

SCHOOLS

JOINT SCHOOL COMMITTEES

CONCORD-CARLISLE REGIONAL SCHOOL COMMITTEE

Alexa Anderson
Court Booth
Tracey Marano, Chair
Carrie Patel
Cynthia Rainey
Carrie Rankin
Sharon Whitt, Vice-Chair

NEW MEMBERS OF THE REGIONAL SCHOOL COMMITTEE

Carrie Patel was welcomed to the Regional Committee as a new Carlisle representative.

CONCORD SCHOOL COMMITTEE

Alexa Anderson, Chair
Court Booth
Tracey Marano
Cynthia Rainey
Carrie Rankin, Vice-Chair

METCO REPRESENTATIVES

Domingos DaRosa for CCRSD
Ayesha Lawton for CPS

STUDENT REPRESENTATIVES, CCHS STUDENTS

Zariah Alves
Harry Crowley
Felicity Zhang

Statement of Appreciation from the Joint School Committees

As School Committee members, we want to share our deep and genuine gratitude for the time, effort, creativity, determination, and thoughtful care that our Superintendent, district leaders, teachers, and staff dedicate to our students every day.

We also wish to share our appreciation for the efforts of the METCO Representatives as well as the CCHS Student Representatives and we extend our thanks Carlisle resident Sara Wilson for her service to the Regional School Committee.

Most of all, we want to thank the citizens of Carlisle and Concord for their ongoing support of the schools, and to all the parents and community members who volunteer their time on behalf of Concord-Carlisle High School (CCHS) and Concord Public Schools (CPS).

Mission and Core Values

Members of the School Committee use the vision articulated in the District's mission statement and core values to guide decisions. The mission of the Concord Public Schools and the Concord-Carlisle Regional School District is to educate all students to become independent lifelong learners, creative thinkers, caring citizens, and responsible contributors to our increasingly diverse global society. The core values of excellence, engagement, perseverance, inclusion and innovation are reflected in the 2018-2023 District Strategic Plan, the 2023-2028 District Strategic Plan (which was implemented in the fall of 2023), as well as the programs, services and activities which support student learning.

Implementation of the 2023-2028 District Strategic Plan

Following a comprehensive planning process that was driven by a 50-member stakeholder group that included faculty, students, school committee members, parents, community members and school administrators, the school committees voted to adopt a 2023-2028 District Strategic Plan that outlines a shared vision for both Districts. The

plan builds upon the previous five-year plan and features efforts in key areas such as reducing student stress, maintaining academic excellence and work related to cultural proficiency and awareness.

The strategic plan is utilized to guide and prioritize decision making regarding teaching and instruction, curriculum, budgets, and planning for facilities amongst other matters. Also, it will include provisions for analysis and review of the plan's on-going success as well as for on-going input from the public.

Diversity, Equity, Inclusion and Belonging 2022-2027 Strategic Plan Implementation

The Districts continued efforts to implement the Five-Year Strategic Plan for Diversity, Equity, Inclusion, and Belonging that is included in the overall District Five-Year Strategic Plan. This plan builds upon the previous work to create an equitable, inclusive, and anti-racist environment in CPS and CCRSD which date back to the establishment of the PreK-12 Cultural Competency Committee in 2017. Areas of focus include professional development, student and family engagement, transparent communication, institutional accountability, and for teachers and staff, hiring, mentoring, and retention.

School Enrollments (As of 10/1/23)

Concord Public Schools enroll 1,801 total students, with 1,186 in grades K-5 enrolled at the three elementary schools, and 615 enrolled in grades 6-8 at Concord Middle School. This represents a decrease in enrollment from 1,891 students in 2021. The Superintendent and School Committee carefully monitor enrollment projections. There are a total of 122 students participating in METCO with 78 students in grades K-8 and 44 at CCHS.

The Concord-Carlisle Regional High School enrolls 1,230 students, with 886 students from Concord and 273 from Carlisle. These figures reflect a decrease of 55 students from Concord and a decrease of 20 students from Carlisle from the 2022 enrollments. These levels set the percentages for the regional agreement at 76% Concord and 24% Carlisle.

The total number of students in grades K-12 for the two Districts totals 3,138 which includes staff

enrollments but does not include out of district special education students.

FY24 Operating Budgets

The School Committees seek to develop budgets that meet the needs of our students and teachers while being sensitive to the impact on taxpayers. The School Committees work with District leaders to discuss funding priorities and cost drivers as well as to discuss budget recommendations with the Finance Committees in Concord and Carlisle as appropriate. Ultimately, Concord and Carlisle residents approve the budgets at Town Meetings.

During 2023, the FY24 operating budget of \$45,047,176 was approved for Concord Public Schools which represents a 4.74% percent increase from the previous year's budget. For the Regional District, an FY24 operating budget of \$37,811,098 was approved which represents a 3.48% percent increase from the previous year's budget.

The approval of the budgets for both CPS and CCRSD is the culmination of a multi-month process that begins with the submission of the annual School Improvement Plans that are developed and guided by the Districts' strategic plan and includes input from teachers, parents, and administrators.

MCAS Test Scores at Pre-Pandemic Levels

The School Committees and District Leader were pleased to share the latest MCAS scores that highlighted student achievement in every subject and grade level were back or within a couple of points of pre-pandemic scores. The test results were from the first fully administered tests since 2019. Highlights included:

- Average student achievement in every subject - ELA, Math, and Science - is back or almost back (within 5 points) to pre-pandemic levels,
- Student achievement at every grade level is back or almost back (within 5 points) to pre-pandemic levels,
- Student achievement in every subgroup is back or almost back (within 5 points) to pre-pandemic levels. Our subgroups include students with disabilities; English Language Learners; low income; Black; Latino; Asian; and,

Multi-ethnic,

- Student Growth Percentiles (SGP) increased in every subject in a range from 2% - 10%; and,
- All five schools have an accountability level of, “not requiring assistance,” because they are all, “meeting or exceeding targets.”

The School Committees and District leaders will continue to look at the trends and patterns as they review the results. They will also analyze the grade level and school data to determine if there are gaps in the curriculum and will analyze the student level data to support those students who scored at the “partially meeting” or “not meeting” performance levels. In addition, the MCAS data will be added to the Beginning of the Year (BOY) assessment data as part of the Multi-Tiered Systems of Support structures in our schools to ensure individual students receive the supports they need to close learning gaps.



The Division I Champions CCHS Boys Soccer Team with Superintendent Hunter and the members of the Concord and Concord-Carlisle School Committees

CONCORD MIDDLE SCHOOL BUILDING COMMITTEE

Dawn Guarriello, Co-Chair: Community Volunteer
Pat Nelson, Co-Chair: Community Volunteer
Alexa Anderson: School Committee Representative
Court Booth: School Committee Representative
Heather Bout: Community Volunteer
Justin Cameron: Concord Middle School Principal
Robert Conry: Assistant Superintendent of Finance/
Operations, CPS/CCRSD
Gail Down: Interim Finance Director
Peter Fischelis: Community Volunteer
Jon Harris: Concord Budget Director
Mark Howell: Concord Select Board Representative
Russ Hughes: Facilities Manager, CPS/CCRSD
Tim Hult: Community Volunteer
Laurie Hunter: Superintendent of Schools, CPS/
CCRSD
Kelly Lafleur: Town Manager
Charlie Parker: Community Volunteer
Chris Popov: Community Volunteer
Matt Root: Community Volunteer
Eric Simms: Sustainability Director
Stephen Stasheski: Community Volunteer with
construction experience

Background

The Concord Middle School Building Committee (CMSBC) was charged by the Select Board to undertake a feasibility study that explores the construction of a single new middle school building to replace the two existing facilities. The Committee completed the feasibility study and Schematic Design process for a new school building which provided Concord residents with the analysis, a detailed design, project budget, and the information necessary to make an informed decision on funding the middle school construction project. In January of 2022, residents overwhelmingly approved moving forward with the project at the Town Meeting and the Special Election.

Due to inflation and supply chain issues, estimated construction costs at the end of Schematic Design were more than \$5 million higher than the costs approved at the Town Meeting and the Special Election. The CMSBC completed an extensive value management exercise and coordinated with the

Concord Select Board and the Concord Finance Committee to discuss an approach for the construction budget issue. Following that process, a Special Town Meeting was held on January 19, 2023, followed by a Special Election on February 16, 2023. Concord residents approved a measure that increased the construction budget by up to \$7.2 million.

Following the public approval for the new budget, the CMSBC conducted a comprehensive bidding process to select a general contractor. At the conclusion of that process, the CMSBC voted to recommend awarding CTA Construction Managers as the General Contractor for the middle school building project. That recommendation was forwarded to the Concord Town Manager, Kerry Lafleur, who negotiated a contract with CTA for the project.

A groundbreaking ceremony was held on May 17 at the Sanborn Middle School which is the site where the new middle school building will be located. Building Committee members invited all residents to attend and help celebrate the project's process. On December 8, the CMSBC, students, and community members celebrated the completion of steel erection with a topping off ceremony. The project remains on schedule and within budget as of 12/31/23.

Project Schedule

Committee members reviewed the project schedule and necessary milestones going forward as they undertake the work to complete the project. The schedule includes the following phases:

- Construction: May of 2023-January of 2024
- Punch list and Move in: January of 2025-February of 2025; and,
- Demolition of existing buildings and installation of new fields: February of 2025-September of 2025; following two full growing seasons, fields ready for use on September 1, 2026.



Last steel beam put in place at Topping Off Ceremony



The new middle school's front entrance

MINUTEMAN VOCATIONAL TECHNICAL SCHOOL

Kevin Mahoney, Interim Superintendent Minuteman



Achieves All In-District Enrollment 2 years in a Row!

For the second time in the district's history, all ninth-grade students in the fall of 2023 resided in Minuteman's member towns. In the past, Minuteman admitted students from both member towns and non-member towns, with tuition funded on a per-pupil basis by their respective communities. As of September 2023, about 93% of all grades 9-12 students reside in the nine member-town communities of Acton, Arlington, Bolton, Concord, Dover, Lancaster, Lexington, Needham, and Stow. Thirteen students from Concord are part of the class of 2027. 41 Concord students are part of the overall student body of Minuteman.

Minuteman Students Bring Home the Gold in SkillsUSA!

In June 2023 nine Minuteman students and four faculty members, traveled to Atlanta Georgia to compete in SkillsUSA National Leadership and Skills Conference. SkillsUSA is a national group that strives to teach workplace, personal, and technical skills to students of all levels across the country to prepare them to be outstanding citizens, contributing to the community and the workplace. Minuteman has had a very active SkillsUSA chapter for decades with 54 students participating in the 2022-23 school year. For the second year in a row, Minuteman won the national gold medal in the Career Pathways Showcase: Natural Resources, Agriculture, and Food! Minuteman came in 9th in the nation for their Entrepreneurial presentation.

Juniors and Seniors out on Co-op

Juniors and Seniors at Minuteman are eligible for Co-Op. Co-op students can work at job sites within the scope of their career majors. The co-op is open to seniors all year and for juniors, it is open from January through June. 100 students were out on Co-Op during the school year of 2022-23. Two of those students reside in Concord. Students were working for the following businesses: Abcam, Tony's Auto Service, D&R Electric, P.J. Dionne, Marquis Tree Services, A9 Green, Lexington Golf Club, Lilac and Rose Baking Co, Goddard School, Kistler and Knapp, Builders, Magic Garden Lincoln, and W. Electrical Services. The Co-Op opportunities continue to grow year over year for future students.

Grants to Support High School and Adult Students

Minuteman Regional Vocational Technical School District received \$354,000 for Metal Fabrication & Joining Technologies. The school will train students for high-demand metal fabrication and joining technologies occupations. The school will expand and deepen its curriculum, add industry-recognized credentials, increase secondary enrollment in existing programs, and offer post-secondary opportunities for adults enrolled in the Minuteman Technical Institute (MTI).

Minuteman Regional Vocational Technical High School received \$500,000 in funding which will provide the high school with technology and equipment to support expanding the Animal Science/Veterinary Science vocational program. The equipment will open opportunities for students to additional industry-recognized credentials and hands-on learning with state-of-the-art training tools.

MTI Continues to See Success!

Minuteman Technical Institute (MTI) offers 10-month and 15-week courses in various career trades for adults looking to gain technical skills in a new, high-demand profession. The 2022-23 year brought great growth through the Governor's Career Tech Institute Expansion, and since then MTI has been awarded just over \$3M.

Through new and continued partnerships with MassHire, North Atlantic States Carpenters Training

Fund, AET Labs, Rolls Royce Naval, and the International Facilities Management Association to name a few, MTI collaborates and develops programming to meet workforce demands.

MTI students gain recognized industry credentials in OSHA and Hot Works and hours toward state licenses. A partnership with IFMA (International Facility Management Association) has led to the development of a Facilities Management program and directly addresses the need in the greater Boston area for certified Facilities Managers.

Currently, MTI is running eight of its nine programs and is at 74% capacity, the highest since COVID, and enrollment remains open through September 29, 2023. 22% of our students are female, while 88% are male.

100% of Cosmetology program students who sit for the State Board of Cosmetology and Barbering exam pass on the first attempt. 98% of Welding students who take the American Welding Society certification tests pass on their first attempt. 97% of the Carpentry Pre-Apprentice program students are employed upon completion of the program and are retained beyond their first 30 days.

Minuteman Seniors are off to college and work!

The class of 2023 had a graduation rate of 100%. With 64% of students heading to either a two-year or four-year college and 36% heading into planned apprenticeships, trade school, or joining the workforce. The graduating class of 2023 graduates are attending schools such as Clark University, WPI, MIT, Emerson, The New School, Johnson and Wales University and Maine College of Art, and several more. Minuteman looks forward to watching students have continued success in the future as alumni.

District Budget

The approved district operating and capital budget for fiscal year 2024 is \$30,316,325, a 4.50% increase over the previous year. Bolton's share is \$1,199,459, which is an increase from the previous year (of \$305,745) and includes operating, capital, and debt assessments.

THE SCHOLARSHIP FUND OF CONCORD AND CARLISLE

Executive Committee

Travis Minor - Chair
Hannah Bruno - Assistant Chair,
John Sweeney - Treasurer
Albert Powers - Assistant Treasurer
Rebecca Loprete - Secretary

Trustees

Marc Caruso
Maura Kenneally Clark
Molly Q. Eberle
Chris Law
Devra Feshbach-Meriney
Priscilla Guiney
Joe Laurin
Guida Mattison
Elaine Rabb
Paul Ressler, Steve Payne
Kathleen Snook

Associate Trustees

Chris Carr
Sandy Eisenbies
Aaron Joncas
Jessica Minty
Tom Rutledge
Ingrid Sutter

Trustee Emeriti

Ken Anderson
Elaine DiCicco
David Gould
Lucy Miller
Priscilla White Sturges



*The Scholarship Fund of Concord and Carlisle:
 (back row) Guida Mattison, Maura Clark, Kathleen Snook, Christopher Carr, Paul Ressler,
 Sandy Eisenbies, Ingrid Sutter, Christopher Law, and Bee Loprete
 (seated front row) Devra Feshbach-Meriney, Joe Laurin, Al Powers, Travis Minor,
 Hanna Bruno, Jessica Minty, Marc Caruso
 (not in photo: Priscilla Guiney, John Sweeney, Molly Eberle, Elaine Rabb, Aaron Joncas,
 Steve Payne, Tom Rutledge)*

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

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

The Fund is administered by a 23-member volunteer board of trustees. Scholarships are financed through an annual appeal, through a student-staffed phonathon, and by income generated from memorial gifts, bequests, and named funds. For more information about The Scholarship Fund, please see the website: thescholarshipfundofcc.org

In 2023, the trustees awarded \$363,065 supplemented by \$39,085 from The Scholarship Fund's affiliated organizations, bringing the total to \$402,150 awarded to 67 high school seniors and in-college students. Since its inception, The Scholarship Fund has assisted over 1,500 students.

The Scholarship Fund of Concord and Carlisle Trustees are pleased to announce that the following students have been awarded scholarships for the 2023-2024 academic year.

- Scholarships marked with one asterisk are managed by the Scholarship Fund of Concord and Carlisle.
- All other scholarships are managed by the named affiliate organization.

Scholarship Recipients

The Abby Memorial Scholarship* Darren Simmons	The CCHS Class Of 1962 John F. Donovan Scholarship* Name withheld by awardee request	Name withheld by awardee request
The Adrian A. Martinez Memorial Scholarship* Autumn Mendonca Isatu Fofanah Nabil Huseni Name withheld by awardee request	The Charles A. Robichaud Scholarship* Miana Hamel The Charles E. Manion, Jr. Memorial Scholarship* Gabriel Suhm The Charles Evans Scholarship* Alicia Kearney	The David Prifti Memorial Scholarship* Dallas Jackson
The Albert L. & June B. Powers Scholarship* Grace Maione	The Charles K. Yeremian Memorial Scholarship Kira Johnson	The David S. Soleau Memorial Scholarship* Dimitrios Apollos The Diane Kenneally Memorial Scholarship* Chiara Petracek
The Anthony “Tony” Logablo Scholarship Tucker Norton	The Charles W. & Nancy I. Dee Memorial Scholarship Name withheld by awardee request	The Elaine DiCicco Scholarship* Emma Wilcoxson The Elizabeth A. Mattison Memorial Scholarship* Elizabeth Walsh Stavros First
The Anthony Halls-Keenan Smith Scholarship* Obiageli Akubude	The Christopher Hentchel WIQH Scholarship Dallas Jackson	The Elizabeth V. McAllister Memorial Scholarship* Madeline Maione The Essie Golden Memorial Scholarship* Name withheld by awardee request
The Arthur (“Art”) & Lee Milliken Memorial Scholarship* Felicity Clamp The Barbara Schips Miller Scholarship* Grace Maione The Bean Family Scholarship* Name withheld by awardee request	The Clair Day Memorial Scholarship* Samara Reid The Cornerstone Initiative Scholarship of the Community Chest: Advancing Racial Justice & Equity Ariana Mostoufi	The Farnham W. Smith Memorial Scholarship* Mitiku Hoyt-Rouse The Garden Club of Concord Scholarship Name withheld by awardee request
The Bobby Gray Memorial Scholarship* Dallas Jackson	The Concord Lions Club Scholarship Name withheld by awardee request Madeline Maione	The George W. Berry Scholarship* Name withheld by awardee request
The Carlisle Police Association Scholarship Henry Allen	The Concord Police Relief Association Scholarship Name withheld by awardee request	The Guido S. D’Asti Memorial Scholarship* Kalise Wynter
The Casper C. Jenney & Eleanor M. Jenney Memorial Scholarship* Alexandra Newman Jasper Clarkson Kathryn Butts Name withheld by awardee request	The Concord Women’s Club/Ruth Bullerwell Scholarship*	The Harvey Wheeler Memorial Scholarship* Nevaeh Glenn

The James E. Shepherd Memorial Scholarship* Madeline Maione	The Mary Ann P. Lee Memorial Scholarship Whitney Asamoi	Name withheld by awardee request The Rotary Club of Concord William L. Eaton Memorial Scholarship Ariana Mostoufi
The Janet Babb Memorial Scholarship* Name withheld by awardee request	The Mary Connorton Memorial Scholarship* Autumn Mendonca	The Sally Lanagan Memorial Scholarship* Richard Dorsey
The Janet Gates Peckham Memorial Scholarship* Name withheld by awardee request	The Mary F. McHugh Memorial Scholarship* Name withheld by awardee request	The Scholarship Fund of Concord and Carlisle Scholarship* Aisha Tasso Alicia Kearney Andrew Bistras August Geraci Dallas Jackson Denkeis Hunter Dimitrios Apollos Elisha Ortiz Elsa Couvillon Emma Wilcoxon Felicity Clamp Hazel Nichol Henry Allen Jeb Morgan Joshua Simard Kaden Lewis Kalise Wynter Kayla Almonte Kira Johnson Lily Sills Luna Cabrera Madeline Maione Mahera Malek Maria Sanderson Marjorie Hadda Maxamilian Hamel Maxwell Wong Melia Cook-Wright Miana Hamel Mitiku Hoyt-Rouse Naomi Schuman Nathaniel White Nevaeh Glenn Raimy Little Robert Nichol Ryan Igo Samara Reid
The Jeanne A. Toombs Memorial Scholarship* Kira Johnson	The Maura Roberts Memorial Scholarship* Morgan Palmer	
The Jiro & Tama Ishihara Memorial Scholarship* Lily Sills	The Middlesex Savings Charitable Foundation Scholarship Madeline Maoine The Nick Ressler Memorial Scholarship* Name withheld by awardee request	
The John B. Finigan Memorial Scholarship* Alexandra Newman	The Norman E. & Joan M. Dee Scholarship* Miana Hamel	
The Joyce T. Woodman Memorial Scholarship* Henry Allen	The Norton A. Levy Memorial Scholarship Andrew Bistras	
The Katrina J. Przyjemski Memorial Scholarship* Elsa Couvillon	Richard J. Sederstrom Memorial Scholarship Name withheld by awardee request	
The Kay Chambers Scholarship* Kaden Lewis	The Rivercrest-Deaconess-Newbury Court Scholarship Chiara Petracek	
The Knights Of Columbus Scholarship* Marjorie Haddad	The Rotary Club of Concord Capt. Thomas J. Hudner, Jr. Scholarship Elizabeth Walsh	
The Margaret Haggerty Memorial Scholarship* Jeb Morgan	The Rotary Club of Concord Richard L. Hale Scholarship Miana Hamel	
The Marguerite Purcell Memorial Scholarship* Jeb Morgan	The Rotary Club of Concord Thomas R. Huckins Memorial Scholarship	
The Mark Teverovsky Memorial Scholarship* August Geraci		

Sofia Congram
Stavros First
Name withheld by awardee request

Henry Allen
The Wilson Flight Scholarship*
Jasper Clarkson

The Seitaro & Shina Ishihara
Memorial Scholarship*
Henry Allen

The Winstanley Scholarship*
Name withheld by awardee request

The Tameji & Chiyo Yoshimura
Memorial Scholarship*
Andrew Bistras
The Teresa (“Teri”) D. Hale
Memorial Scholarship*
Kalise Wynter

The Thomas Hart Memorial
Scholarship*
Maria Sanderson
The Town of Concord George F.
Flavin Scholarship
Morgan Palmer

The Town of Concord Guy P.
DiGiovani
Alexandra Newman

The Town of Concord Ruth E.
Helsher Scholarship
Tucker Norton
The Trudy Biernson Memorial
Scholarship*
Samara Reid

The Trustees Scholarship*
Tucker Norton

The Video Revolution, Ralph & Ellie
Grossi Scholarship*
Dallas Jackson

The Vinod Jalan Memorial
Scholarship*
Obiageli Akubude

The Wells A. Hall Memorial
Scholarship*
Morgan Palmer

The William W. Anderson
Memorial Scholarship*

CONCORD CARLISLE ADULT & COMMUNITY EDUCATION

Advisory Committee

John Ballantine, Carlisle
Ron Bernard, Concord
Paula Casey, Concord, Chair
Claudia Feeney, Concord
Marla Iyasere, Concord
Kimberly Kossman, Concord
Barbara Magee, Concord
Carol Murphree, Carlisle
Steven Reznek, Concord

Concord Carlisle Adult & Community Education (CCACE) is a self-sustaining branch of Concord-Carlisle Public Schools, dedicated to lifelong learning for all ages. CCACE connects local citizens through collaborative community outreach, classes and educational events. Our aim is to provide unique programming that will inspire joy and nurture passions.

CCACE offers three main areas of programming: Adult & Continuing Education classes, Driver Education, and Instrumental Music School of Carlisle and Concord. We are a self-sustaining entity within the school district, meaning we support our programs through fees; we receive no funding from the school district nor the towns of Concord or Carlisle.

We were thrilled to see registration numbers remain strong this year across all of our programs. Through our Adult & Continuing Education classes we offer a wide variety of programs for adults including one-night and ongoing workshops. These programs include our Armchair Travel series where community members share stories and pictures of their travels; History & Culture looking at the rich history of our area and beyond; Village University which offers courses for mature learners who are seeking stimulating study and conversation about interesting topics; and more. We try to appeal to a broad range of citizens' interests. Many familiar courses remained in demand over the past year including world languages, financial planning, health and wellness, writing, test preparation, and more.

In July 2022, CCACE brought Parent Education under our umbrella when the Center for Parents & Teachers (CPT) closed their doors. While CPT was a fully grant-funded organization, we are tasked with making these programs sustainable which means charging families for them. The Concord-Carlisle Community Chest graciously extended the grant money that would have been awarded to CPT to CCACE instead to help us in our first year of planning and implementation. We offered ten programs to the community and had 173 registrations. Programs included Teach Children to Manage their Time, Space and Materials, Helping Our Children Develop a Sense of Security in This World of Upheaval, A Parent's Guide to TikTok, Cell Phones & Parenting - Oh My!, Bullying, Cyberbullying and the Effects of the Pandemic on Children, Building Resilience and Managing Big Emotions, Your Teen & Money, Handling Gender-Neutral Pronouns with Style, and How to Talk to Your Adolescent about Healthy Eating & Weight. As we continue to work with these programs, our goal is to offer a mix of programs with high-level presenters that appeal to parents of all ages.

We also piloted a new English Language Learner (ELL) program for adults in July 2022, also largely supported by a Cornerstone grant from Concord-Carlisle Community Chest. We started with just eight students, split over two levels of instruction and were up to twenty-eight students over three levels and a conversation group by the end of the winter-spring 2023 semester, with the support of a grant from Middlesex Savings Charitable Foundation. We found a vibrant and growing community of students, many of whom live, work and play in Concord, and are hungry to learn the language. From the beginning, our hope has been that by learning to communicate better in English, our students would feel more confident and successful in their everyday lives.

Many of our adult education programs have remained online which continues to be the preference of instructors and students. We evaluate every class on a case-by-case basis and discuss the best format for that class with the instructors. One of the benefits from this is the opportunity to partner

with Community Education programs from around the Greater Boston area in ways we could not have done previously, to expand our offerings. This has allowed us to offer programs on subjects that we did not previously have instructors for and that we historically had not received sufficient enrollment for, because many of these classes are online allowing for expanded geographic access.

We had just over 2300 registrations for Adult & Continuing Education in FY23 from 1213 students. Seventy two percent of our students live in Concord or Carlisle. Non-residents are also welcome to participate as their participation broadens our range of educational services and extends the necessary cost sharing. Overall, we had students from 108 different towns, across 18 states, and one student from outside of the country.

Driver education promotes and teaches safe driving attitudes, defensive driving skills, and respect for the rules of the road. It prepares students for the Registry of Motor Vehicles license exam; and it strives to prevent or reduce accidents and fatalities that involve young drivers. Driver Education includes: 30 classroom hours, 12 hours of behind-the-wheel instruction, 6 hours of in-car observation, and one 2-hour parent/guardian class, attended by at least one parent. The program is a requirement for anyone under 18 who wants to take the driver's license test, and therefore a necessary expense for most students. We also offer optional practice road tests and sponsor students for road test appointments.

Over 270 new students participated in the program last year. In the last year, we have seen an increase in requests for driving lessons from adults, including adults who are new to the country and need a Massachusetts license, senior adults who need to retake the road test for various reasons, and individuals of all ages learning to drive for the first time.

The Instrumental Music School of Carlisle and Concord (IMSCC) provides individual music lessons for students of all ages. IMSCC's faculty, made up of educators who are also professional musicians, provide expert instruction to school-age students as well as adults. Students at beginner levels benefit

from learning basic techniques early on that will pave the way for steady progress in their studies. Advanced students study repertoire in depth, hone their technical skills, and prepare for performances and auditions. Students of all ages and levels benefit from the opportunity to engage in playing music themselves, affording them a deeper appreciation of music across the genres. We had over 260 students registered in private music lessons throughout the school year.

All of these programs are made possible by over one hundred and twenty-five community educators, including volunteers, instructional subcontractors, and part-time employees. In FY23, we were able to award over \$12,000 in scholarships to 31 families, representing 35 students, through the generosity of the Concord-Carlisle Community Chest and community donations. The average scholarship awarded was \$275, with program fees ranging from \$25 to over \$825. More than half of the grant money we received went to students enrolled in Driver Education, and we were able to help a couple of adults seeking continuing education, as well as seven students taking private music lessons.

Our programs continue to grow and evolve as we adapt to the needs of the community. We work to bring in a fresh selection of Adult & Continuing Education programs each semester, as well as bringing back the popular favorites. As we emerge from the pandemic, we still have various walking groups running three days a week to keep our community active. We love finding new instructors who can share their passion and knowledge with us and it is a bonus when they are from Concord or Carlisle. Our Driver Education program has been busy with students taking lessons seven days a week. We have added small group music lessons in IMSCC for new fourth and fifth grade students to help the new musicians learn more about their instruments.