

struck with the Finance Committees of Concord and Carlisle, and hope to continue a balanced sensitivity to the needs of students and those of taxpayers in the communities.



CC Physics Lab

In April and May, the Concord and Carlisle Town Meetings approved a \$750,000 debt exclusion for CCHS; votes at the polls confirmed the approval. In June, the School Committee appointed members to the Master Plan Committee and created a charge for the Committee's scope of work. The Committee began its work in July and selected the Office of Michael Rosenfeld (OMR) to furnish the Architectural and Engineering services for the study. The Committee was uniformly impressed with the energy and thought the firm brought to its proposal. The Master Plan Committee expects to examine opportunities for a "transformative renovation" at CCHS and compare the costs of such work (which might be staged over many years) with the costs of constructing a new facility at CCHS. The Master Plan Committee meets twice monthly, and we will report on their progress over the coming months as the work of the Committee unfolds.

In the meantime, the Massachusetts School Building Authority (MSBA) recently added Concord-Carlisle Regional High School to its list of schools with which it will consider partnering on an extensive repair proj-

ect. The Regional School administration and School Committee will continue to engage in a dialogue with the Authority, and supply the information necessary to move this funding evaluation ahead. MSBA has advised the Regional School Committee that we can continue the Facilities Master Plan process without jeopardizing potential Authority funding.

The School Committee remains deeply grateful to the many stakeholders in our educational program whose work and efforts makes its excellence possible. We are fortunate to have the continued financial support and creative energy of the Concord Education Fund to finance new initiatives brought forward by an energetic and committed faculty. Our parent organizations - whether parents associations, athletic booster groups, friends of performing arts, or a quiet cadre of workers in gardens, on trips, in offices - support our students and faculty with their gifts of time and talents.

We are particularly grateful to all whose work makes excellence in our high school possible. The School Committee is especially grateful for the hard work and dedication of our administrators, our faculty and staff, secretaries, custodian 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 Boston, Carlisle, and Concord.

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
Robert Colantuono, 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.

The School Districts continue to make good progress in increasing student achievement, developing responsive and responsible budgets, improving special education services, and updating human resource services, technology, and facilities. The major highlight of fall, 2009 was the grand opening of the new Willard elementary school, a state-of-the art, high performance, green school. Designed by the local award-winning architectural firm, Office of Michael Rosenfeld, the building meets State energy efficiency standards with south facing classrooms for maximum solar orientation, energy-conservation measures, use of recycled building materials, and sophisticated mechanical systems.

ACADEMIC ACHIEVEMENTS

All District efforts focus on improving teaching and learning, and students continue to achieve at high levels. The Massachusetts Comprehensive Assessment System (MCAS) results were strong with Grade 5 students ranking 8th for English, 4th for Math, and 14th for Science! Grade 10 students at CCHS ranked 16th for English and 7th for Science. Ninety-six percent of Concord Middle School's eighth grade students scored Proficient or Advanced on the MCAS. At CPS, teachers developed math assessments to determine flexible group placements and to monitor student progress. Grade level 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. Grade 5 students participated in the Math Olympiad with the majority of students finishing in the top 50%. Field investigations have also been incorporated in the Science curriculum with fifth grade students studying the biodiversity of the Merrimack River estuary environment and fourth grade students raising Blanding and snapper turtles. Digital tools such as podcasts, blogs, and wikis and Activsoftware are used daily by students to create multi-media presentations. Elementary students participated in global education activities ranging from fourth grade lessons in Chinese poetry to hosting Japanese visitors from Nanae, skyping international classrooms, and connecting with international students thorough E-pals. At Concord Middle School, sixth and seventh grade students participated in the Science Olympiad State Meet and placed second in two events,

and sixth in two other events. Eighteen seventh grade students traveled to China during April as part of the exchange with Sunshine Middle School. For the third consecutive year, the Student Connections survey was administered and results indicated increased participation in after school activities and increased connections between students and adults. Student leadership opportunities were also expanded to include spirit week, community service week, and the Presidential debates and election. At Concord-Carlisle High School, 100% of the Class of 2009 received a Competency Determination as a result of passing both the English Language Arts and Math MCAS tests. Ninety-six percent of tenth grade students scored proficient or advanced on the ELA MCAS and ninety-four percent of the 10th grade students scored proficient or advanced on the Math MCAS. Ninety-five percent of the 10th grade students passed one of the Science MCAS tests. The median SAT score for the Class of 2009 was 1870 (with 1509 as the State average). Seven students in the Class of 2009 have qualified as National Merit Scholar Semi-Finalists and two National Merit Scholarships were ultimately awarded. 98% of CCHS students received a passing score on AP Exams, and overall 77% of AP exams were scored at 4 or 5 (the highest scores). CCHS graduates planning to continue their education in postsecondary placements exceeded 90%. This fall, the School Districts received top rankings in the State from the *Boston Globe* and *Boston Magazine*.

The Districts have maintained excellent academic programs despite the challenging economic climate and declining State revenues. The core operating principle informing the budget development process is that resources of the School Districts support student learning and growth. The District Goals identified priorities and informed the budget process. Recognizing the emerging District needs and the finite financial resources of both towns, the administration and School Committee worked closely with the Finance Committees and Selectmen to develop responsible budgets. These budgets are within the levy limit guidelines developed by the Concord Finance Committee. The School Districts managed successful completions of year-end closings, and CPS was able to return more than \$200,000 to the Town. The District's Excess and Deficiency fund balance for the past fiscal year has been maintained at 4.5% .

The Districts continued to make progress implementing capital plans supported by the towns. We offer heartfelt thanks to the citizens for addressing compelling capital concerns. At Sanborn, the last phase of the window replacement was completed. New chemical storage safety cabinets and Energy Star-rated dishwashers were installed at both Peabody and Sanborn. The new Transportation building was completed on the CCHS campus. Both towns approved a \$750,000 debt exclusion for the following capital projects: facilities master plan, replacement of auditorium curtains, fire alarm upgrade, main office renovations, AC compressor replacement in the main office and auditorium, waterless urinals, and AC in the music room. The Digital Recording Studio, generously funded by Concord Education fund (\$61,000), was completed and student musicians are recording their music on a weekly basis. The Concord Education Fund also funded the Hooked on Science facility (\$80,000). A Life Skills classroom was built using \$50,000 Federal ARRA funds to serve special education students with significant needs.

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 a number of areas. During the summer there were elementary, middle school, and high school curriculum development projects.

HUMAN RESOURCES

In May, the District honored seasoned staff members retiring after a collective 350 years of dedicated service. We offer heartfelt thanks and appreciation to the CPS and CCHS teachers who retired in June. Principal Arthur Unobskey resigned to return to the Boston school district and we thank Arthur for his excellent leadership at Concord Middle School for the past five years. Lynne Beattie was chosen to lead the CMS. James Lin was hired as the new Assistant Principal. Aaron Joncas was pro-

moted to the METCO Director position. In September, Concord Public schools welcomed 22 new teachers and 1839 students; at CCHS eight new teachers joined the District with a student enrollment of 1,268. Twenty-five new support staff members also began work in the Districts during the 2008-9 school year.

The human resources office focused on supporting the learning environment and enhancing communications with employees. The employee handbook continued to be revised and updated and discrimination and harassment training has been instituted for employees. The "Wellness at Work" program was successfully

implemented. Jon Kabat-Zinn, renowned international mindfulness expert and author, was a guest speaker. Meetings with both teacher unions to develop a new teacher supervision and evaluation system continued. Collaboration between IT, Payroll, Business, and HR offices resulted in the implementation of a new financial/HR database system. Included in the new system is the establishment of a secure web portal for employees which will automate all levels of attendance and requisition systems. The new employee web portal will store pay information for each employee with the goal of becoming paperless. Three-year contracts with the Concord Teachers Association, Transportation, Maintenance employees, and

two Building Service Workers unions were successfully negotiated.

INFORMATION TECHNOLOGY

The Districts continued to make impressive progress in information technology services. At CCHS, the highlight is the completion of the Digital Recording studio, generously funded by the Concord Education Fund. Student music ensembles, soloists, and student bands have been recording their performances on a weekly basis.

A new type of wireless access point was piloted in the

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.

Instructional Staff	Years in Concord
Vivienne Aldrich	21
Kathleen Bowen	10
Deborah Grossman	27
Andrei Joseph	31
Dick Kerr	34
Brad McGrath	28
Kathleene Pendergast	20
Marcia Puryear	26
Christine Sheehan	19
Carl Torrice	39
Non-Instructional Staff	
Cheryl McDonald	20.5
Benjamin De Mesa	21.5
Dorothy Edwards	25
Sarah Kelly	28

library to offer support for the latest wireless standards, and to support more computers simultaneously. Based upon the success of the pilot, units were implemented in all of the K-8 schools and a portion of the high school. The high school installation is projected to be completed within the next several months. All schools have high-speed wireless available throughout the buildings to support the increased use of laptop carts in the classrooms. Old interactive white boards and projectors have been replaced. Thirty-three MAC OSX Xservers in seven buildings were updated to the latest MAC OSX 10.5 OS. The Unifund project was completed, and the new system is running live for General Ledger, Payroll/HR, and Purchasing. The IT staff prepared for and installed the new technology in the new Willard, including servers, workstations, and the network infrastructure. A new phone system was installed at Willard and serves as the central voice mail system for all schools. The Internet bandwidth was greatly increased by the new 100-megabit fiber optic Internet connection in partnership with the Town and the Concord Municipal Light Plant. The Technology Specialists continue to provide daily technical assistance, coaching and professional development for teachers to increase their skills in integrating technology tools in daily classroom lessons.

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

TEACHERS	NON-INSTRUCTIONAL
Al Dentino	Pauline Attwood
Karen Donahue	Carolyn Cullinane
MaryAnn Durant	Florence Dee
Bob Furey	David Eddy
Andrei Joseph	Elizabeth Kelley
Kathleen Keating	Sarah Kelly
Dick Kerr	Francesca Lattuca
Lynne Kwarcinski	Ann Pike
Robert Lemaire	Linda Robbins
Joe Leone	Mary Jo Scheid
Kathy Madfis	Bud Sheridan
Barbara Magee	Liz Tencati
Brad McGrath	Cynthia Theriault
Jerry Moss	William Walsh
Marcia Puryear	
Ines Rodriguez-Dignon	

SPECIAL EDUCATION

Special education services continue to focus on providing quality special education services in the District schools. During the year, special education teachers and administrators invested considerable time and effort in the following projects: reducing out-of-district place-

ments by developing in-district programs, increasing use of technology tools for students, implementing the Response to Intervention model in the elementary schools, and participating in professional development in special education math strategies. Preschool special education services were strengthened by improving the transition process from pre-k to Kindergarten, training in Applied Behavioral Analysis pedagogy and practices, and piloting a single age group model.

At the elementary level, the District focused on monitoring math achievement in special education and the appropriate intervention strategies. At Concord Middle School, math instruction for special education students was also reviewed to increase math achievement. In September, the Life Skills Learning classroom for students with significant disabilities was opened at CCHS to provide daily living instruction. Additionally, a support network for high school students with significant emotional issues was developed in collaboration with the school adjustment counselor.

ACCOMPLISHMENTS IN CONCORD PUBLIC SCHOOLS

Alcott:

- Thirty-five students in grade five participated in the Mathematical Olympiad Program. Twenty-five students finished in the top 50% and two students received a silver pin for finishing in the top 10%.
- Two fifth grade Destination Imagination Teams participated in the Regional Competition in Chelmsford. Team Rennert finished in fourth place in the Operation Cooperation Challenge, while team Rzepczynski finished third in the ViDiO Challenge.
- Ten students from the METCO/Concord Family Friends Program participated in the Concord Ed Fund sponsored Photo Essays Project. The students gathered digital photos to create a photo essay of their lives and shared their Photo Essays at a number of events
- At the Annual Turkey Trot, students ran 2,075 laps for a total of 519 miles to raise money for the Open Table, Concord Recreation Scholarship Fund, and the Boston Children's Pulmonary Unit.
- Fourth grade students worked with an area scientist to raise baby Blanding and Snapper Turtles. Students collected weekly data on length, weight and feeding behavior. The information was shared using Web 2.0 tools and entered on a spreadsheet. The students will release the turtles back into the wild in the spring.

- The Alcott Green Monsters, the student environmental club, continued its efforts to increase recycling at the school. The students participated in the Water Conservation Challenge and reduced their water usage by 25%.
- Students in grades four and five participated in the Massachusetts Children's Book Award. The students reviewed thirteen books. The Bronson Award: Alcott's K-3 Children's Choice Award gave students in the younger grades the chance to review twenty-two books throughout the year.
- The annual Variety Show featured students and teachers singing, dancing, and playing instruments and raised \$4,324 to benefit children at the KidsFirst Program and Children's Island Program.
- The fifth grade students participated in a Community Service Project in October. The students planted daffodil bulbs in designated areas at the Harvey Wheeler and Peter Buckley facilities.

Thoreau School

- Dignitaries from Nanae, Japan, visited Concord and Thoreau. The festivities at Thoreau included a potluck breakfast, a formal exchange of business cards, and a whole school assembly honoring our visitors, and a Skyping session with Emi Kimura from the Nanae International Relations organization.
- Thoreau faculty established a Global Education Committee that wrote a \$10,000 Concord Ed. Fund grant that calls for CCHS students to work with CCHS educators to produce multi-media productions about a foreign culture to be presented to Thoreau students
- The Thoreau Green Committee remains active and this fall placed three "trees" around the school that were filled with "leaves" from faculty and students stating what each individual was doing to help the environment
- Congresswoman Niki Tsongas visited Thoreau as one of her three stops during her "River Day." The recently created Assabet River Walk was highlighted, and served as the reception area for the congresswoman and presentations by Thoreau students.
- The Thoreau PTG was very active and continued to sponsor school events including Math Night, Bingo Night, Book Fair Night, the Thoreau Spelling Bee, the Cakewalk, and the Thoreau 5K Road Race.
- The first New Family Orientation was held prior to the fall Open House to provide families new to Thoreau with an overview of the curriculum and culture of Thoreau.
- The Math Specialist and other Thoreau teachers held a Math Information Night to provide parents with a taste of the math experiences their children enjoy while at Thoreau, and to more thoroughly explain the goal of Investigations.
- An After School Physical Activity Program was established for students in grades two through five.

Willard School

- All 5th grade students participated in the Massachusetts Book Award Program, a State wide reading incentive program. Students read a minimum of five books and wrote book reviews. They then cast their vote for the Massachusetts Book Award winner from the list.
- The student literary magazine, *The Beanstalk*, is four! Willard students in grades 1-5 were involved in all aspects of the magazine and podcast production. *The Beanstalk* has motivated many Willard students to submit their writing (short stories, poems, book reviews, non-fiction) for publication.
- Members of the *Beanpod* produced two podcasts this year. During the podcasts, students shared poems, stories, factual information, and interviews with a listening audience that extends to the Willard community and the broader community via the Willard website.
- Willard students and staff gathered for a Goodbye Willard Assembly, planned by the kindergarten staff and featuring kindergarten students in a "starring" role.
- Willard staff members packed up their instructional supplies and materials to prepare for the move to the new Willard.
- The Willard Earth Care Club completed its third year of activity. Comprised of students in grades 3-5, this group of students is committed to leading "green" initiatives at Willard. Working with the PTG Green Team, they helped to implement another Litter Free Lunch Week in the spring. Working with teacher leaders, the Earth Care Club helped to carry out the year's initiative: Reduce, Reuse, Recycle.
- Willard students performed in a variety of musical events. The chorus sang at the Town-wide Martin Luther King celebration in January with the Boston Children's Chorus and performed for parents at the Art Retrospective. String and band students performed at Willard and at a Town wide performance.



The entrance to the new Willard Elementary School is central and very inviting.

- Willard students and families participated in various outreach efforts. The most significant projects included a Food Drive in March, which benefited Open Table and Trick or Treating for UNICEF. Willard students and families also contributed school supplies to a school in Honduras and they contributed Halloween costumes to children in need.
- Approximately 35 fourth and fifth grade students participated in the Math Olympiad. Under the direction of Willard's Math Specialist, students met weekly for several months to participate in this math enrichment opportunity. During the spring and fall, many Willard students participated in many activities that they accessed through the Willard School Math Website. They tried monthly math challenges and explored links to a variety of math games and websites.
- The Willard PTG sponsored several extracurricular activities: the Willard Spelling Bee, the Willard Science Fair, Family Math Night, and the Willard Talent Show.

Concord Middle School

- 96% of eighth grade students scored Proficient or Advanced in the English Language Arts MCAS.
- Eighth grade French and Spanish students participated in the National French and Spanish exams.
- CMS students participated in the National Geography Bee competition.
- Eight 6th and 7th graders participated in the Science Olympiad State Meet at Assumption College, placing second in the State in two events, and sixth place in two events.
- A 7th grade student participated and was a State winner in the Discovery Education 3M Young Scientists Challenge.
- Seventh grade students visited the Museum of Fine Arts and conducted research integrating their study of Rome, Greece, India, China, or the Himalayas with the art of their chosen civilization.
- Eighth grade students integrated engineering with physics as they designed, built and tested water wheels.
- Eighteen CMS students traveled to China during April as part of the exchange with Sunshine Middle School.
- Eight 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.
- An eighth grade student broke the CMS record for the one-mile run in track and field.
- CMS boys soccer was undefeated for the third year
- CMS girls field hockey experienced no losses in the fall season.
- More than 55 students performed as cast or crew in "Joseph and the Amazing Technicolor Dreamcoat."

CONCORD CARLISLE SCHOOL DISTRICT

Concord-Carlisle High School has made excellent progress 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. We are so grateful for these contributions that foster excellence in the high school. Student enrollment is 1,246 students, twenty-two students less than the previous year. However, during the last decade, student enrollment has increased by 253 students or 19%.

Concord-Carlisle High School continued to set high expectations for all students and reinforced its commitment to motivate young people to expand their knowledge and to develop intellectual, analytical, and social skills.

100% of the Class of 2009 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 passed one of the Science MCAS tests.

98% of students received a passing score of 3 on AP exams. 77% of AP exams were scored at 4 or 5.

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 their commitment to social responsibility through participation in numerous activities, raising funds for global efforts to counter world hunger and injustice, and traveling to New Orleans to rebuild homes, participating in the French, Ecuador, and Turkmenistan Exchanges, and hosting Japanese visitors from Nanae. Students committed over 10,000 hours of service to the surrounding communities during the school year.

The teachers of Concord-Carlisle High School believe in the continuous improvement of both their instructional practices and the methods by which they assess

students. Faculty engaged in professional development efforts to improve their technology skills, remain forward-thinking in their practice, and redesign program content and delivery. New courses developed this year include Creative Writing and Organic Chemistry. Working with the generous Concord Education Fund's program "Hooked on Science", the science department is offering seminars in Biotechnology and a Robotics Club has been formed. CCHS is also offering a Global Literacy Certificate, a program in which students can demonstrate their knowledge of foreign language and world cultures.

Eight new teachers joined the high school professional staff to fill vacancies created by retirements, resignations, and leaves. To ensure that new staff members swiftly and substantively become part of the learning community at Concord-Carlisle High School, the district invested considerable resources in a mentoring program.

ACCOMPLISHMENTS AT CCHS



Athletic teams were extremely successful: the entire school received the MIAA's District A Sportsmanship Award at Gillette Stadium in the fall.

Below is a sampling of the work, activities, and accomplishments of students and staff, all of which contribute to making Concord-Carlisle High School a community where academic excellence, achievement, social commitment, public service, and involvement in the arts, athletics and other extracurricular activities are greatly valued.

- 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. 65% of graduating seniors reported they were admitted to their 1st choice college, and 19% were admitted to their 2nd choice college.

- The CCHS Concert Band earned its eighteenth consecutive gold medal at the prestigious Massachusetts Instrumental and Choral Conductors Association (MICCA) State Concert Festival. In the spring of 2010, the CCHS Band will travel to Japan.
- One student received a Congressional Art Award and her work was displayed in the US Capitol Rotunda. Other students participated in the *Boston Globe* Scholastic Art Awards regional exhibit and earned gold and silver keys. 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.
- More than 130 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 *Miss Saigon*. In May, more than 50 students performed on stage and were involved as technical crew for Shakespeare's *Richard III*.
- 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.
- More than 300 students participated in Challenge Day, a program designed to enhance a positive school climate and communicate that individuals can make a difference.
- Division II State Champions: boys soccer, boys tennis (undefeated), girls fencing (undefeated)
- Division II State Semifinalists: girls lacrosse, boys lacrosse, girls hockey
- Division II North Sectional Champions: girls tennis, softball, boys golf (also won team sportsmanship award)
- Dual County League champions or respective league: girls volleyball, boys and girls cross-country, boys lacrosse, boys hockey, girls basketball, boys and girls cross-country skiing & boys alpine skiing
- Numerous teams supported individuals who qualified for their respective State tournaments: outdoor track (40 athletes), swimming & diving (numerous State level places,) girls soccer, and wrestling.