

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 CCRSB 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 (CCRSB). 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

assessment data. Struggling students were provided remedial support and advanced students received math enrichment activities.

Kindergarten teachers worked together to enhance the math and English Language Arts curriculum for the full day kindergarten program. Grade 2 teachers developed an integrated science and social studies curriculum on the Battle Road farms. 4th Grade teachers participated in workshops to develop a “One Book, One Fourth Grade” reading program and a Quest that would support their science and social studies curriculum. For Grade 5, teachers worked with the social studies curriculum specialist to create common assessments for the American History units.

At Concord Middle School (CMS), teachers worked to identify and cultivate strong “habits of mind” to help students become better and more independent learners. These skills and mindset are important not only for academic and social success in school, but also as life skills. Thus far, critical thinking has been explicitly emphasized within instruction. CMS math and science teachers used the curriculum mapping software to evaluate and revise units within each of their curriculum. Teachers revised the English Language Arts curriculum to include common assessments and critical thinking skills. In addition, the Art teachers created a Digital Photography elective for 8th graders.

At Concord-Carlisle High School (CCHS), new courses developed this year include Advanced Geology, Biotechnology, and an English course entitled “Visions of the Future.” Working with a generous Concord Education Fund grant for math and science education, the science department is now offering seminars in the field of engineering, and the department is planning to create an Engineering Program for the 2010-11 school year. CCHS also offers a Global Literacy Certificate, a program in which students demonstrate their knowledge of foreign language and world cultures.

The districts completed a K-12 bullying prevention and intervention plan, which includes implementation of strategies to promote caring, kindness, and collective well-being for students and adults. The plan creates a framework for addressing bullying behaviors.

STUDENT ACHIEVEMENT

Our students continue to achieve at high levels. The Massachusetts Comprehensive Assessment System (MCAS) results were strong with Grade 4 students ranking 7th for English Language Arts (ELA), and Grade 5 students ranking 12th for math and 18th for science. Ninety-seven percent of 8th grade students scored proficient or advanced on the MCAS ELA exam.

Ninety-seven percent of 10th grade students scored proficient or advanced on the ELA MCAS and ninety-one percent scored proficient or advanced on the math MCAS. Ninety-three percent of 10th grade students passed one of the Science MCAS tests. Grade 10 students at CCHS ranked 14th for English and 10th for Science. One hundred percent of the CCHS Class of 2010 received a Competency Determination as a result of passing both the ELA and math MCAS exams.

The median SAT score for CCHS Class of 2010 was 1880 (with 1017 as the State average). Twelve students in the Class of 2010 qualified as National Merit semi-finalists and two National Merit Scholarships were ultimately awarded. Ninety-eight percent of Advanced Placement (AP) exams taken by CCHS students received a passing score, and overall 85.5% of AP exams were scored at 4 or 5 (the highest scores). The average number of CCHS graduates planning to continue their education in post-secondary placements exceeded 90%. In a survey of graduating seniors, 65% reported they were admitted to their 1st choice college and 20% were admitted to their 2nd choice college.

In the elementary schools, Grade 5 students participated in the Math Olympiad, an enrichment program with 145,000 national and international students. Almost all participants finished in the top 50%; seventeen students finished in the top 10% and two in the top 2%. The CMS Math Team placed 2nd in the DaVinci Division of the New England Math League. CMS placed 7th out of 26 schools in the Metrowest Regional Math Counts competition. Eight 6th and 7th graders participated in eight events at the Science Olympiad State Meet, placing second in the State in two events (Elevated Bridge and Write it/Do it), and sixth place in two events (Anatomy and Experimental Design). Thirty-two middle school students participated in the National French and

Spanish exams. The students prepared with the foreign language teachers before school for several months and several students were among the top scorers in the State and the nation.

In conjunction with the school library program, the 4th and 5th grade students participated in the Massachusetts Book Award Program. The students read and voted from 25 nominated books helping to select the statewide winner. In the fall, CPS launched a special year-long science project for 4th graders to study Blanding's turtles, a threatened species with habitats in Concord. The students are working with a local ecologist to collect and contribute data as part of a research project. The students will release their turtles back into the wild in the spring.

Twenty 7th grade students traveled to China during April as part of the annual exchange with Sunshine Middle School. Students and teachers from Sunshine Middle School stayed with Concord families in October. Fourteen students from France stayed with CMS families to share a language and cultural exchange. They attended classes at CMS and shared information about their lives. CMS students participated in a number of community service efforts, most organized by the Student Leaders program. The students raised money or provided donated goods for: UNICEF, Coats for Kids, Emerson Hospital, and the Buddy Dog Animal Shelter.

At CCHS, students demonstrated their commitment to social responsibility through participation in numerous activities, by raising funds to aid relief efforts in Haiti, by participating in the Ecuador and Turkmenistan Exchanges, and by hosting Japanese visitors from Nanae. In the summer, students traveled to San Marcos, Nicaragua, and Madagascar to perform community service in rural areas. Locally, our students committed over 10,000 hours of service to the surrounding communities during the school year. The volunteer work and community service done by the young people of Carlisle, Concord, and Boston are evidence that students have internalized the core values of the district and CCHS.

These achievements and activities are only a sampling of the wide range of student programs and projects at the Alcott, Thoreau, and Willard schools, CMS and

CCHS. For more information, visit the district web site (www.concordpublicschools.net) or individual school websites.

SPECIAL EDUCATION

The Special Education Department focuses on providing quality educational services and programs for our students. The Commonwealth of Massachusetts mandates special education services for qualified students from age three through age 22. A goal of the special education department is to increase our capacity to teach students within their own local community and decrease the number of out-of-district placements. In addition, we try to support families of students with disabilities through the process.

The Concord Integrated Preschool opened a new program in September for children with the most intense special education needs. The full day (9am-2:30pm) program serves fifteen students (eight special-needs students and seven typical peers). The children receive all of their related services while in school instead of staying after school or going to another location.

At the K-8 level, a major focus has continued to be improving math instruction for students with disabilities. The elementary and middle school teachers have continued with cross-department training with the math department in order to increase math achievement for students with math-related learning disabilities. An intensive math class was started for the incoming class of sixth graders to meet their learning needs. The districts are committed to providing instruction to students with significant learning disabilities in the least restrictive environment.

At CCHS, the Lighthouse program opened, providing therapeutic support for at-risk students who need ongoing individualized support and intervention to remain in school. The Pathways program, which serves developmentally delayed students, has continued to grow and the classes have been split by age level in order to provide more direct, targeted instruction based on individual needs.

PROFESSIONAL DEVELOPMENT

Recognizing that the strength of the school system lies in its teachers, the districts invest considerable resources

in professional development. On the day before school opened, the entire faculty gathered for a keynote presentation by Dr. Tony Wagner of the Harvard Graduate School of Education. The presentation focused on teaching 21st century skills – critical thinking, communication, creativity, and collaboration – to the “net” generation of learners.

Over the past year, the faculty has been broadening the ways in which digital tools can transform the way that students learn and “show what they know.” Technological teaching tools are revolutionizing the way students access information and how teachers present concepts. The district provided educators with technology training in ActivInspire software, which is used with the ActivBoards (interactive white boards) in each classroom. During the summer, CCHS technology teacher-leaders presented several weeklong ActiveBoard courses.

Twenty-eight middle and high school teachers were trained in the Moodle software to offer online learning environments for students in conjunction with their courses. Approximately 300 teachers and students have been using the Moodle site on daily basis. CCHS teachers also received training for the new X2 student information system and parent web portal.

During the summer months, teachers gather to review and revise curriculum, often in consultation with curriculum specialists. In 2010, there were twenty elementary (K-5) curriculum development projects, thirteen at the middle school, and eighteen at CCHS.

HUMAN RESOURCES

In May, we honored eight faculty and staff members who retired after years of dedicated service. We offer heartfelt thanks and appreciation to two CCHS teachers, Tom Hart and Robert Furey who completed 42-year and 25-year careers, respectively. Transportation Manager

Manley Boyce retired after 17 years of service to CPS and CCRSD. Thoreau Principal Rob Colantuono retired after 30 years of service in public education with five in Concord.

Kelly Clough was hired as the new Thoreau principal. The school district is fortunate to have an experienced and highly respected school leader join the Thoreau community. Mrs. Clough began her teaching career in Concord at Willard School as a student teacher. For the past five years, Mrs. Clough has served as the principal of the McAvinnue School in Lowell where she successfully collaborated with faculty, staff, and parents to increase student achievement and to create a caring school culture.

The districts hired five teachers at CCHS, three teachers at CMS, seven elementary (K-5) teachers, and twelve staff members. The majority of the new faculty and staff filled vacancies created by retirements, resignations, and leaves.

We also welcomed our new

Business Analyst, Matt Wells, and new Transportation Manager Wayne Busa and Assistants John Arena and Norma Jean Atkinson. To ensure that new staff members swiftly and substantively become part of the learning communities, the district invests considerable resources in mentoring programs.

Meetings with the Concord Teachers’ Association (CTA) and the Concord-Carlisle Teachers’ Association (CCTA) to develop a new teacher supervision and evaluation system continue. Negotiations with the newly formed Concord-Carlisle Regional School District association for tutors began, and two contracts covering the next four years were successfully negotiated with the CCTA.

The human resources office continued to focus on increasing operational efficiencies and providing employees with multiple points for obtaining relevant

EMPLOYEES - 25 YEARS OR MORE OF SERVICE CPS/ CCHS/Joint	
Teachers	Non-Instructional
Al Dentino	Pauline Attwood
MaryAnn Durant	Court Booth
Kathleen Keating	Jim Bozak
Lynne Kwarcinski	David Eddy
Robert Lemaire	Donnie Foss
Joe Leone	Elizabeth Kelley
Kathy Madfis	Francesca Lattuca
Barbara Magee	Ann Pike
Maryann Morran	Linda Robbins
Jerry Moss	Mary Jo Scheid
Ines Rodriguez-Digon	Bud Sheridan
	Liz Tencati
	Cynthia Theriault
	William Walsh
	Bob Wheeler
	Mary Zellner

information. Attendance was automated for all employee groups thereby eliminating multiple paper forms and saving significant time for staff and administrative personnel. An automated web-based attendance and substitute management system for those who provide direct student services, AESOP, was instituted creating real time data on absences and substitute information. The new, automated attendance software replaces an antiquated attendance system that was in place for more than forty years. Increased efficiency, accountability, and a reduction in the use of paper have been realized.

INFORMATION TECHNOLOGY

The infusion of technologies in the classroom has dramatically increased the productivity and technical proficiency of both teachers and students. Teachers have developed classroom websites, wikis, and blogs where students can safely interact and engage in learning. Additionally, teachers have designed lessons and assessments in which students can demonstrate their knowledge in a variety of ways including: podcasts, digital stories, multimedia research projects, spreadsheets, and essays.

Students and teachers in each classroom enjoy use of Activboards in storing and retrieving information and accessing websites. New Xirus wireless hubs have been added throughout the school buildings to meet the growing need for laptops and web appliances. Imacs and MacBooks were purchased to replace outdated equipment, and the operating system on all workstations was upgraded to the latest version of Mac OSX 10.6. The software for the CCHS Language Lab was updated.

At CCHS, a highlight was the hiring of a part-time Technology Specialist to provide instructional coaching for faculty members and a Music Lab Supervisor to manage the digital recording studio, Colonial Sound. The X2 Aspen parent and student portals were opened

to provide access to attendance, grade, and schedule information. High School teachers are now using the Aspen grade book for daily grades. All CCHS freshmen attended a technology orientation in September to learn how to log in to their First Class (email), Aspen, and Moodle accounts.

PERSONNEL

At the end of the school year, the following persons retired from the Concord Public Schools and Concord-Carlisle Regional High School. We thank them for their service and wish them well in their retirement.

	Years in Concord
<u>Instructional Staff</u>	
Bob Furey	42
Tom Hart	25
<u>Administration</u>	
Robert Colantuono	5
<u>Non-Instructional Staff</u>	
Jean Carter	9
Ellie Benos	23
Florence Dee	42
Donna Quail	12
Manley Boyce	17

The CCHS Learning Commons (concordcarlislelibrary.blogspot.com), formerly the school library, continues to expand support for students and faculty in technology, media, and information skills. Digital Flip video cameras and iPod Touch mobile devices are available for student use for video projects and video production. Through a collaboration with Carlisle's Gleason Public Library, we were able to hire a part time teen services specialist. One of her new initiatives has been the Young Adult Galley Group, which provides students with pre-publication books. The students write early reviews and post them on their blog, The Concord Carlisle

Galley. The Learning Commons Facebook fan page was established to increase communication with students on topics related to literature, research resources, opportunities for students to write for teen publications, and various literary contests.

FINANCE AND OPERATIONS

The districts have maintained excellent academic programs despite the challenging economic climate, declining State revenues, and increased enrollment in the elementary schools. The core operating principle informing the budget development process is that all resources of the school districts support student learning and growth. The district goals identify priorities and inform the budget process.

Balancing emerging district needs with finite financial resources, the district administration and School Committees work closely with the finance committees and selectmen to develop responsible school budgets. The

current budgets are within the levy limit guidelines developed by both the Concord and Carlisle Finance Committees.

The school districts managed successful year-end closings, and CPS will be seeking Town approval for \$100,000 to be placed in the CPS capital construction stabilization fund and \$50,000 in the CPS technology stabilization fund. The regional school district will be seeking approval from both Concord and Carlisle to place approximately \$37,000 into the CCRSD technology stabilization fund. The CCRSD Excess and Deficiency (E&D) fund balance for the past fiscal year has been maintained above the 4.5% level.

CAPITAL PROJECTS

The major highlights of 2010 were the completion of the CCHS facilities master plan and the Massachusetts School Building Authority (MSBA) invitation for a feasibility study for a new/renovated building project for the CCHS. Both Concord and Carlisle supported \$1.3M funding for the Feasibility Study and the Regional School Committee appointed 23 representative town and school members to the CCHS Building Committee. This committee is charged with completing the feasibility study/schematic design by summer to prepare for a Fall 2011 vote for construction funds.

Completed capital projects at CPS include Sanborn parking lot repaving, Integrated Preschool renovations, Willard solar panel installation, Ripley playground expansion, and installation of metal storage areas in the Ripley building. Sanborn auditorium seating replacement, Peabody boiler replacement, Ripley electrical/mechanical upgrades, and Sanborn outdoor areas are projects in progress. At CCHS, air conditioning was installed in the Band and Chorus rooms and carpeting was installed in the Chorus room. Speed bumps were placed on the entrance and exit roads. The Adult and Community Education office was relocated to CCHS.

SUMMARY

In 2010, the districts made significant progress in achieving the mission and district goals by increasing student learning, developing responsive and responsible budgets, improving special education services, integrating technology into classrooms, and supporting faculty

and staff. For more information, please visit the CPS/CCRSD web site (www.concordpublicschools.net), the CCHS building committee website (www.cchsbuilding.org), and review the CPS & CCRSD 2010 Performance Report.

REGIONAL HIGH SCHOOL BUILDING COMMITTEE

Jerry Wedge, Co-Chair
Karla Johnson, Co-Chair

Our 23-member committee, made up of representatives from Concord and Carlisle, educators, public officials and citizens, has been meeting since last summer in order to set the path that will ultimately lead to a high school that will fully serve the needs of our community. Our primary goals, as charged by the Concord-Carlisle Regional School Committee, will be to work closely with the Massachusetts State Building Authority (MSBA) to implement the Feasibility Study and eventually the construction and completion of the project in order to maximize the potential reimbursement from the State. It is our intention to propose a highly sustainable project; one which will minimize energy use, use responsible building materials and practices, and provide a healthy environment for learning through fresh air and natural day lighting.

To date, we have been working with the MSBA to define the parameters of the project such as the design enrollment, general size of the project, and scope of services for the Owner's Project Manager (OPM) and Project Designer. Over the summer, we came to agreement with the State that the design enrollment would be 1,225 students which translates to a building size of approximately 222,000 square feet. The MSBA has estimated a project cost of between \$75 and \$85 million exclusive of a Field House. We have recently received approval from the State to hire KV Associates of Boston as our OPM. They are working on the Wayland high school project which is similar in size and complexity to ours, and we are enthusiastic about building a strong relationship with them as the project continues. We are now in the midst of selecting a design firm. We have advertised a Request for Services and expect to have responses by the end of January and make a selection in mid-February. We hope to be kicking off our first design meetings in