitive and social disabilities within their local communities. In line with the national trends, the numbers of students with complex disabilities are on the rise. We continue to look at providing opportunities both in and out of school to increase independence at all age and grade levels, especially for students who are turning 14 through the duration of their special education eligibility (either graduation or their 22nd birthday). The Transition Specialist at CCHS continues to expand the community experiences for students 14 and above, working to secure employment when appropriate. Additionally, we have broadened our relationships with other agencies including DCF, DDS and DMH. The

Concord Integrated Preschool continues to meet the needs of our earliest learners. Beginning at age three, students with disabilities are learning with community peers (children who tuition into the special education preschool program) in all of our classrooms. By adding a fourth classroom in 2016, we have been able to meet the needs of more students in district. At the Elementary level, the special education teachers are working in collaboration with their grade level general education colleagues on the district's EM4 math curriculum implementation at all grade levels and have seen a tremendous skill growth. The special educators are also working on the science curriculum roll-out and are participating in the STEAM planning process. At CMS, we are continuing with our focus on executive functioning skills as well as examining our intervention programming. We have expanded the amount of time general education classes are supported, allowing students to more fully access the instruction being provided by their content teachers. At CCHS, the special education department has continued to increase increasing self-advocacy and independence in accessing support. Executive functioning coaching is being interwoven into small group instruction as well as in a coaching model as appropriate. The programs and services for students with disabilities at CCHS reflect each student individually and are designed to meet each student's needs.

External reviews of special education were completed for both K-8 and CCHS. The schools are reviewing the recommendations and beginning to implement changes. CCHS created a new approach based on cohorts of disabilities. Intensive programs to serve developmentally delayed and social and emotional needs formed at Thoreau and CMS.

Professional Development

The district continued to invest considerable resources in professional development, providing educators with learning opportunities in curriculum development and technology integration. A new professional development program, "The Concord Fellows," is being utilized. In this program, veteran teachers lead their colleagues in study on such topics as: Classroom Management; Mindfulness in the Classroom; Project Based Learning; Using Google Apps in the classroom. PreK-12 Teachers took courses in content areas, Open Circle,

English Language Learners, and special education. Teachers participated in committee work on music and, K12 writing. During the summer, K12 teachers participated in eighty (80) curriculum development projects. Many of these focused on the implementation of new, more rigorous math curriculum, new science curriculum and initiatives in STEAM education.

Human Resources

The majority of the new hires filled vacancies created by retirements, resignations, and temporary leaves of absences. Retention rates for educators continue to remain strong. The CCHS retention rate in 2018 for educators was 97.8% with an eight year average of 97.5%. The CPS retention rate in 2018 for educators was 98.6% with an eight year average of 97%.

The districts have significant mentoring programs to ensure that new educators swiftly and substantively become part of the learning communities at each school site. The human resources office continued supporting improvement in implementation of the new comprehensive supervision and evaluation system for educators including evaluators. The Teachers Associations and administration continued to meet regularly to discuss ideas, issues, and concerns.

Other activities include ongoing efforts to align professional development offerings with educator plans and goals, school improvement plans, and district goals and implement initiatives to build community through district-wide wellness activities. Contract negotiations concluded with the CPS and CCRSD Building Workers as well as the K12 Maintenance Associations.

Information Technology

The IT department is focusing efforts on efficiency and productivity by tying together and automating core administrative systems. Reducing rework and complexity will improve delivery for the growing demand of data in compressed time frames. We continue to migrate towards a fully virtual server environment. As a result, we can decommission aging home directory servers and storage units housed in school buildings. Both students and staff have full access to Google Drive for document storage.

Upgrades of the wi-fi coverage were completed across the schools allowing for a secure network with specific limitations for guest users. We continue to optimize bandwidth to and within schools using QOS (Quality of Service). QOS is essential to manage the growth of high-bandwidth video and multimedia traffic. This helps assure that all buildings are getting acceptable bandwidth for students at each site.

We have introduced a help desk ticketing system (Spiceworks) at both the HS and MS. This provides faster response times and better service to both staff and students. We are also using the inventory module for this system.

Finance and Operations

The districts continue to maintain excellent academic programs while meeting challenging funding goals. Our core budgeting principles remain focused on using resources to support student learning and growth. The district goals approved by the school committees provided direction to the budget process to support student learning opportunities. The district administration and Concord School Committee submitted a Statement of Interest to the MSBA for the Concord Middle School and also conducted a CMS feasibility study and were unfortunately not selected. Following extensive discussion, FY19 budgets met the Finance Committee revised guidelines.

Summary

The major highlights of 2018 are the outstanding student achievement and the comprehensive strategic planning process. We are extremely proud of our students, faculties, and staff, and we are grateful for the Concord and Carlisle communities' support. The schools made significant progress in achieving the district goals by increasing student learning, improving curriculum and instruction, integrating technology into the classrooms, supporting faculty and staff, increasing teacher collaboration, developing responsive and responsible budgets. For more information, please visit the districts' website, www.concordps.org.

MINUTEMAN VOCATIONAL TECHNICAL SCHOOL

Dr. Edward A. Bouquillon, Superintendent-Director

Minuteman is a four-year public high school. All of its programs operate under the auspices of the Massachusetts Department of Elementary and Secondary Education and Massachusetts General Laws Chapter 74. The school is also an accredited member of the New England Association of Schools and Colleges (NEASC).

Originally established in the 1970s (Concord was a founding member), Minuteman is one of more than two dozen vocational-technical high schools in Massachusetts. Over the years, Minuteman has distinguished itself by building a reputation for excellence. Its students consistently excel on the larger stage and have won numerous awards at state and national competitions.

Minuteman High School serves a geographically diverse area including the 10 District-member towns of Acton, Arlington, Belmont, Bolton, Concord, Dover, Lancaster, Lexington, Needham, and Stow. While students from these member towns enjoy first priority for admission to Minuteman, the District also has a decades-long tradition of accepting students from non-member cities and towns throughout Greater Boston, where permitted under applicable State regulations. As of October 1, 2018, 25 students residing in Concord were enrolled at Minuteman.

Minuteman High School Named 2018 National Blue Ribbon School by U.S. Department of Education
Minuteman High School was named a 2018 National Blue Ribbon School by the U.S. Department of Education. The announcement of all 349 public and private school honorees was made on October 1, 2018 by the U.S. Secretary of Education. Minuteman is the sole vocational high school in the State to be accorded this award. Abington High School and Swampscott High School are the only other Massachusetts schools that earned this recognition.

According to a U.S. Department of Education press release, National Blue Ribbon Schools earn the designation by excelling in one of two performance categories - either as Exemplary High Performing

Schools or Exemplary Achievement Gap Closing Schools, “which are among their state’s highest performing schools in closing achievement gaps between a school’s student groups and all students over the past five years.” All three National Blue Ribbon Schools from Massachusetts, including Minuteman, were cited for being Exemplary Achievement Gap Closing Schools. An awards ceremony for all of this year’s National Blue Ribbon Schools was held in Washington, D.C., in November.

Also in 2018, Minuteman was named a Massachusetts Commendation School by the Massachusetts Department of Elementary and Secondary Education for being outstanding in both categories. Governor Charles D. Baker presented Dr. Bouquillon with a plaque honoring the school at a State House ceremony.

Minuteman High School Sees Improvements in 2018 MCAS Scores

2018 MCAS results released by the Department of Elementary & Secondary Education showed Minuteman students made continued improvement in their performance on the English Language Arts (ELA) exam. Compared to the year prior (2017), the percentage of Minuteman students scoring “Advanced” increased by 7% and the number of students who scored “Proficient” increased 11%. The number of students who were in the “Needs Improvement” category fell 17% while the number of students in the “Failing” also declined.

On the Mathematics exam, Minuteman students also showed a positive shift with the number of students scoring “Advanced” in 2018 at 48% compared to 45% in 2017. This showed a positive movement from the “Proficient” category to “Advanced”, while the population of students in the “Needs Improvement” and “Failing” category was stable.

MCAS Biology saw a small decline in the number of “Advanced” students and an equal shift into the “Proficient” category. The population in the “Needs Improvement” category stayed the same and there was a small increase in the number of students who were in the “Failing” category (2%).

On the MCAS Chemistry exam, 74% of Minuteman students scored in the “Advanced” category compared to 37% 2017. This was a strong positive trend,

especially considering that another 21% scored “Proficient”, making the “Advanced + Proficient” rating 95%.

Minuteman Building Project Continues To Move Towards Completion in the Fall of 2019

The Minuteman High School building project has reached another major milestone.

In ceremonies attended by hundreds of students, dignitaries and Minuteman supporters, Gilbane Building Company used a 185-foot crane to lift the final steel beam into place over what will become the new high schools’ main entrance. Erection of the 24-foot beam – painted white and signed by students, teachers, elected officials, and well-wishers – marked completion of the steel structure of the building. The Topping Off Ceremony is a traditional builders’ rite and marks the point at which the final steel beam is installed at a construction site. A small tree along with an American flag was tied to the beam to represent good luck and honor this significant and long awaited accomplishment.

Despite challenging weather over the fall and early winter, the Minuteman project remains on schedule and on budget. Students are now scheduled to start classes in the new building in the fall of 2019, more than a full year earlier than estimates initially provided to member towns.

Minuteman High Schools awarded \$495,000 State Grant to Expand its Metal Fabrication and Welding Programs

Minuteman High School secured a \$495,000 state grant to update and expand its Metal Fabrication & Joining Technologies (Welding) program. The grant award was announced by governor Charles Baker on June 21, 2018 and is one of three successful such grant applications submitted by Minuteman, collectively delivering nearly \$1.5 million over the last 2 years.

This particular grant will be used to modernize and expand Minuteman’s metal Fab and Welding program, allowing both its high school and post-grad students to train on modern, industry-standard equipment. The funds are being applied specifically to purchase Virtual Welding Trainers, Multi-Process Inverters, a Guillotine Shear, Press Brakes, Bending Brakes, a Drill Press, a Punch, and a five-foot Power Roll. Hands-on

experience with such state-of-the-art equipment will enhance future employability of Minuteman students in the region’s defense, manufacturing, STEM/medical device, and power-generation industries, thus contributing substantially to our regional economic wellbeing.

Minuteman Technical Institute Launches New Evening Post-Secondary Programs

Minuteman Technical Institute (MTI) launched new evening post-secondary programs for adults on October 1, 2018. Initial programs include Advanced Manufacturing, Culinary, Electrical and Metal Fabrication and Joining (Welding), and were selected based on current and future needs of area employers. Each program is ten-months long, features 700 to 900 hours of instruction, and is aimed at high school graduates taking a gap year, as well as adults seeking to change their career paths for these four high-wage, in-demand professions.

CONCORD-CARLISLE ADULTS AND COMMUNITY EDUCATION

Jill Weintraub, Director
Advisory Committee:
Demi Ayres, Concord
Stuart Freeland, Concord
John Ballantine, Chair, Carlisle
Marla Iyasere, Concord
Ron Bernard, Concord
Christine Lear, Carlisle
Paula Casey, Concord
Carol Murphree, Carlisle
Claudia Feeney, Concord

Concord Carlisle Adult & Community Education (CCACE) provides opportunities for lifelong learning to the citizens of the school district and surrounding towns. It responds to community needs and interests with our communities’ talents and resources, calling upon local people to develop and coordinate programs and services for children, adolescents, and adults throughout the year.

Adult & Community Education provides extended-day educational programs for citizens in Concord and Carlisle. It promotes and supports school and community learning projects that cannot be funded

or presented in traditional ways. Adult & Community Education is both a program of classes and educational events and a process that connects local citizens with each other and their public schools in ways that are creative, educational, and cost effective.

CCACE is a program of the Concord-Carlisle Regional School District that was established in 1954 to provide continuing education, enrichment, and community access to public schools. We are fully self-funded by the tuition money we take in through various programming.

Through Adult & Continuing Education, we offer a wide variety of continuing education programs for adults, including one-night and ongoing workshops. We also offer enrichment programs for K-12 students, including test prep and summer STEAM programs. In 2016, we created what we are now calling the “Can We Talk” series. This ongoing series is designed to engender productive and respectful discourse here in Concord. The goal is to create opportunities for the community to come together to discuss and learn from what is happening around us. Since 2016, the CCACE Advisory Committee has promoted and hosted three community forums: Fake News: The Changing Landscape of Journalism in the 21st Century, Conversations in a Civil Society-Agreeing to Disagree, and The Defamation Experience.

Driver Education promotes and teaches safe driving attitudes, defensive driving skills, and respect for the rules of the road. It prepares students for the Registry of Motor Vehicles license exam and it strives to prevent or reduce accidents and fatalities that involve young drivers. Driver Education at Concord-Carlisle High School includes: 30 classroom hours, 12 hours of behind-the-wheel instruction, 6 hours of in-car observation, and one 2-hour parent/guardian class, attended by a least one parent. We also offer optional practice road tests and sponsor students for road test appointments.

The Instrumental Music School of Carlisle and Concord (IMSCC) specializes in music lessons for students of all ages. For close to forty years, IMSCC has brought the highest level of individual musical instruction to the students of Concord and Carlisle. Founded in 1980 by the Concord-Carlisle Regional School District to serve the musical needs in

our communities, our distinguished faculty of professional musicians and educators provide instruction for over 300 student musicians annually. Whether students are beginning a new instrument or honing skills developed through many years of practice, IMSCC is dedicated to helping young musicians excel. Our teachers work one on one with students to help them develop basic skills, learn repertoire, and prepare for performances. With close ties to school music departments, IMSCC teachers are well equipped to help students prepare for ensemble playing, both in school and beyond. IMSCC graduates have gone on to conservatory programs and professional careers in music. We also offer a variety of summer workshops including ensembles of different types.

Over the past year, almost 10,000 individual music lessons were held, Driver Education teachers provided over 2,000 hours of behind-the-wheel training, and students could also choose from among hundreds of online courses we offer in collaboration with ed2go. Approximately half of our students are adults, while the other half are school-age children. Eighty percent of our adult and continuing education students live in Concord or Carlisle. Non-residents may participate on a space-available basis and pay a small additional fee. Their participation broadens our range of educational services and extends the necessary cost sharing.

Many familiar courses remained in demand over the past year including world languages, financial planning, health and wellness, bridge, writing, test preparation, and more. Our enrollment numbers continued to increase in both Driver Education and the Instrumental Music School. We continued to see high enrollment numbers in our Village University programs, with a mix of new and returning courses and volunteer instructors. This was all made possible by over one hundred and twenty-five community educators, including volunteers, instructional subcontractors, and part-time employees.

In FY18, we were able to award scholarships to 32 families, representing 34 students through the generosity of the Concord-Carlisle Community Chest. The average scholarship awarded was \$488, with program fees ranging from as little as \$15 to almost \$1,000. These students represented adults seeking continuing education, students enrolling in our driver

education program, and students taking private music lessons. We were also able to help an Iraqi refugee family living in Concord. Despite the husband's employment, the family needed the wife to get a job to help support their three young children. And to get to and from a job, she required a driver's license. She had one from Iraq but needed to learn how to drive in this country. We worked with this young woman for eight hours to help her learn our rules of the road, despite speaking almost no English, and then successfully took her for her road test.

We are continually evaluating our programs to ensure that our offerings are new and relevant to continue attracting students in all of our areas. Our aim is to create and foster continuous learning and social integration of all types for students of all ages, and make this programming accessible to as many people as possible.

THE SCHOLARSHIP FUND OF CONCORD AND CARLISLE

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 Travis Minor - Assistant Chair
 Welles Hatch - Treasurer
 Albert Powers - Assistant Treasurer
 Elaine DiCicco - Secretary
 Paul Ressler - Past Chair
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*The Scholarship Fund of Concord and Carlisle 2018-19 Trustees
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 Elaine DiCicco, Hanna Bruno, Nick Carter, Deb Mayerson, Jeanne
 DeTemple, Paul Ressler, Priscilla White Sturges, Julie Hagan
 Left to Right Front: Lucy Miller, Travis Minor, Janet Rhodes
 Friedman, Bee Loprete, Devra Feshbach-Meriney, Al Powers*

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

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

The Fund is administered by a 22-member volunteer board of trustees. Scholarships are financed through an annual appeal, a student-staffed phonathon, and by income generated from memorial gifts, bequests, and named funds. For more information about The Scholarship Fund, please see the website: thescholarshipfundofcc.org

In 2018, the trustees awarded \$213,170, supplemented by \$52,930 from The Scholarship Fund's affiliated organizations, bringing the total to \$266,100 awarded to 68 high school seniors and in-college students. Since its inception, The Scholarship Fund has assisted over 1,400 students.

The Scholarship Fund of Concord and Carlisle Trustees are pleased to announce that the following students have been awarded scholarships for the 2018-2019 academic year.

* Scholarships marked with one asterisk are managed by The Scholarship Fund of Concord and Carlisle.

** The scholarships marked with two asterisks are managed by the Trustees of Town Donations of the Town of Concord.

• All other scholarships are managed by the named affiliate organization

Scholarship Recipients

The Abby Memorial Scholarship*
Charles Israel

The Acton Toyota of Littleton
Scholarship
Sophie Fisher

The William W. Anderson
Memorial Scholarship*
Robert Sanderson

The Janet Babb Memorial Scholarship*
Jessica Chin

The Bean Family Scholarship*
Charisse Stakutis

The Trudy Biernson Memorial
Scholarship*
Ryan Baker

The Garden Club of Concord
Scholarship
Chloe Koval

The Kay Chambers Scholarship*
Zeba Malek

The Eleanor Winstanley Childs
Memorial Scholarship*
Alex Hamel

The Class of 1962 John F. Donovan Scholarship*
Ryan Baker

The Concord Children's Center
Scholarship
Ryan Baker

The Concord Firefighters' Relief Association Scholarship
Burke Hutchinson

The Concord High School/Concord-Carlisle High
School Alumni
Scholarship*
Aliya Huseni

The Concord Lions Club Scholarship
Jasmil Santana
Amanda Tong

The Concord Police Relief Association Scholarship
Thomas Copland
Savannah Kangas

The Concord Women's Club – Ruth Bullerwell
Scholarship*
Alyssa Cucinotta

The Mary Connorton Memorial
Scholarship*
Aliya Huseni

The Guido S. D'Asti Memorial
Scholarship*
Jessica Chin

The Clair Day Memorial Scholarship*
Julia Jacobs

The Charles W. and Nancy I. Dee
Memorial Scholarship*
Zeba Malek

The Joan M. and Norman E. Dee Scholarship*
Amanda Tong

The Elaine DiCicco Scholarship*
Johanna Murphy

The Guy P. and Teresa E. DiGiovanni
Scholarship*
Laud Bosomprah-Bonsu

The Engel and Völkers Scholarship
Sophie Fisher

The Charles Evans Scholarship*
Michael Burke

The John B. Finigan Memorial
Scholarship*
Ryan Baker

The Wilson Flight Scholarship*
Liviya Kovacevic

The Essie Golden Scholarship*
Tashim Zene

The Bobby Gray Memorial
Scholarship*
Charles Israel

The Margaret Haggerty
Scholarship*
Olivia Maione

The Wells A. Hall Memorial
Scholarship*
Willow Kangas

The Anthony Halls-Keenan Smith
Scholarship*
Jaeden Scott-Massey

The Thomas Hart Memorial
Scholarship*
Nancy Jin

The Christopher Hentchel - WIQH
Scholarship*
Robert Sanderson

The Seitaro and Shina Ishihara
Memorial Scholarship*
Aliya Huseni

The Jiro and Tama Ishihara
Memorial Scholarship*
Aliya Huseni

The Vinod Jalan Memorial
Scholarship*
Amanda Tong

The Casper C. Jenney and Eleanor M.
Jenney Memorial Scholarship*
Somil Teabo
Amanda Tong

The Diane Kenneally Memorial
Scholarship*
Amanda Tong

The Knights of Columbus Scholarship*
Johanna Murphy

The Sally Lanagan Memorial
Scholarship*
Julia Jacobs

The Norton Levy Scholarship*
Julian Rojas Valvo

The Anthony (Tony) Logalbo
Scholarship*
Tashim Zene

The Charles E. Manion, Jr. Memorial
Scholarship*
Tashim Zene

The Adrian A. Martinez Memorial
Scholarship*
Jacob Hamilton
Lucy Jin
Zeba Malek
Jackson Moore

The Elizabeth A. Mattison Memorial
Scholarship*
Sativa Unger-Laffin

The Elizabeth V. McAllister
Memorial Scholarship*
Somil Teabo

The Mary F. McHugh Memorial
Scholarship*
John Driscoll

The Dr. Barbara Schips Miller
Scholarship*
Jasmil Santana

The Middlesex Savings Charitable
Foundation Scholarship
Burke Hutchinson

The Janet Gates Peckham
Memorial Scholarship*
Ryan Baker

The Albert L. and June B. Powers
Scholarship*
Jennifer Brown

The David Prifti Memorial
Scholarship*
Sativa Unger-Laffin

The Katrina J. Przyjemski
Memorial Scholarship*
Aliya Huseni

The Marguerite Purcell Memorial
Scholarship*
Olivia Maione

The Nick Ressler Memorial
Scholarship*
Burke Hutchinson

The Rivercrest – Deaconess –
Newbury Court Scholarship
Rose Piz

The Maura Roberts Memorial
Scholarship*
Sativa Unger-Laffin

The Al Robichaud Scholarship*
Jurgens Michel, Jr.

The Rotary Club of Concord
Scholarship
Nicholas Gallant
Jasmil Santana

The Rotary Club of Concord Interact Scholarship Alex Hamel	The Scholarship Fund of Concord and Carlisle Scholarship* Zoe Blacquier Johanna Blake Gabriely Bowen Andrew Brown Jennifer Brown Maire Callahan Carly Chelton Richard Chelton Jeremy Chiang Jessica Chin Anna Christiansen Timothy Collins Thomas Copland Alyssa Cuccinotta John Driscoll Julia Dunn Jack Fell Aiden Gerstmyer Alexandra Goulet Jovan Grant Justin Gray Erika Hedden John Hudson Savannah Kangas Sophia Marsh Jurgens Michel, Jr Shannon Morahan Johanna Murphy Angela Ortiz Mitchell Palmer William Palmer Lillian Piz Rose Piz Charisse Stakutis Alexa Thomas Nicholas Wilbur Katherine Williams Abigail Yamartino Dante Zayas Joel Zayas	The Video Revolution, Ralph and Ellie Grossi Scholarship* Michael Burke
The Rotary Club of Concord William L. Eaton Memorial Scholarship Abigail Yamartino		The Harvey Wheeler Memorial Scholarship* Burke Hutchinson
The Rotary Club of Concord Richard L. Hale Scholarship Katherine Williams		The Doug White Memorial Scholarship* Alex Hamel Chloe Koval
The Rotary Club of Concord Thomas R. Huckins Memorial Scholarship Nicholas Wilbur		The Joyce Woodman Memorial Scholarship* Tashim Zene
The Scholarship Fund of Concord and Carlisle Trustees' Scholarship* Alyssa Cuccinotta		The Charles K. Yeremian Scholarship* Burke Hutchinson
The James E. Shepherd Memorial Scholarship* Nicholas Gallant		The Tameji and Chiyo Yoshimura Memorial Scholarship* John Driscoll
The Farnham W. Smith Memorial Scholarship* Nancy Jin		
The David S. Soleau Memorial Scholarship* John Driscoll		
The Maybeth F. Sonn Scholarship* Julian Rojas Valvo		
The Mark Teverovsky Memorial Scholarship* Willow Kangas		
The Jeanne A. Toombs Memorial Scholarship* Willow Kangas		
The Town of Concord Scholarships Aiden Gerstmyer Maxwell Morgan Rose Piz	The United Women's Club of Concord Scholarship Charles Israel Chloe Koval Madison Seiss	