

**CONCORD  
PUBLIC SCHOOLS**

CONCORD CARLISLE  
HIGH SCHOOL

**2024-2025**

*Our Schools, Our Community*



# MESSAGE FROM THE SUPERINTENDENT



Photo: Kate Eden Renyi Photography

The Concord Public Schools and Concord Carlisle Regional School District center themselves on core values of belonging, excellence, engagement, inclusion, and innovation in all we do. We strive for students to actively seek varied pathways through which they achieve their potential and find joy in learning. Students will possess a strong sense of self and embrace their responsibilities as members of our ever-changing local and global communities.

Driven by our community-developed strategic plan, we focus on **academic excellence, student well-being, and inclusive practices that support every learner**. Our students are challenged through rigorous coursework, hands-on learning, and creative exploration while also being supported through strong relationships, extracurricular opportunities, and a culture of belonging.

From the STEAM Lab to Rivers and Revolution, from Concord PossAbilities to Playbook Initiative, our schools reflect curiosity, genuine connections, authentic application, and a commitment to all students thriving. Our graduates leave not only prepared for success in college and careers, but also ready to lead with empathy and purpose in a complex global world.

Thank you for your support and partnership in this work.

**Dr. Laurie Hunter**  
Superintendent of Schools

## Mission

To educate all students as **lifelong learners, caring citizens, and responsible contributors** in our increasingly diverse global society.

## Stay Connected



[concordps.org](http://concordps.org)



@ccsuperintendent



Read the  
Friday District  
Newsletter



# OUR DISTRICT AT A GLANCE

Concord Public Schools (PK–8) and Concord-Carlisle High School (grades 9–12 and through age 22) are separate districts serving one shared community—Concord, Carlisle, and Boston through METCO.

## EDUCATIONAL VALUE



Opening of the new Ellen Garrison Building at Concord Middle School

### CONCORD PUBLIC SCHOOLS: PRE-K - 5TH



**1,936**  
STUDENTS



**597**  
STAFF & TEACHERS



**5**  
BUILDINGS



### CONCORD-CARLISLE HIGH SCHOOL



**1,148**  
STUDENTS



**263**  
STAFF & TEACHERS



## Celebrate the Class of 2025

- **306** Graduates
- **90.8%** to 4-Year School
  - **30%** to highly selective institutions
- **1.6%** to 2-year schools
- **3.3%** employed
- **<1%** to Military
- **4.3%** to Other/Unknown

# SHAPING OUR FUTURE WITH THE STRATEGIC PLAN (2023-2028)

The Concord-Carlisle Strategic Plan was developed with input from students, families, staff, and community members. It outlines goals for student growth, well-being, and inclusion, and guides the work of our schools.



## Multiple Paths to Success

Inspire learning through engaging, innovative teaching and multiple paths to success.

**3 strands** of intensive programming (social-emotional, autism, learning disability) – full continuum PK–22

**3 elementary schools** implementing new evidence-based reading curriculum

**\$500K+ in military** scholarships secured through the Army



CCHS hosted a **Military Fair**, connecting students with career paths, scholarships, and opportunities.



## Well-Being & Mental Health

Support mental health and well-being with strong, sustainable systems.

**2+ counselors** in every building

**2 programs** (Open Circle, Responsive Classroom) fostering mindfulness and community at elementary level

**Daily advisory** providing safe space and belonging for all middle schoolers



Meet **Thor**, the Concord Police Department's comfort dog, who visits schools alongside the School Resource Officer.



## Inclusive Culture

Foster an inclusive, collaborative culture that values diversity and every learner's uniqueness.

**Annual Multicultural Fair** at each of the 5 schools, celebrating diverse cultures

**5 programs annually** for student exchange and study abroad

**2** High School and 1 Middle School **Unified Sports teams** for students with special needs



Alcott hosted its **Multicultural Fair**, highlighting food, culture, and community.



## Innovative Environment

Promote student growth through safe, creative indoor and outdoor learning spaces.

**Rivers & Revolutions** for hands-on, outdoor learning at the high school level

**K-6 STEAM Lab** providing early exposure through fun, hands-on experiences

**Outdoor classroom** space at each school



**Rivers & Revolutions** students explore how to understand a place or community from multiple perspectives.

# LIVING OUT OUR VALUES

Every day, our schools bring core values to life through meaningful programs, lasting traditions, and student-driven experiences.

## A COMMUNITY-WIDE COMMITMENT TO FIGHTING CANCER

through Kicks for Cancer and Mighty Moose.



## REAL-WORLD BUSINESS AND LIFE SKILLS

for young adults with diverse learning needs through the student-run Concord PossAbilities store.

99 Sudbury Road in Concord

## EARLY EXPOSURE TO

Science, Technology, Engineering, Art, and Mathematics through our STEAM Lab.



## CONCORD MIDDLE SCHOOL'S NEW CHAPTER

In February, Concord Middle School opened the new Ellen Garrison Building, bringing all students in grades 6–8 under one roof for the first time.



**CHECK OUT THE JUNE 2025 RIBBON CUTTING!**



## DEIB ISN'T A SEPARATE INITIATIVE—IT'S WHO WE ARE.



Photos: Kate Eden-Renyi Photography

“Across our district, every decision and classroom reflects our commitment to making all students feel seen, valued, and supported.”

—Andrew K. Nyamekye,  
Director of DEIB Commitment

## LIVING OUR COMMITMENT TO DEIB

- **METCO:** 60 years fostering inclusion and connection across communities
- **Black Student Union:** builds community and shares culture
- **Jewish Student Union:** connects students, educates community
- **Playbook Initiative:** anti-bias training for all CMS students
- **Spectrum:** 30 years supporting LGBTQ+ students and allies
- **Calculus Project:** data-driven strategies to boost access and success for underrepresented and low-income students in advanced math
- **Teacher Diversification:** recruiting and retaining diverse educators, with DEIB Teacher Leaders driving equity work in every school

# BEYOND THE **CLASSROOM**

Extracurriculars are an essential part of the student experience. We encourage student-led clubs, new teams, and programs that bring people together, spark curiosity, create connections, and a sense of belonging.

# 34

ATHLETIC TEAMS

# 500+

ATHLETES ANNUALLY

# 38

CLUBS

ATHLETICS



**Women's Lacrosse wins first-ever State Championship**



**Swim & Dive captures back-to-back Division 1 State Championships**

Photo: Kate Eden Remy Photography

ART & MUSIC



**Band earns 4 Gold Medals at MICCA**



**Choir earns 4 Gold Medals at MICCA**



**Sanborn stages final Middle School Musical: Seussical**

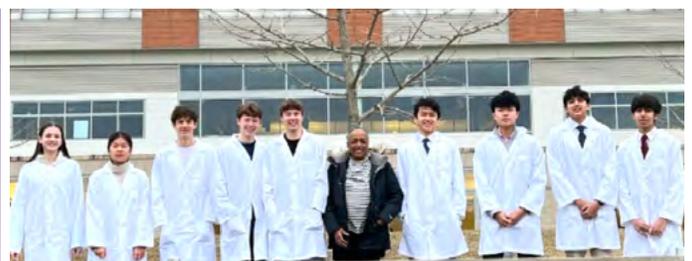


**Four CCCHS art students awarded Prifti Scholarships**

CLUBS



**Four CCHS debaters advance to Nationals; one wins International Extemporaneous Speaking**



**CCHS Olympiad team places 11th at States**

# SMART BUDGETING

Photo: Kate Eden, Renyi Photography



As the Assistant Superintendent of Finance and Operations for Concord Public Schools and Concord-Carlisle Regional School district, my role involves overseeing the financial health and sustainability of the District, ensuring that resources are allocated efficiently to support educational goals.

Through the budgeting process, I work closely with the superintendent and administrators across the district, ensuring that funds are equitably distributed across programs, departments, and schools. We face a constant challenge of balancing the needs of our students with the fiscal capacity of our member towns. While we have not presented large budget increases in the 5 - 10% range like other districts, we do experience the same budget pressures.

Continued collaboration with Town officials and boards in both Concord and Carlisle is important as we move forward. Transparency is critical so that informed decisions can be made, with an understanding of the impact of those decisions.

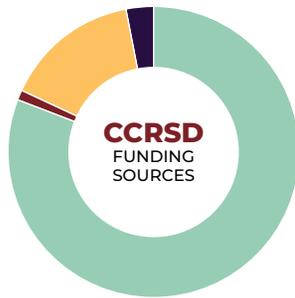
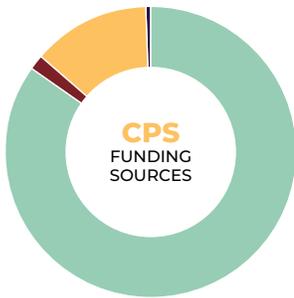
**Bob Conry**, Assistant Superintendent of Finance and Operations

## REGIONAL ALLOCATION:

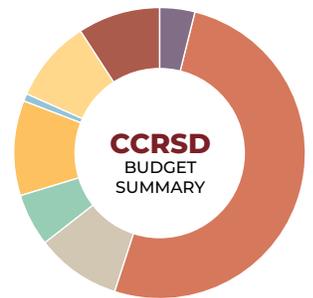
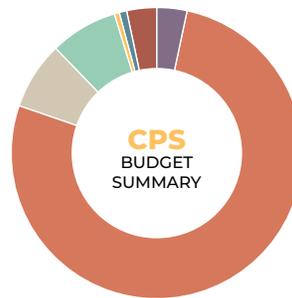
The CCRSD budget is divided between Concord and Carlisle based on the number of students from each town on October 1. This means the FY 2026 budget is based on enrollments on October 1, 2024.

## WHERE SCHOOL FUNDING...

### COMES FROM:



### GOES TO:



## KEY CAPITAL PROJECTS IN THE WORKS



### Thoreau Campus & Playground:

\$435K from the Concord Preservation Committee is supporting campus improvements at Thoreau, along with more than \$600K raised for a new playground.



### CCHS Amenities Building:

After the failed July 2025 vote, the Regional School Committee is pursuing funding for ADA-compliant stadium bathrooms through Concord and Carlisle Preservation Committees.

# THANK YOU **CONCORD EDUCATION FUND!**



## THANK YOU **CONCORD EDUCATION FUND (CEF)!**

For over 30 years, CEF has awarded nearly \$3 million to support innovative programs, curricula, and teaching strategies in Concord schools.

## STATEMENT FROM THE **SCHOOL COMMITTEE**

The School Committee is **proud of our students and staff** and grateful to be part of a community that values education so deeply. This story of our schools highlights the great work happening every day and our commitment to continued growth, equity, and belonging for all.



ANDREW HERCHEK, BRIAN WATERSON, TRACEY MARANO, LYNETTE KELLEHER, CARRIE RANKIN, MICHAEL WILLIAMS, AND SANDEEP PISHARODY

## CONCORD-CARLISLE SCHOOL COMMITTEE

GOALS 2025-2026:

### BUDGET

Ensure transparent, collaborative, and fiscally responsible budgeting that aligns with district priorities and earns public support.



### COMMUNICATION & COMMUNITY ENGAGEMENT

Strengthen two-way communication with stakeholders and deepen collaboration with town leadership, specifically, in addressing acts of hate and antisemitism in our communities and in promoting equity, inclusion and belonging.



### POLICY OVERSIGHT & INNOVATION

Ensure district policies are current, inclusive, and responsive to emerging student and community needs.



### SUPERINTENDENT EVALUATION & STUDENT OUTCOMES

Monitor and support district leadership through evidence-based evaluation aligned with student achievement and equity.

