

November 5, 2021

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Report to the Joint School Committees

In conjunction with the Interim Director of Student Services, conduct a special education needs assessment and strategic objectives for an incoming permanent director

- A review of the West Ed reports was conducted in October. A summary of the progress toward those recommendations is drafted. The summary will be included in the Interim Director's report to the School Committee. The full report is found [here](#).
- I will attend the November 15 SEPAC meeting with a focus on the new middle school.
- I am supporting the Interim Director in improvements to Aspen and centralizing special education files as well as creation of the FY23 budget. Two students enrolled in the intense SEL program in lieu of an out of district placement.

In collaboration with the Assistant Superintendent of Teaching and Learning, Interim Director of Student Services, and building principals, review and develop literacy instruction with a focus on phonics

- Creation of a process and set of assessment focused on dyslexia is underway through the MTSS committee.
- The Fall 2021 data indicates increased needs in Kindergarten and Grade 1 than in previous years. Students are being identified and provided additional support.
- Discussions are underway for before and/or after school support to identified students.
- A parent letter noting the increased needs and our plans went to all of the elementary schools prior to parent conferences. The sample of the parent letter is available [here](#).
- FY23 budgets are being prepared with the goals of increased professional development and materials for teachers in literacy and phonics.

In collaboration with the Assistant Superintendent of Teaching and Learning and building principals, prioritize formal programs focused on student well-being.

- The middle and high schools held No Homework weekends in October.
- Plans to share the Challenge Success survey information with staff and community are underway with summary reports to be created at both the middle and high schools later this month.
- The PEAR assessment was at CMS and CCHS.
- The partnership with the Center for Parents and Teachers continues this year to offer programming regarding well-being. CCHS submitted a grant to Emerson Hospital to acquire additional funds.
- I attended a preliminary meeting was held with The Bjork Foundation regarding a newly developed tool for students regarding brain health.

Throughout the health crisis, communicate in multiple formats with all stakeholders as to revised plans, the response to COVID cases, and the impact on teaching and learning with the purpose of physical and mental well-being. In addition, increase communicate of district initiatives.

- Reporting of COVID cases is streamlined to a live data dashboard and weekly summary as part of other updates to the community.
- The symptoms screener was modified to meet current needs so that only symptomatic individuals report through the portal.
- We remain current in legislation regarding COVID personnel leave, etc.
- I attended the Commissioner's update on October 24 regarding extension of the mask mandate other COVID related topics.

To ensure the safety of all students and staff, continue to partner with local and state health officials, monitor virus transmission rates and address the needs of students, families and staff

- I collaborated with health officials in both Concord and Carlisle to secure a vaccine clinic for 800 students under age 12 on November 10 at Alcott.
- Desks were secured for no cost to facilitate lunch in the elementary school cafeterias. We continue to review plans for the winter months should any changes need to be made. We secured the tents through December 1.

Develop and implement a budget process focused on district priorities and objectives in conjunction with the Assistant Superintendent of Finance and Operations

- The first round of budget meetings with the principals and central office leaders were held during the week of November 1.
- Review of these first drafts will continue through the next three weeks in order to have a draft budget by early December.

- Priority requests are focused on strategic initiatives including literacy, mental health, and extension of the special education programming to complete the continuum.

In conjunction with the Director of Diversity, Equity and Inclusion, further the work in anti-racist and cultural competency practices of the districts to address issues of racism, inequity, and exclusionary practices

- I attended the first meeting of the MASS professional development series to which I was invited: Leading and Learning about Race, Racism, and Equity: a Pilot Superintendent Leadership Practice Network. This series is facilitated by Dr. Darnisa Amante-Jackson and Dr. Lee Teitel authors of the [RIDES](#) project at Harvard. We are in affinity groups of BIPOC and white leaders who sometimes meet separately and sometimes meet together. It is clear that the reading and discussion will further the work in the districts.
- Middle and high school students took the equity survey. It will soon go to the staff and parent community.
- I met extensively with the CCTA, department chairs, and entire CCHS faculty along with the administrative team regarding the teaching of sensitive topics in the curriculum.
- Communication with the new DEI Director is ongoing through the entry plan process.

Further the work of the Concord Middle School Building Project through the remainder of schematic design and into design development while preparing for instructional use of a new school

- I have and will attend a significant number of information sessions about the project.
- The town officials are working with us to structure Special Town Meeting on January 20 at CCHS.
- I continue to attend all of the CMSBC Subcommittee and general meetings as well as to work with the professional design and OPM teams.