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 Concord Public Schools/Concord Carlisle Regional School District

**Superintendent's Goals**  
**202-2026**  
**August 20, 2025**

**Student Learning Goals**

In conjunction with the Assistant Superintendent of Teaching and Learning and district leaders, ensure equitable, evidence-based curriculum allows for achievement of all (Strategic Initiative I, Standard I)	
-Develop 5 year curriculum review cycle	
-Implement year 1 of K-5 EL Literacy Program	
-Plan and execute preparedness for Advanced Placement English offerings in Fall 2026	
-Participate in NEASC preparations and Vision of a Graduate at CCHS inclusive of input across all schools and stakeholders	

In collaboration with district and building leaders, ensure all learners have equal access to high quality instruction (Strategic Initiative I, Standard I)	
-Lead Universal Design for Learning leadership academy with Dr. Darnise Amante Jackson for administrative and teacher leaders	
-Bargain revised 2024 teacher evaluation rubrics with CTA and CCTA	
-Rollout AI guidance and policy in addition to reconvening committee and determining next steps following my own professional development	
-Focus on the development and execution of achievement gap action plan at each school following professional development in leading change	
-Identify and develop means to ensure K-5 intervention services equitably across the three schools	

In collaboration with Director of Student Services and district leaders, ensure special education programming PreK-Age 22 promote effective instruction of all learners (Strategic Initiatives I and II, Standard I and II)	
-Expand recognition and integration of LAUNCH retail space	
-Monitor and support needs in intensive programming PreK-Age 22 and out of district settings	

-Define and support inclusionary practices, especially at CMS	
-Utilize data to identify specific instructional and curriculum needs in special education and implement related programming	

### Professional Practice Goals

In collaboration with district leaders, prioritize formal programs focused on student and staff well-being (Strategic Initiative II, Standard I and IV)	
-Revise and implement use of Panorama culture surveys to include religion	
-Reinstate Open Circle as SEL curriculum at K-5	
-Focus on staff needs and well-being through monthly groups at PreK-5 and regular lunches at CMS and CCHS	

In conjunction with the DEIB Director further the work in anti-racist and equity practices to create an environment that is inclusive, equitable and fosters belonging of all students, staff and families, including support for LGBTQ community members and a plan to combat anti-Semitism (Strategic Initiative III, Standard IV)	
-Execute anti-Semitism action plan and develop support plan for LGBTQ community	
-Serve on and lead MASS DEI Committees and DESE RIAC Committee	
-Support METCO leadership transition as new CEO enters	
-Create and implement action plan to integrate Ellen Garrison into the fabric of Concord Middle School	

### District Improvement Goals

In collaboration with the Assistant Superintendent of Finance and Operations and district leaders, develop and implement a transparent and fiscally responsive budget process focused on district priorities (Strategic Initiatives I-IV, Standard II and IV)	
-Identify and execute on grant opportunities and revenue sources	
-Support the Assistant Superintendent of Finance and Operations in budget development process with goal of reaching guideline while preserving services	
-Communicate and collaborate with Finance Committees in both communities	
-Ensure budget reflects identified strategic plan initiatives 2023-2028	

<b>In collaboration with the Assistant Superintendent of Finance and Operations and district leaders, identify and execute on capital needs and projects (Strategic Initiatives I-IV, Standard II and IV)</b>	
-Complete CMS building project Phase 2 and closing of financial documentation	
-Participate in community discussion of land use and future capital needs (i.e.Ripley)	
-Execute identified projects: Thoreau campus improvements, CMS solar and possible CCHS amenities building	
-Support new facilities leadership structure and determine long term plan	

<b>Enhance communication with stakeholders outside of the parent community (Strategic Initiatives I-IV, Standard III and IV)</b>	
-Complete and distribute Story of the Schools	
-Develop action plan with district CIO and outside PR consultant firm	
-Expand use of social media to additional platforms and content	
-Determine process for creating press releases and distributing school-based information	