

Haiti, students in the elementary schools sold pencils, designed and sold valentine's cards, and wore "Hats for Haiti" to raise money for UNICEF and other disaster-relief organizations. Concord Middle School (CMS) students visited China as part of an on-going exchange program, and students from China and France came to visit CMS. We are grateful to the teachers who facilitate these extracurricular activities and to the parents who support their students and the community.

The School Committee is very interested in enhancing communication with citizens. School Committee meetings are open to the public, and we encourage your attendance and participation. In addition, monthly teas allow parents and community members to meet in an informal setting with the Superintendent of Schools, Diana Rigby. The district web site (www.concordpublicschools.net) contains updated information on school events and meetings.

CONCORD-CARLISLE REGIONAL SCHOOL COMMITTEE



Standing from left: Fabian Fondriest, Jerry Wedge, Peter Fischelis, Louis Salemy; seated from left: Maureen Spada, Pamela Gannon, Bill Fink

We are grateful to the citizens of Concord for their strong support of the students of Concord-Carlisle High School (CCHS). The Concord community clearly values education and as a result of this emphasis, CCHS

consistently ranks as one of the top public high schools in the Commonwealth of Massachusetts.

The Concord-Carlisle Regional District School Committee is comprised of the five members of the Concord School Committee with the addition of two members from Carlisle. This year, we welcomed Maureen Spada of Concord and Bill Fink of Carlisle to the committee; Fabian Fondriest was re-elected to a second term.

The Concord-Carlisle Regional School District (CCRS) serves 1,221 students in grades 9-12 from Concord, Carlisle, and Boston (through the METCO program). Enrollment at CCHS has remained relatively consistent since 2002, with an average of 1,238 students per year. In addition, 13 students aged 14-22 participate in the life skills program at CCHS and the Region supports 37 students who attend out-of-district placements.

Concord-Carlisle students achieve at high levels. Our students place at the top of the State in standardized test scores and in academic competitions such as the Science Olympiad. Our students place at the top of the nation in SAT and AP exam scores. In addition to the excellent core academic program, our elective courses allow students to participate in and excel at such endeavors as music, theater, visual arts, and athletics. Our band programs have won gold and silver medals at the MICCA State concert festivals and our student musicians have performed in the all-State ensemble. CCHS students have won State and national awards in the visual arts, such as the *Boston Globe* Scholastic Art Award and the Congressional Art Award. Our sports teams have won league or State championships in cross country, golf, soccer, volleyball, alpine skiing, basketball, cross country skiing, fencing, ice hockey, indoor track, softball, lacrosse, and tennis.

We want to recognize the exemplary leadership of our administrators and the exceptional faculty and staff who make CCHS a vibrant and active learning community. Our faculty is exceptionally well-educated: 86% have at least a master's degree and 8% have a Ph.D. Our employee retention rate is 97.7% compared with a State average of 80%. Our teachers also dedicate their time to coordinate extra-curricular activities, coach athletic teams, and mentor students. Our administrators and

faculty work hard to secure any available grant funding that would positively impact student learning. CCRSD and the Concord-Carlisle Teachers' Association will be a pilot site for studying teacher evaluation and supervision at a high-performing school using funding from the U.S. Department of Education for the Massachusetts Race to the Top initiative.

We believe that a well-rounded high school education includes opportunities for developing character and values through service to others. CCHS was among the first public high schools in the United States to institute a community service requirement of 40 hours for graduation, but most students do many more hours of service. In 2010, CCHS students performed over 10,000 hours of community service in Concord and surrounding areas. Open Table, Gaining Ground, Concord Council on Aging, Emerson Hospital, Concord Public Library, and Concord Children's Center are just a few of the local organizations served by our students. A CCHS parent group, 2Volunteer (2volunteeronline.org), facilitates connections between the needs of the community and individual students.

The goal of the School Committee and school administration is to develop responsible, sustainable school budgets while maintaining the high quality of our educational program. None of the CCRSD budgets since 2007 have required a Proposition 2½ Override and all have been within the Concord Finance Committee's guideline recommendations. For 2010, the School Committee approved a 3.8% budget increase, which is within the levy limit and meets the Finance Committee's guidelines. The region must begin to address the OPEB (Other Post Employment Benefits) liability required by all municipalities and regional school districts in Massachusetts. A contribution to this liability is an important factor in a favorable bond rating when borrowing for a

high school building project.

Two major factors have helped us control escalation of the regional budget. The school administration has been able to lower special education costs by developing in-house programs that decrease expensive out-of-district placements. In addition, the School Committee worked long and hard to negotiate a reasonable and sustainable contract with the Concord-Carlisle Teachers' Association. In acknowledgement of the difficult economic times, the high school teachers agreed to a modest

cost-of-living adjustment of 0.75%. There are many program improvements that we would implement if we had additional funds, such as a theater, dance, and TV production electives, and intramural sports programs. However, in the interest of designing a conservative

budget we have focused on core curriculum areas and skills that are important for the success of our students in further education.

The School Committee is very grateful for generous donations from local non-profit organizations, the CCHS Parents Association, the Concord-Carlisle Community Chest, and individuals in both Concord and Carlisle. The Concord Education Fund has awarded grants that support the Environmental Field Studies Group, a new club that studies the Blanding's turtle and the local environment, and the CCHS advisory program, a new program to enhance the relationships and emotional support for students at CCHS. The Education Fund has also contributed significantly to projects to install Xirus wireless hubs, install and equip the digital recording studio, and support initiatives in science and technology. These funds allow us to enhance and expand the educational experiences of our students.

The assessment and planning for the future of the CCHS facility has been a major focus of the School Committee. Concord and Carlisle citizens funded a CCHS facilities master plan that was completed in

	9	10	11	12	TOTAL
Resident Students					
Concord	203	194	208	196	801
Carlisle	71	96	89	81	337
Non-Resident Students					
METCO	21	17	16	22	76
Tuition Waived	2	3	0	2	7
State Wards	0	0	0	0	0
Total Non-Resident	<u>20</u>	<u>18</u>	<u>25</u>	<u>16</u>	<u>79</u>
Total Enrollment at CCHS	297	310	313	301	1,221
Out of District Special Education Students					37
Grand Total - CCRSD					1,258

March. The master plan committee conducted an assessment of the facility, reviewed educational specifications, solicited community input, and developed design approaches. At Town Meetings, both Concord and Carlisle citizens overwhelmingly voted to appropriate funding to proceed to a feasibility study/schematic design for CCHS. In September, the Massachusetts School Building Authority (MSBA) voted to approve CCHS for a significant renovation/addition project. The CCHS Building Committee (www.cchsbuilding.org) is comprised of representatives from Concord and Carlisle, School Committee members, and school administrators. The committee is co-chaired by Jerry Wedge of Concord and Karla Johnson of Carlisle.

We recognize that any building plan for CCHS presents a significant future expense for the citizens of Concord and Carlisle. During these challenging years of economic turmoil, the Regional School Committee and school administration have made a concerted effort to develop budgets that meet the needs of our students, yet are respectful of the financial pressures on taxpayers. We believe that the citizens of Concord and Carlisle are proud of the strong program and reputation of Concord-Carlisle High School. We urge citizens to be informed and to participate in discussions regarding the CCHS building project and other school issues. School Committee meetings and CCHS building committee meetings are open to the public, and we encourage your attendance and participation.



METCO Families participated in 375th Birthday celebrations

SUPERINTENDENT'S REPORT CCRSO AND CPS

Diana F. Rigby, Superintendent
John Flaherty, Deputy Supt. of Finance and Operations
Kathy Codianne, Director of Teaching and Learning
Kelly McCausland, Director of Human Resources
Jessica Murphy, Director of Special Education
Gene Warfel, Director of Information Technology
Peter Badalament, Concord-Carlisle High School Principal
Lynne Beattie, Concord Middle School Principal
Kelly Clough, Thoreau Principal
Patricia Fernandes, Willard Principal
Sharon Young, Alcott Principal

We review our annual accomplishments with a heartfelt and public thank you to educators, staff, parents, and community members who have invested their knowledge, skills, experience, time, and resources in improving our schools. Our students continue to achieve at very high levels because of you.

DISTRICT GOALS

Every school year, the administration sets district goals for Concord Public Schools (CPS) and the Concord-Carlisle Regional School District (CCRSO). The goals are developed in collaboration with school principals and are approved by the School Committees. We focus on efforts to improve student learning and to enhance communication with parents and the community. The goals specify improvements in professional development and support for faculty and staff.

In addition, we strive for prudent management of finance and operations, including capital projects.

STUDENT LEARNING

All district efforts focus on improving teaching and learning. Each year, we assess different aspects of our curriculum. As we evaluate our curriculum, we look for areas to incorporate 21st century skills, such as critical thinking, communication, and collaboration. We have begun using curriculum-mapping software to define our K-12 curriculum.

Elementary (grades K-5) teachers continued developing math assessments to determine flexible group placements and to monitor student progress. Classroom teachers, math curriculum specialists, and principals met monthly to review the math program and student