

SCHOOLS

CONCORD SCHOOL COMMITTEE

Peter Fischelis, Chair
Fabian Fondriest
Pamela Gannon
Jan McGinn
Jerry Wedge

2008 marked another year of strong achievement for the Concord Public Schools. All residents can be immensely proud of our school system. We continue to be considered one of the best school systems in the State. Once again student performance on the MCAS tests was exceptional. It is important that MCAS results be taken as just one of the many ways in which student success is measured. We want our students to become creative thinkers and writers, gain global perspective, understand how to use technology effectively, be socially and environmentally aware and responsible, become life long learners, and be good citizens.

We were thrilled this year to welcome Diana Rigby as our new Superintendent. For five years prior, Diana served as the Assistant Superintendent under Brenda Finn. Dr. Finn announced early in 2008 her plans to retire. In the current environment, superintendent searches are very difficult, expensive and lengthy processes. A search would have required us to hire an interim superintendent for a year and risk losing the continuity and forward momentum currently in place. Based on the input we received from parents, students, teachers, the community and our own observations, the School Committee made the decision to do an internal search first. After a thorough evaluation process, we hired Diana.

This past year Concord implemented a full day Kindergarten program. The program has received very positive feedback thus far. Some parents had concerns about the program initially so the School Committee and the administration took time to listen to and respond to those concerns. We made sure parents understood the rationale behind the decision. The program allows our Kindergarten teachers more time to explore curriculum, give individual instruction, provide more social interaction and help our students be better prepared

as they enter first grade. We already had a small early intervention program that had great success assisting Kindergarten students who needed specialized instruction. The expansion to a full day program for all students will further enhance our efforts to reduce the number of students who require special education services in later years.

2008 marked the ground breaking of the new Willard School. The new Willard School was designed as a “green” school. Teachers at Willard have done a great job of incorporating the construction process and environmental aspects into student learning this year. The new school is on schedule to open in the fall of 2009.



Children breaking ground at the new Willard School

The School Committee has now shifted its focus to the Concord-Carlisle High School building and is developing a plan to address those. Since it is likely that any project at the high school will be substantial, the School Committee does not plan to consider any major building projects for the middle school until after the high school needs are addressed. A majority of our capital funds are being directed to the middle school buildings to ensure that they are updated and functional for the foreseeable future.

As we are all aware, the current financial picture is not a good one. State tax receipts have declined significantly and budget pressures are much more acute than they have been in recent years. It remains unclear what that will mean to individual communities for the current budgeting year – fiscal 2010. When it comes to local aid

cuts, we are in better shape than most simply because our K-8 school system does not get a significant amount of local aid money from the State in comparison to many other districts (about 8% of the total CPS budget). Any cuts will nonetheless have an impact. We are preparing budgets for the 2010 fiscal year and preparing for a cut in local aid. We are also aware that many Concord residents are feeling the impact of the financial downturn. We have made adjustments to the budget so that again this year, assuming predictions for local aid cuts are accurate, we will not be asking the voters for an override.

The School Committee greatly appreciates all the hard work and dedication that our administration, staff, and teachers give to our schools and our students. The character of a school system often reflects the character of the community. We are grateful and truly fortunate that the residents of Concord place a high level of importance on having a strong educational system. It is one of the attributes that makes Concord such a wonderful place to live.

CONCORD-CARLISLE REGIONAL SCHOOL COMMITTEE

Jerry Wedge, Chair
Jan McGinn, Vice Chair
Peter Fischelis,
Fabian Fondriest
Pamela Gannon
Louis Salemy
Dale Ryder

Concord-Carlisle Regional High School continued its tradition of excellence throughout the school year. The School Committee, school administration, faculty and staff have worked hard to ensure that we meet our goals for improved student learning, strong budget support and management, an optimal daily schedule, and improved facilities. We did this as we bid farewell to Dr. Brenda Finn, our Superintendent of five years, and enthusiastically welcomed Diana Rigby as our new Superintendent. We saw a larger than typical turnover on the School Committee this year. Three of seven members transitioned off the Committee; Rebecca Shannon, Michael Fitzgerald, and Chad Koski. And three new members joined us; Pamela Gannon, Louis Salemy, and Dale Ryder.

Given this turnover, we began our year with a School Committee workshop focused on our individual and communal roles and responsibilities. This was facilitated by our representative from the Massachusetts Association of School Committees. We also dedicated two early workshops to preliminary direction-setting discussions of our physical plant.

Dr. Finn announced her retirement last January. The School Committee, with the help of a facilitator, spent 3 months developing criteria and goals for our next Superintendent. Interviews were held with teachers, parents, School Committee members, principals, Town officials, and others to incorporate feedback from as many constituents as possible. An online survey was also utilized to solicit feedback. Once the criteria were established, it was agreed to post the position internally. That led to the selection of Diana Rigby, formerly the Assistant Superintendent, as our new Superintendent. Diana took over on September 1, 2008 and has been a positive force in everything she has touched.

We initiated a new schedule at the high school this year with a 7:25 a.m. start time and a four minute passing time. This was developed last year in order to meet the State's Time and Learning mandate which requires 990 instructional hours per year. This new schedule starts the day 10 minutes earlier than last year and takes one minute off the passing time. As we settled on this schedule last year, we committed to immediately naming a task force to look at all possible scenarios to develop a more optimal daily schedule. That group started working over the summer collecting data and outlining different possible scenarios and costs. The group was expanded in September to include members from all constituencies. The new schedule will be determined after the writing of this report. It is imagined that we can restore the 5 minute passing time and start the day a little later.

The budget this year is proving to be a challenge. Last year's unforeseen extraordinary costs were managed by reducing spending wherever we could, including not filling vacant administrative positions and reducing the supply and materials budget by 50%. That left us in a tight situation for this year, and even tighter situation looking towards the FY10 budget. We have been working with our State Representatives to stay up-to-date on the overall State budget crisis and have implemented

freezes on all non-contracted expenses. We are awaiting word from the State as to whether they will reduce aid to cities and towns in this fiscal year. We are fairly sure that next year's revenue from the State will be less than this year and we are preparing next year's budget with that in mind. The Regional budget can not sustain a 20% cut in State aid and therefore we have supported a budget higher than the Finance Committee for the first time in three years. We cannot reduce costs any further without seriously affecting our program.

Despite the poor economy, we have no choice but to move forward with a planning process for improving our high school facilities. The School Committee has produced three studies since 2000. We have been working vigilantly with the State since the moratorium on school construction was lifted. We submitted a Statement of Interest last year which was put in the "Hold" category, and we have refreshed and resubmitted that Statement this year. We are now awaiting word from the State. In the meantime, we are asking for a debt exclusion at this year's Town Election to cover the cost of an initial planning process. This money will either be used to fund a MSBA-supported process or to fund our own process should the MSBA not accept our latest application. The problem is that there is work that needs to occur in order to keep our facility running. If the State does not accept our application, we need a Plan B. If that is the case, this money will help us determine that plan. The School Committee will continue to keep the public aware of our facilities needs and seek the support of the communities in addressing them.

Our communities of Concord, Carlisle, and Boston have been central to our success as a school district and have generously contributed their time and money to make our system one of the best in the State. We are sincerely grateful to all who make that possible. The School Committee is especially grateful for the hard work and dedication of our administrators, our faculty and staff, secretaries, custodians and maintenance workers, bus drivers, and all others who work in our system. We thank you all for your many contributions in support of the children of our community.

SUPERINTENDENT'S REPORT CCRS AND CPS

Diana F. Rigby, Superintendent
John Flaherty, Deputy Supt of Finance and Operations
Kelly McCausland, Director of Human Resources
Jessica Murphy, Director of Special Education
Gene Warfel, Director of Information Technology
Peter Badalament, High School Principal
Robert Colantuono, Thoreau Principal
Sharon Young, Alcott Principal
Patricia Fernandes, Willard Principal
Arthur Unobskey, Concord Middle School Principal

CHANGE AND PROGRESS IN CONCORD PUBLIC SCHOOLS AND CONCORD-CARLISLE REGIONAL SCHOOL DISTRICT



The communities of Concord and Carlisle are committed to the well-being of their young people, and citizens. School faculty and staff members work hard to ensure that all students increase their learning and develop the skills needed in being thoughtful, knowledgeable, and socially responsible contributors to our world. 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.

BUDGETS AND CAPITAL PLANS

The School Districts continue to make progress in developing responsive and responsible budgets, increasing student achievement, improving human resource services, and updating technology and facilities. A major highlight of 2008 is the construction of the new Willard School, a state-of-the-art, "green" facility designed by the Office of Michael Rosenfeld, managed by Daedalus

Projects, and constructed by CTA Construction with doors opening for students in September 2009. On April 15, the groundbreaking ceremony celebrated the construction of Concord's third elementary school to meet the instructional needs in the 21st century. The District is most grateful for the overwhelming support from Town members. The Massachusetts School Building Authority (MSBA) has determined reimbursement costs for Thoreau and has requested submission of statements of interest for Willard and CCHS.

The Districts have maintained academic programs of excellence despite the State fiscal constraints. The core operating principle informing the budget development process is that all resources of the School Districts support student learning and growth. District goals approved by the School Committee identified 2008 priorities. Recognizing the District needs and the finite financial resources of both towns, the School Committee and District administration worked closely with the Finance Committees and Selectmen to develop responsible 2008 budgets within the levy limit guidelines developed by the Concord Finance Committee. The FY08 budget appropriation for CCHS was \$20,365,127 for 1,259 students and \$26,423,840 for 1,809 CPS students. The School Districts managed successful completions of year end closings for the past four fiscal years with modest surpluses in each year for each district. The Regional School District Excess and Deficiency (E&D) Fund balance for the past fiscal year has been maintained above the 4.6% level. *Boston Magazine* identified Concord-Carlisle in the top "50 Best Public High Schools" and ranked CCHS number one in "cost efficiency."

The Districts continued to make progress implementing five year capital plans supported by the towns. CPS capital projects completed over the year include the following: at Peabody the front entry was upgraded, the recreation area was expanded, and new walls, kitchen sink, and cabinets were installed in the family and consumer science kitchen; at Sanborn, the windows were replaced and the main entry sidewalks and driveway were repaved; at Ripley, exterior doors were replaced and the parking lot was repaved; at Thoreau School, an outdoor pavilion was installed and the ventilation noise in the 1994 wing was reduced. CCRSD capital projects

include the installation of energy efficient fluorescent sport lights in the lower gym and upgrading the lighting in the library. Projects to be completed in the next year include the new transportation building and the Human Resources/Financial systems. The schools offer thanks to the citizens of both Concord and Carlisle for addressing compelling capital concerns over recent years. We also appreciate the Concord Education Fund for their support of two very exciting projects: a state-of-the-art Digital Recording Studio at CCHS and an expanded science laboratory with completion dates in 2009.

ACADEMIC ACHIEVEMENTS

All District efforts focus on improving teaching and learning, and students continue to achieve at high levels. At CPS, the kindergarten teachers completed a program evaluation and determined that more instructional time was required to increase student success with reading/math readiness and social skills. In January, a parent forum was offered to discuss the new kindergarten schedule of 3 full days and 2 half days with one afternoon reserved for individual and small group specialized instruction. Kindergarten parents, administrators, and teachers report that the new schedule has been implemented successfully and students have benefitted from a slower pace of activities and more individualized instruction. Summer school successfully provided more than 225 pre-K–12 general and special education students with four weeks of instruction in reading, writing, and math skills. The Massachusetts Comprehensive Assessment System (MCAS) results were strong, with all subgroups except special education meeting Adequate Yearly Progress (AYP) in English Language Arts (ELA); all subgroups except special education in grades 3-8 met AYP in math. Grade level teams, math specialists, and principals met monthly to discuss student math performance and strategies for intervention for special education students. At the middle school level, students in Focused Math piloted I-Succeed, a web-based curriculum. After school tutoring in math provided additional assistance for underperforming students. K-5 educators also continued their partnership with the Teachers College Reading and Writing Project Network to develop student writers. At Concord-Carlisle High School, MCAS performance was among the very best in the State, with every member of the Class of 2008 re-

ceiving a passing score and meeting the State graduation requirement. Of grade 10 students, 97% scored in the advanced/proficient categories of ELA, with 94% scoring advanced/proficient in mathematics, and 95% scoring advanced/proficient in Science/Tech./Engineering. The median SAT score for the Class of 2008 was 1860 (1511 was the state average). Seven students in the Class of 2008 have qualified as National Merit Scholar Semi-Finalists. 96% of students taking the Advanced Placement (AP) exam received a passing score, and overall 77% of AP exams were scored at 4 or 5. The average number of CCHS graduates

planning to continue their education in postsecondary placements exceeded 90%, and students are very successful in attending highly selective institutions (colleges that admit 40% or fewer applicants).

Recognizing that the strength of the school system lies in its teachers, the District invested considerable resources in professional development, providing educators with technology training in Active Studio software for the ActivBoard, Microsoft Office Suite, Web Tools 2.0, web design, and Primary Math Assessments. Thoreau School hosted Promethean's Activ08 Users' Conference for more than 225 educators from 22 states and countries. Twelve Concord and Concord-Carlisle technology specialists and teachers made presentations at the conference. More than 300 educators spent summer days working collaboratively with grade-level or department teams to review, refine, and develop new curricular units. K-12 educators invested considerable efforts in meeting the Districts' goal of expanding the global education program through the following activities: hosting international visitors from China, Japan, Ecuador, and two exchange students from Turkmenistan, and participating in student-teacher study tours to numerous countries (Japan, England,

France, Ecuador, Canada, and China). The CCHS band welcomed the return visit of the acclaimed Sapporo Shiroishi Symphonic Wind Ensemble from Hokkaido, Japan, and both bands combined for an international joint concert, "Music Knows No Borders", at Boston's Symphony Hall.

HUMAN RESOURCES

In May, the Districts honored seasoned staff members retiring after a collective 236 years of dedicated service. We offer thanks and appreciation to the four CPS and

five CCHS teachers who retired in June 2008. Superintendent Dr. Brenda Finn also retired in August, having served as the Districts' instructional leader for the past five years. The Districts thank Brenda for her outstanding leadership in guiding the K-12 school system during years of excellence and progress.

Concord Public Schools welcomed 17 new teachers and

1,809 students; at CCHS nine new teachers joined the District with a student enrollment of 1,259. Eleven new support staff members also began work in the Districts during the year. The combined Districts hired a new Director of Teaching and Learning, Kathy Codianne. Interim Metco Director, Kim Bovell, became the Metco Director to provide oversight, direction, and support to the METCO program. John Flaherty, former Director of Operations and Finance, became Deputy Superintendent and Diana Rigby, former Assistant Superintendent, was hired by the School Committees as the new School Superintendent.

The human resources office focused on updating, enhancing, and creating the infrastructure to promote the effectiveness, efficiency, and well-being of staff. A new substitute teacher training program and handbook were

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 years of service and wish them well in their retirement.

Non-Instructional Staff	Years in Concord	Instructional Staff	Years in Concord
Elaine Hartin	21	Isabelle Albeck	19.5
Rosemary Lent	20.5	Dorothy Amorosino	15.5
		Earl Corey	27
Administration		Robert Frazier	14.5
Brenda Finn	5	Beverly Gauthier	29.5
		Mary Leonhardt	28
		Jeremiah Mead	36
		Mary O'Connor	36
		Bina Sareen	22.9
		Harriet Stevens	22

developed . The training program includes presentations by the Director of Human Resources on policy and procedures, the School Resource Officer on safety procedures, and a School Nurse on universal precautions and life-threatening allergies. The employee handbook continued to be revised and updated, and discrimination and harassment training was instituted for many employees. A “Wellness at Work” program designed to provide employees with health and wellness information and experiences was successfully implemented. Position descriptions were revised as necessary, and meetings with both teacher unions to develop a new teacher supervision and evaluation system were begun. Collaboration between Information Technology, Payroll, and Human Resources offices resulted in the linkage of Human Resources and payroll records for all Regional employees. A new robust web-based applicant pool tracking system was instituted for both Districts. Training on the new system was attended by Principals and Supervisors. The Criminal History Systems Board provided training on proper CORI handling and usage for Principals and selected central office staff. Finally, a three-year contract with the Secretaries union was successfully negotiated.

INFORMATION TECHNOLOGY

The Districts have continued to make impressive progress in information technology services. At CCHS, the highlight is the building of the Digital Music Recording studio thanks to the generosity of the Concord Education Fund. The core equipment was purchased and students will be able to begin recording music during 2009. The network infrastructure was upgraded with new switches to replace equipment from 2001. Additional laptop carts and iMacs were added to the library and a multimedia work area with eight computers was added to enable teachers to pilot new

software and multimedia projects. High school teachers continued to develop their skills in ActivStudio. A new tool, Active Expression, is being used to allow free form text and numerical student responses. In the digital arts program students use a sophisticated process, three dimensional modeling software, to create various images. At Concord Public Schools the network infrastructure and file servers were updated at all of the K-8 schools. A new web tool, Rapid Web Design, has been introduced by the Technology Specialists, and it allows teachers to speed up web development. The Technology Specialists provide daily technical assistance and professional development to increase teachers’ skills in integrating technology tools with curriculum.

EMPLOYEES - 25 YEARS OR MORE SERVICE CPS/CCHS/Joint

TEACHERS	NON-INSTRUCTIONAL
Al Dentino	Pauline Attwood
Bob Furey	Carolyn Cullinane
Andrei Joseph	Florence Dee
Kathleen Keating	David Eddy
Dick Kerr	Elizabeth Kelley
Lynne Kwarcinski	Sarah Kelly
Robert Lemaire	Francesca Lattuca
Joe Leone	Ann Pike
Barbara Magee	Linda Robbins
Brad McGrath	Cynthia Theriault
Jerry Moss	William Walsh
Marcia Puryear	
Ines Rodriguez-Dignon	
Carl Torrice	

SPECIAL EDUCATION

Special education services continue to focus on providing excellent special education services in the neighborhood schools. During the 2008 year, special education teachers and administrators invested efforts in the following projects: completing the Coordinated Program Reviews for both CPS and CCRSD, training on the identification of students with Specific Learning Disabilities per new federal and state regulations, collaborating with the parent community, and piloting new research-based curriculum designed for students with disabilities. Preschool special education services were strengthened by developing a social skills curriculum, helping students and families in the transition process from preschool to kindergarten, increasing “typical peers” capacity to 90%, and providing professional development for integrating service areas into all the classrooms. At the elementary level, the District focused on improving the IEP process and expediting the paperwork to parents, implementing the Response to Intervention model, participating in the Kathy Richardson math trainings with general education colleagues, and revising the specialized instruction in math for special education students. At Concord

CONCORD PUBLIC SCHOOL ENROLLMENT - OCTOBER 1, 2008

Elementary grade level	K	1	2	3	4	5	TOTAL
Alcott	73	161	64	81	77	74	430
Thoreau	74	54	74	76	79	71	428
Willard	<u>58</u>	<u>64</u>	<u>64</u>	69	50	70	375
Total	205	179	202	226	206	215	1233
Middle School Grade Level		6	7	8			TOTAL
Peabody		102	102	93			297
Sanborn		<u>101</u>	108	99			<u>2308</u>
Total		203	203	192			605
METCO (included above) Non-Residents (included above)							
Alcott		23					
Thoreau		15					
Willard		19					
Middle School		49					
TOTAL		106					
						Tuition Waived Students (included above)	
						TOTAL	24
TOTAL - CPS							1,838
Out of District Special Education Students							45
GRAND TOTAL CPS							1,883

Middle School, special educators and administrators increased the integration of special education staff into general education departments for collaborative curriculum development and revision. Special and general educators focused on the needs of special education students during monthly house meetings. The I-Succeed web-based math program was implemented. At CCHS, more special education students were served with the implementation of Challenge II program, an intermediary placement between the mainstream and the Alternative Program. The District continued to develop strategies to serve students with severe disabilities by collaborating with local community colleges and the Special Education Parents Advisory Council. Clinical team meetings were reinstated to discuss student concerns and progress in special education programs and placements. Staff participated in ongoing professional development in areas identified by the Department of Elementary and Secondary Education program review report. Special education staff worked with Carlisle Public Schools and Minuteman Vocational Technical High School to ensure appropriate special education services for transitioning freshmen students.

HIGHLIGHTS OF ACCOMPLISHMENTS IN THE CONCORD PUBLIC SCHOOLS:

Alcott School

- Thirty-five students in grade five participated in the Mathematical Olympiads Program. Nineteen students finished in the top 50%, four students received a silver



pin for finishing in the top 10%, and one student received a gold pin for finishing in the top 2%. The Alcott school was named to the National High Achievement List for the score in the top 10% of all participating teams.

- The fifth grade Destination Imagination Team finished in first place at the regional and State competitions. They represented Massachusetts at the Global Competition in Knoxville, Tenn. The team finished in ninth place in the spontaneous section and 29th overall as they competed against teams from across the United States and world.
- Students at the annual Turkey Trot ran 2,122 laps and raised over \$7,000 for local charities. Open Table, The Children’s Room and the Concord Recreation Department each received a donation to support families and children in need.
- Students demonstrated their social responsibility by providing resources for those in need through the following activities: fifth grade students made crafts and games to raise money for the Alcott Family Fund; second graders trick or treated for UNICEF; and fourth graders gave letters, gifts, and donations to organizations around the world.
- The Teen Buddy program, which pairs thirty high school students with thirty elementary students, met twice a month in group building, leadership, and positive social development activities.
- Students increased their math skills by participating in

before-school and after-school math clubs, Family Math Night, and flexible math groupings in grades three, four, and five.

- The Alcott Green Monsters, the student environmental club, initiated many recycling activities such as the addition and maintenance of eight new recycle bins to help the school recycle all cardboard, paper, plastic, and metal. Concord Public Works recognized the Green Monsters with a Certificate of Achievement for increasing the amount of recycling at the school. The Monsters were also recognized by the Concord Water Conservation organization for their efforts in the water conservation challenge.
- The annual Variety Show featured students and teachers singing, dancing, and playing instruments and raised \$4,500 to benefit the children at orphanages in Russia, South Africa, Brazil, and New Orleans.
- Fourth and fifth grade students participated in the Massachusetts Children's Book Award vote, each reading or listening to five of the twenty-five nominated titles, writing a book review on one, and adding to a binder of student reading recommendations called "Alcott Accolades."
- The third graders shared their recorder skills with their parents, playing fifteen songs at a concert.
- Students in grades one and five performed Gymnastics Shows, showcasing their tumbling and apparatus skills.

Thoreau School



- The Concord Education Fund generously supported the construction of a handicapped accessible trail from the Thoreau School to the Assabet River. Construction was completed in the spring and the trail is now in full use, allowing teachers and students easy access to the river.
- Fourth grade students benefited from instruction in Chinese poetry, calligraphy, and brush painting by artist-in-residence Steve Ratiner, who taught students to use meditation and visualization to enhance their writing efforts
- Monthly whole-school assemblies were held to increase school spirit and foster a sense of community.
- The PTG supported educational programs by hosting guest speakers, musicians, and other performers. The PTG also sponsored the spelling bee, bingo night, Fam-

ily Math Night, and the annual cake walk. Over 200 people participated in the second annual Thoreau 5K Road Race.

- Through the generosity of a Thoreau family, an outside pavilion was installed to provide both a "quiet zone" at recess for those students who prefer to play board games or engage in art activities, and an outside classroom space.
- A green committee, "Thoreau Green," was formed including faculty and parents. An assembly was held to educate students about "Reduce, Reuse, Recycle." A trash free week was held during lunchtime. An energy efficient dishwasher was purchased as well as trays and silverware to eliminate the use of styrofoam and plastic utensils.
- A METCO committee was formed including parents who organize "Family Friends" programs. Meetings were held to improve parent communication with Boston families.

Willard School



- This year marked the third year of the student literary magazine, *The Beanstalk*. Funded by a grant from the Cambridge Savings Bank, the magazine is published three times a year. The staff is comprised of 60 students in grades 4 and 5.
- The entire student population gathered for Ground Breaking Ceremonies for the new Willard School. Student speakers from each grade level expressed their appreciation to the Concord community. All students joined with officials by participating in a ceremonial "digging of the soil" with commemorative plastic shovels purchased by the Willard PTG. Teachers have embraced the construction theme by encouraging discussions of equipment and observing the building. Students and staff gathered in September to celebrate the Topping Off of the new building.
- The Willard Earth Care Club launched a new green initiative this fall, "Reduce, Reuse, Recycle," which encourages students and staff to reduce the amount of paper by using both sides of paper before recycling.
- The fifth grade chorus sang with the Boston Children's Choir at the Town-wide Martin Luther King celebration in January.
- Instrumental music students demonstrated their talents

during concerts for family and friends.

- All students and teachers worked on-site with staff developers from the Teachers College Reading and Writing Network Project (TCWRP). Teachers and students have benefited from the demonstration lessons delivered by the TCWRP facilitators.
- The Beanpod, an offshoot of the Willard Radio Show, continued its second year of operation with Willard School Podcasts. Fourteen students have participated in two podcasts by sharing poems, factual information, and interviews with the listening audience.
- Many Willard students engaged in a variety of math activities, including Math Masters program, Math Olympiad, Family Math, and by accessing the new Willard math website to try the monthly math challenge and explore links to math games and websites.
- During the library period, fifth graders created safety posters and Internet safety podcasts. Fourth graders wrote stories in historical fiction, mystery, and fantasy formats and also researched and created the script for the all school Winter Solstice assembly. Third graders created plays, essays, and dioramas describing the cultures and lifestyles of North American Indian Tribes. Students in grades 3-5 used the Renzulli Learning Program to research various subjects and write reports. Kindergarten students created drawings showing "A Day in the Life" of a Concord student which were sent to our sister school in Nanae, Japan.

Concord Middle School



- 93% of eighth grade students scored Proficient or Advanced in English Language Arts on the MCAS.
- Thirty-seven grade 8 Spanish students and 26 grade 8 French students participated in the National Spanish and French exams. Fifteen Spanish students scored in the top 5% nationally – an additional eight scored in the top 15% and three more in the top 25%. Four French students scored in the top 5%, one student in the top 10%, and four more students in the top 20%.
- A grade 8 Spanish student won first prize in a national poster contest sponsored by the American Association of Teachers of Spanish and Portuguese (AATSP).
- Sixth grade students studied early humans and ancient civilizations as part of a new social studies curriculum.

- A CMS student participated in the State level National Geography Bee competition.
- Community members and the MERU Foundation organized India Day for seventh graders in April. Students created crafts, learned folk dances, and circulated through the exhibits.
- Eighth grade students conducted new labs in which they used photogates to measure acceleration, time, and speed on ramps and a roller coaster track.
- Seventh grade students used software to examine an ecosystem in the northwestern United States, to determine the reason for a population decrease among sea otters.
- Seventh grade students integrated sketching skills with their study of marine life on a field trip to the New Hampshire seacoast led by science and art teachers.
- More than 75 students performed as cast or crew in "Forty-Second Street" in April 2008.
- Eighteen CMS students traveled to China during April as part of the exchange with Sunshine Middle School.
- CMS students worked with Maintenance Supervisor Dave Anderson to design a new recreation area for Peabody school.
- CMS students, with guidance from faculty, ran a mock election for President, and they also selected a new school mascot, the CMS cougar.

CONCORD-CARLISLE REGIONAL SCHOOL DISTRICT



Concord-Carlisle High School has made excellent progress during 2008 due to the investment of many: students committed to learning at high levels, educators dedicated to effectively teaching students and to pursuing scholarship in their academic disciplines, parents invested in the life of the school, and community members demonstrating support through personal connections and fiscal resources. With 1,268 students enrolled this year, the High School has seen an increase of 356 students or 38% since 1998.

The District has made significant efforts to improve the High School facility, addressing health and safety issues

and responding to concerns raised in the New England Association of Schools & Colleges (NEASC) Accreditation Report. The fire alarm system has been upgraded in all public spaces. Energy efficient florescent ballasts and lighting have been installed in School library.

The Concord-Carlisle High School staff continued to review and update course content and instructional methods. Sixty-four teachers at CCHS worked on numerous summer curriculum projects, aligning curriculum and revising coursework in health & fitness, US history, music theory, calculus, special education health, chemistry, biology, English, technology & art, Spanish, AP French, Chinese, the compass program and the network program. The science department created and offered a new course that has already proven popular: chemistry in the community. Coursework was also developed in drama, applied technology and health and fitness.

Eleven new teachers joined the High School professional staff to fill vacancies created by retirements, resignations, and leaves. To ensure that new staff members swiftly become part of the learning community, all new teachers participate in a mentoring program.

Mobile computer labs employing laptop computers and wireless technology, classroom computer labs, and library technology are all used to capacity. Students and teachers in each classroom enjoy the use of Activboards in storing and retrieving information and accessing websites. During the summer of 2008, three week-long Activ-software courses were presented by CCHS technology teacher-leaders for twenty colleagues in each session. Technological teaching tools are revolutionizing the way students access information and how teachers present concepts.

Although student MCAS performance each year has been among the strongest in the state, MCAS remediation continues at the High School. Department chairs and faculty analyze scores to determine what course design and curriculum adjustments are necessary to strengthen student learning. An example is the English language arts course of study for freshmen and sophomores.

During the year, Concord-Carlisle High School continued to set high expectations for all students and reinforced its commitment to seeing young people expand their knowledge and develop intellectual,

analytical, and social skills. The School continued its longstanding tradition of encouraging students to be contributing and caring members of the School, of the larger community, and of the world beyond. Students demonstrated social responsibility through participation in numerous activities, raising funds for global efforts to counter world hunger and injustice, support human-rights' efforts in Massachusetts, and stop human trafficking in Thailand.

HIGHLIGHTS OF THE ACCOMPLISHMENTS OF STUDENTS AND STAFF

- 100% of the Class of 2008 received a Competency Determination as a result of passing both the English language arts and Math MCAS Tests.
- 96% of 10th grade students scored proficient or advanced on the ELA MCAS.
- 94% of 10th grade students scored proficient or advanced on the math MCAS.
- 95% of 10th grade students scored proficient or advanced on one of the science MCAS tests.
- The median SAT score for the Class of 2008 was 1860 (with 1511 as the state average). Seven students in the Class of 2008 have qualified as National Merit Scholar Semi-Finalists.
- From 2003-2008, 93% of AP exams taken by CCHS students received a passing score (3 or higher.) In 2008, 96% of students received a passing score. Overall, 77% of AP exams were scored at 4 or 5.
- The average number of CCHS graduates planning to continue their education in postsecondary placements exceeded 90%.
- CCHS students continue to be successful in the college admissions process. From 2003-2008, 31% of students who were planning to go to college matriculated at very selective institutions (colleges that admit 40% or fewer applicants) and 45% matriculated at selective institutions (colleges that admit 41-70% of applicants).
- CCHS Concert Band earned its seventeenth consecutive gold medal at the prestigious Massachusetts Instrumental and Choral Conductors Association State Concert Festival.
- The CCHS Repertory Band earned a silver medal at the festival. Both bands welcomed the return visit of the Sapporo Shiroishi Symphonic Wind Ensemble from Hokkaido, Japan. The SSSWE is one of the finest high school bands in Japan and earned second place honors in last year's All Japan band competition. All three bands combined for an international joint concert, "Music Knows

No Borders,” at Boston Symphony Hall in March.

- Art students participated in the *Boston Globe* Scholastic Art Awards regional exhibit and earned gold and silver keys; several students went on to national competitions. Students participated locally in the Lexington Arts and Crafts Society Show for art majors and the year-end awards and retrospective at Concord Art Association.
- In late winter, over 135 students performed as actors or musicians, created technical designs, built sets/props, implemented theatrical lighting and sound, and served as stage crew for the musical *Crazy for You*. Some of the technical work for this show was completed in the new CCHS “Technical Stage Design and Production” academic course. In May, 55 students performed on stage or were involved as technical crew for Shakespeare’s *The Tempest*. In August, 39 actors, musicians, and tech crew students traveled to Edinburgh, Scotland for two weeks to perform the musical *Animal Crackers* at the International Fringe Festival. In the fall, over 70 students worked together to build sets, coordinate lighting and sound for the production, and perform in a stage adaptation of *The Grapes of Wrath*.
- The CCHS Student Senate sponsored a freshmen orientation program that brought all of the incoming ninth grade students together for an informative and fun-filled day before school started.
- Over 300 students participated in Challenge Day, a unique program designed to enhance a positive school climate and communicate that individuals can make a difference.
- Several special education students made presentations in the community at area medical centers and colleges.
- Athletic teams were extremely successful in 2008. The girls’ fencing team won the State championship again! The boys’ golf team won their first State Championship. The boys’ lacrosse and boys’ ice hockey were Division II State semifinalists. The boys’ soccer team and boys’ tennis team won Division II North championships with tennis taking the State Championship. The following teams won the Dual County League championship or their respective league championship: boys’ and girls’ cross-country skiing, boys’ alpine skiing, girls’ basketball,

softball, boys’ lacrosse, and girls’ soccer. Numerous teams supported individuals who qualified for their respective State tournaments including swimming/diving, outdoor track, and girls’ cross-country team all-state qualifiers. Lastly, both girls’ soccer and field hockey, golf and boys’ cross country won Dual County League Sportsmanship Awards.

- Faculty engaged in high-quality professional development efforts to improve their technology skills, remain forward-thinking in their practice, and redesign program content and delivery.

WILLARD SCHOOL BUILDING COMMITTEE

Concord-Carlisle Regional School District Enrollment - October 1, 2008

Resident Students	9	10	11	12	TOTAL
Concord	199	190	222	239	850
Carlisle	91	81	91	69	332
Non-Resident Students					
METCO	22	24	15	21	82
Tuition Waived	0	2	1	1	4
State Wards	0	0	0	0	0
Total Non-Resident	22	26	16	22	86
Total Enrollment at CCHS	312	297	329	330	1268
Out of District Special Education Students					36
Grand Total - CCRSD					1304

- Pat Nelson, Co-chair
- Jerry Wedge, Co-chair
- Scott Bates
- Frank Cannon
- Ted Hanselman
- Richard Keleher
- James Terry
- Stan Black
- Patricia Fernandes
- Brenda Finn
- Diana Rigby
- David Anderson
- Tony Logalbo

The Willard School Building Committee (WSBC) continued to meet to coordinate and facilitate the design and construction of the Willard Elementary School. Over the course of the year 15 WSBC meetings were held, with agendas and full minutes posted on the Committee Website: (http://www.concordma.gov/Pages/ConcordMA_Schools/wsbc). A subgroup of WSBC members attended weekly construc-



Adults at the Willard School Groundbreaking.

tion meetings with the architect and contractor

The following milestones were achieved during 2008:

- With the assistance of the Owner's Project Manager, Sean Fennell of Daedalus Projects Inc, the committee selected the Construction Firm of CTA Construction Inc.
- Construction commenced with a formal groundbreaking ceremony on April 15, 2008.
- The committee organized community meetings in March and September to update the community regarding the progress of the project. WSBC committee members and Staff from the Office of Michael Rosenfeld (OMR), Project Architects, met with the Willard Staff and faculty in September 2008.
- Staff OMR, Project Architects, met throughout the year with Willard faculty.
- A Learning Elements committee was formed, composed of six Willard faculty members, to collaborate with OMR staff in the development of curriculum focused on the sustainable design elements of the new building. This committee identified initiatives designed to introduce visitors to the sustainable design elements of the building.
- A WSBC committee representative and Daedalus staff have met twice with Willard faculty Staff, and parents to identify playground equipment.

As 2008 closes, the project continues to be on schedule and under budget. At the time of this report the project is 50% complete. Eighty five percent of the interior framing is finished along with 60% of the mechanical, electrical, and plumbing systems. Interior Drywall work has just begun and it is expected that a complete mock up of a classroom will be ready by the end of January.

According to the Willard staff and faculty the construction project has caused minimal disruption to the operation of the school and aspects of the construction have been successfully integrated into the curriculum.

ADULT & COMMUNITY EDUCATION

Courtland Booth, Community Education Director
Diana Rigby, Superintendent of Schools
Kathy Codianne, Director of Teaching & Learning

Advisory Committee
Jennifer Albanese, Carlisle
Gaylord Brynolfson, Concord
Susan Frey, Concord
Meg Gaudet, Concord
Berni Jenkins, Concord
Dale Ryder, SC Liaison
James Saltonstall, Carlisle
Becky Shannon, SC Liaison
Deborah Stoessel, Concord
Joan Turner, Concord

Adult & Community Education Advisory Committee Mission Statement

Concord Carlisle Adult & Community Education (CCACE) provides opportunities for lifelong learning to the citizens of the School District and surrounding towns.

Collaborating with citizens and organizations, CCACE 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.

We make schools available for extended-day educational use for citizens in Concord and Carlisle. We promote and support School and Town projects that cannot be funded or presented in traditional ways. CCACE 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.

Concord-Carlisle Regional School District - Adult & Community Education provided community access for lifelong learning throughout the year, with a comprehensive program of non-credit, student-funded courses in the 2007-2008 year. There were 3,606 course enrollments. Another 2,000 participants attended walk-in events and other free educational services, including educational resource referral, lectures and forums. Two hundred and fifteen community educators taught with the program.

FY 2008 Summary of Activities

3,606	Fee-based participation/enrollments
280	Courses and programs conducted
2.5	Administrative & support staff
1,778	K-12 enrollments (49% of total)
74%	Concord/Carlisle residents (others pay a surcharge)

The Department fell just short of its cost recovery mandate, covering 99% of its teaching, administrative and support costs with fees. The Department's revolving fund handled the small operating deficit for the period, and there was no consequence for school budgets.

Adult & Community Education provided for a nighttime supervisor for activities at Concord-Carlisle High School, where courses met Monday through Thursday evenings. Classes also met in elementary schools, public buildings, and other venues, before school, during the daytime and during the summer recess. Community Education courses were as varied as the interests of local residents and the talents of its faculty. Community Education fostered a sense of community for town residents. It extended the role of the schools to benefit thousands of people beyond the K-12 students in the regular school program.

In addition to wide ranging courses of general interest, the Department offered specialized instruction for various audiences. There were over 10,000 music lessons provided for the 400 K-12 students who supplemented their school-day program with after-school instruction. A before-school language program provided Chinese, French and Spanish instruction for elementary school students. Summer workshops were arranged to complement the K-8 summer school. High School students who want to excel in the SAT achievement tests participated in a special weekend series of preparation classes.

The Village University offered a series of morning courses for Concord-Carlisle adults, co-sponsored by the Council on Aging. A group of retired professors and other experts from various disciplines provided superb classes that rivaled the finest graduate school seminars.

Several dozen new courses, including French Literature, Family Budgeting, Search Engine Optimization, Sports Nutrition, Portuguese, Classicism in Western Architecture, and "Return to the Soil" (Concord agriculture) drew local citizens to their schools. The hundreds of other courses included computing, world languages, painting and drawing, health and wellness, parenting, and personal finance.

Adult & Community Education participated in the Town's emergency planning efforts, and continued to be a leader in citizen preparedness training. The department maintained links with the American Red Cross and other agencies to help the schools fulfill their roles in the event of some emergency event.

The Town of Concord 2008-09 budget contains \$13,000 to fund specific Community Education projects and services that have demonstrable benefits to the general community for which fees and cost-recovery cannot be fully realized. Members of the Advisory Committee and staff are preparing for this event, a community symposium slated for next year that will address the dramatic changes in the economy, and local responses and environmental implications.

Driver education for CCHS students, furnished by independent driving schools, was concluded in 2008, and the Director is developing a new driver education program to be offered directly as an Adult & Community Education program. It will be underway in 2009, and will be funded entirely from student fees.



Community Education Instrumental Music Recital performers, from left: Peter Ryder, Sarah Ojemann, Anna Kolstad, Kevin Barrow

~a school service for the community
since 1954~

~everyone teaches, everyone learns
in the community schoolhouse~

120 Meriam Road, Concord
318-1540 weekdays 318-1432 nights
ace@colonial.net
www.ace.colonial.net

The Concord-Carlisle Community Chest provided an important grant in 2008 to ensure that any Concord and Carlisle resident unable to pay a course fee would receive assistance. A nursing home made a small gift to support learning programs for elders, and CC POPS supported music education. Nancy James and the NP James Insurance provided a gift to enable printing and mailing a course bulletin to every home in the school district. These grants and other donations were vital, and helped to include all local residents in student enrichment and adult continuing education activities.

The Advisory Committee works with the staff and School Committee, representing the interests of both towns on community education matters. Appointed by the Regional School Committee, it identifies community needs and resources and strives to match them. Citizens are urged to contact Committee members, and share in the community-school process. Suggest a course. Teach a course. The “lighted schoolhouse” is a resource we share.



*Al Robichaud at the Thoreau hut replica, CCHS
“Science courtyard.”*



Left rear: Emma Westwater, Julie Nagler, Isabelle Feinstein, Mary Sapp, Sarah Metchick. Left front: Wade Hendricks, Garrett Leahy, Joel Sibley, Robbie Bradford

Summer Band was established in 2008 and will be expanded next year.



Mick Hone maintaining the new CCRHS Playing Field



MINUTEMAN VOCATIONAL TECHNICAL SCHOOL DISTRICT

Dr. Edward Bouquillon, Supt./Director
James Laverly, Asst. Supt./Principal

ABOUT MINUTEMAN

Minuteman High School is a four-year career and technical high school serving our member towns: Acton, Arlington, Belmont, Bolton, Boxborough Carlisle, Concord, Dover, Lancaster, Lexington, Lincoln, Needham, Stow, Sudbury, Wayland, and Weston, as well as 47 other cities and towns in Eastern Massachusetts. Minuteman combines rigorous academics and preparation for college with relevant career and technical programs. The School also provides career development programs for adults as part of our self sustaining Community Education Program.

Enrollment

As of October, 2008, 24 Concord high school students were enrolled at Minuteman. Minuteman offers a part time program where Concord-Carlisle High School students are able to take part in elective technical training courses on a half day basis. Currently, very few Concord-Carlisle students take advantage of this unique program designed to give juniors and seniors the opportunity to explore career majors and still stay a part of Concord-Carlisle High School. The District offers 'Post Graduate' programs to Concord-Carlisle High School students who are seeking to enhance their own economic opportunity at Minuteman via skill development.

2008 Concord Graduates and Awards

- Nathaniel Bearg (Metal Fab) received the John and Abigail Adams Scholarship, the President's Education Award for Outstanding Academic Excellence, and the Bryan C. Lounsbury Memorial Award, and was the Concord Lions Club Award recipient.

- Jeffrey Palma (Robotics) received the John and Abigail Adams Scholarship and President's Education Award for Outstanding Academic Achievement.

SKILLSUSA Awards – Concord Students

- Nathaniel Bearg was awarded Third Place in the District Competition and was the recipient of the Gold Medal in the State competition for Welding.
- Jeffrey Palma was awarded Third Place in the District Competition for Robotics & Automation Technology.
- William Roche was awarded Second Place for the District Competition and was the recipient of the Bronze Medal in the State Competition for Robotics & Automation Technology.

Class of 2008 Graduate Achievement Highlights

- 92% graduated and entered college, became employed in their field of study, or enlisted in the US military.
- 60% college acceptance, 33% career-bound in fields, and 3% military
- 100% passed the State-required MCAS tests in English and Math.
- 100% of Dental graduates passed the National Dental Board examination.
- 100% of Early Childhood Education graduates were certified by the Department of Early Education and Care.
- 100% of Cosmetology graduates passed the State board examination.
- Medical Occupation graduates achieved 100% college acceptance.
- Christopher Hanson, a Robotics program graduate from Medford, was honored as the Massachusetts Vocational Student of the Year by the Minuteman Career & Technical High School Committee, the Massachusetts Association of Vocational Administrators, and the State Commissioner of Education.
- Elizabeth Haberkorn, an Early Childhood Education student from Stow, graduated Valedictorian of the Class of 2008.
- Student speakers at the Class of 2008 graduation ceremony were Valedictorian Elizabeth Haberkorn of Stow, Salutatorian Michael Lavy of Waltham, and Class President Erica Lindstrom of Stow.

LEADERSHIP, GOVERNANCE AND COMMUNICATION

Dr. Edward A Bouquillon was hired as Superintendent.

A new Mission Statement was approved by the staff in March: "Minuteman collaborates with parents, communities, and business leaders to serve a diverse

student body with multiple learning styles. Through a challenging, integrated curriculum our students develop the academic, vocational, and technical skills necessary to be productive members of a global community. We value life-long learning that fosters personal and professional development in a safe and respectful environment. Minuteman is committed to preparing all students for success.”

The School Committee re-organized to include 4 sub-committees; Finance, Curriculum Instruction and Assessment, Capital and Facilities Planning, and Personnel. A taskforce was formed to review and revise all District policies.

A revised organizational chart was approved, resulting in the elimination of several administrative positions, the creation of site-based teams, clear lines of responsibility and the introduction of Career Clusters.

A Communications Team was formed that seeks to provide a more consistent and transparent message both internally and externally regarding the new mission of Minuteman.

CURRICULUM AND INSTRUCTION

The Art program has been restored to the Minuteman Curriculum. More than 160 students have enrolled in 3 levels of classes and a waiting list has been established. A Health class has also been established to supplement a well-rounded student education. Music will be restored.

Career and Technical programs are now aligned along 5 Career Clusters: Trade & Industrial; Human & Commercial Services, Business and Information Technology, Agriculture and Transportation and Science and Technology. Clustering allows for common core curriculum to be delivered in clusters to 9th and 10th grades students.

Since the fall, all 9th grade students partake in daily English and Math instruction, rather than the long-established “week on-week off” schedule, thus providing consistent academic instruction in preparing for required MCAS score increases by the State Department of Education.

Assessment and Program Evaluation

Minuteman developed a Non-traditional Exploratory

Program through which all students learn about the viability and challenges of men and women in non-traditional careers, such as Automotive Technology, Carpentry and Construction, Computer Science, and Engineering for women and in Medical Careers, Cosmetology / Barbering, and Office Technology for young men. The students learn about these careers through a series of hands-on exercises, guest speakers and alumni panelists, and field site visits to industry partners.

Minuteman is moving towards a “modified inclusion model” for Special Education students. Professional development for staff continues as we implement this proven strategy.

Minuteman will be undergoing its 3rd New England Association of Schools and Colleges Decennial re-accreditation site visit in March of 2009.

Minuteman students performed very well on the MCAS: 94% pass rate in Math, 99% pass rate in English, 100% pass rate in Chemistry, 92% pass rate in Biology.

Professional Development

The Minuteman staff has prioritized two professional development topics for the 2007 – 2010 timeframe. Based upon feedback from our EQA report, several half day training sessions on summative and formative assessment methodologies are being held. In addition, Professional Learning Communities are being developed with several outside resources for 40 staff.

STUDENT ACCESS, PARTICIPATION AND SUPPORT

Minuteman reorganized the assignment of guidance counselors to provide incoming 9th graders with a dedicated counselor. The re-assignment strategies now include counselors covering the career clusters. This provides the counselors with a more thorough knowledge of the career areas and the staff.

Minuteman offers 16 sports with three levels (Varsity, Junior Varsity and Freshmen) throughout the school year. Over the past 7 years the number of participants has doubled in many of the sports offered. Minuteman maintains a no cut and no athletic fee policy. In addition, Minuteman students have access to more than 30 clubs and activities.

The Minuteman Parent Association meets monthly and supports all aspects of the Minuteman community. In addition, they assist in fundraising for scholarships awarded at graduation. The goal of the MPA is to help support student access and achievement in all areas including, but not limited to, academic, vocational, athletic, and extra-curricular activities.

A new website is to be launched in 2009
– www.minuteman.org

FINANCIAL AND ASSET MANAGEMENT EFFECTIVENESS AND EFFICIENCY

The Minuteman FY09 budget was passed unanimously at \$17,001,622, which represented a 1.53% increase after removing the Middle School Tech Programs. Healthcare, utility increases, as well as the NEASC re-accreditation increased the budget. Decreases in the FY09 salary budget were due to the reduction of administrators, removing the Middle School Tech Program from the full district assessment and replacing several career and technical teachers with technical assistants in programs experiencing enrollment dips.

Staff was reduced by 4.5 FTE positions in the FY09 budget. Budgets continue to be tightly managed as Minuteman seeks to “right size” itself and reduce its per pupil expenditures.

The FY08/09 Capital funds were used for major systems repairs, implementing the approved Technology Plan, upgrading the reception area, adding a Welcome Center, relocating the IT office, and renovating common areas.

CONCORD-CARLISLE SCHOLARSHIP FUND

Paul Ressler, Chair
Kenneth Anderson, Assistant Chair
Albert Powers, Treasurer
Elaine DiCicco, Secretary
Ed Sonn, Assistant Treasurer
Dorothy Bean, Recording Secretary
Laura Chelton
Molly Eberle
Barbara Fisher
David Gould
Teri Hale
John F. Mee
Lucy Miller
Joellen O’Neil
David Prifti
Albrecht Saalfeld
Paula von Kleydorff

The Concord Carlisle Scholarship Fund is a tax-exempt charitable trust affiliated with New England Dollars for Scholars, a program of Scholarship America. Established in 1966, the Fund provides need-based grants to assist deserving young women and men obtain, to the fullest extent possible, the benefit of additional educational opportunities that may be open to them after completion of their secondary school studies. The Fund is administered by a 17-member, all-volunteer board of trustees. Scholarships are financed by an annual appeal, by a student-staffed phonathon, and by income generated from memorial gifts, bequests, and twenty-seven named funds. Complete information about the organization can be found on our web site: www.ccscholarshipfund.org.

Grant recipients must either reside, or have attended school, in Concord or Carlisle. Since its inception, the Fund has assisted over 1,000 students. This year, the Trustees were pleased to award \$150,350 to high school seniors and in-college students while its affiliates supplemented this amount with another \$50,350.

Concord Carlisle Scholarship Fund awards were made to the following students from the funds provided by our annual income: Alexandria Alberto, Marie Binkley, Amy Boyle, Aneesa Browne, Alison Burke, Elena Colman, Peter Daigle, Kimberly Davis, Katherine DeGuglielmo, Amanda Deoki, Tajana Dottin, Danielle Dupree, Lea Furutani, Christian Gudmand, Elizabeth

Gudmand, Matthew Hammer, Eugene Han, Cherisa Hernandez, Peter Hernandez, Michael Hutson, Kenneth Hwu, Betty Jin, Lauren Kirkness, Christine Kue, Joseph Lesse, Christopher Lorch, Nick Lunig, Lorna MacDougall, Cheryl McGrath, Rachel McNeil, Travis Minor, Nicholas Morley, Caitlin Moss, Annalee Mulhall, Jessica Murphy, Matthew Nix, Russell Peck, Jonathan Pendergrast, Matthew Phillippo, Rebecca Powell, Alison Probolus, Nicholas Probolus, Emily Raiff, Jackson Reynolds, Kimberly Rochette, Emily Rose, Luke Sideris, Paul Sideris, Evan Tierney, Hilary Urbancic, Jennifer Uzoma, Katrina Walker, Michael Walker, Cassie Walsh, Jonathan Walton, David Welch and Ke (Keen) Xu.

The following students received awards from named scholarships established by bequests and memorial gifts: Alyssa Silva (The William W. Anderson Memorial Fund), Jaclyn Dentino (The Trudy Biernson Memorial Scholarship), Joanna Orlando, (The Mary Connorton Memorial Scholarship), Kate Nazareth (The Elaine DiCicco Fund), Nina Andrews, David Grean, Marcus Widell, Tatjana Dottin, and William Whitney (The Charles Evans Fund), Armon Ayendeh (The Wilson Flight Fund), Jacob Faucher, Samuel Zucker, and Lauren Zwicker (The Essie Golden Fund), Christopher Erickson (The Bobby Gray Memorial Scholarship), Aneesa Browne, Natasha Crooks, Danielle Dupree, Cherisa Hernandez, Peter Hernandez, Kristen Johnson, Jahlisa Potts, Joshua Sinclair, and Jennifer Uzoma (The Margaret Haggerty Fund), Rebecca Montgomery (The Seitaro & Shina Ishihara Memorial Fund), Ke (Keen) Xu (The Tama Ishihara Memorial Scholarship), Lauren LaBrie (The Vinod Jalan Memorial Fund), Letice Arthur, Philip Dumka, Nicolas Goulet, Emma MacDougall (The Casper C. Jenney and Eleanor M. Jenney Fund), Michaela Zucker (The Diane Kenneally Memorial Fund), Laura Boyle and Katelyn Deisenroth (The Knights of Columbus Scholarship Fund), Ian Carr and Molly Johnson (The Adrian A. Martinez Memorial Scholarship), Patrick Fantasia (The Dr. Barbara Schips Miller Scholarship), Matthew Goldenberg and Carrie Hui (The Norton Levy Fund), Scott Bloom and Lindsay Moalli (The Charles E. Manion, Jr. Memorial Award), Patrick Fantasia, Althea Foderingham, Erin Hassey, Mary-Bianca Mattocks, Phoebe Sturges and Ke (Keen) Xu (The Elizabeth A. Mattison Memorial Fund), Jaclyn

Dentino (The Janet Gates Peckham Fund), Michaela Zucker (The Albert A. Powers Scholarship), Jasleen Kaur (The Marguerite Purcell Memorial Fund), Michael Mandrioli (The Nick Ressler Memorial Scholarship), Jonathan Walton (The Al Robichaud Fund), Letice Arthur, Maya Bounar, Sadiki Lestrade, Yennice Lenares, and Samantha Malenchak (The Farnham W. Smith Fund), Katelyn Deisenroth (The Mark Teverovsky Fund), Alec Hutson, Mary-Bianca Mattocks, Rebecca Montgomery, Geisha Ramirez (The Charles K. Yermian Award), and Brice Penaud (The Tameji & Chivo Yoshimura Memorial Fund). Concord Carlisle Trustees' Fund scholarships were granted to Erin Guertin and Jahlisa Potts.

The Scholarship Fund awarded three new named scholarships. Erin Hassey received the John B. Finigan Memorial Scholarship, Andrew Hopkinson received the Video Revolution, Ralph & Ellie Grossi Scholarship, and T. Scott Williams received the Christopher Hentchel WIQH Memorial Scholarship.

The Scholarship Fund Trustees awarded the Rivercrest-Deaconess-Newbury Court Award to Jasleen Kaur and the David R. Wooden Memorial VFW Scholarship to Julie Recco. Heather Aziz, Anna Daigle, Noel Eastman, Madeleine Haff, Jaime Maslowski, Geisha Ramirez, Alice Tattersall and T. Scott Williams received Rotary Club of Concord scholarships.

We also helped to coordinate awards presented to the following students: Julia Lyons and Alice Tattersall (The Carlisle Garden Club), Justine Curran, Linh Ha, Cali Pioli, and Jared Rose (The Charles Williams Fund), Julie Recco (The Concord Children's Center), Nicholas Goulet, Cam Schriefer, and Phoebe Sturges (The Concord Women's Club), Lauren LaBrie and Michael Mandrioli (The West Concord Woman's Club), and Julie Recco, Laura Boyle, Stella Chen, Hannah deJesus, Althea Foderingham, Julia Lyons, Laruen LaBrie, Molly Schumacher and Carly Streeter (Various Town of Concord named scholarships), and Molly DeGuglielmo (the Walden Woods Project Scholarship).

The Concord Carlisle Scholarship Fund is indebted to the citizens of Concord and Carlisle whose generosity has enabled us to provide these scholarships for the students noted above.