

**CONCORD-CARLISLE SCHOOL COMMITTEE
CONCORD SCHOOL COMMITTEE
CLIMATE AND CULTURE WORKING GROUP MEETING MINUTES**

July 30, 2026

Present: Brian Waterson, Chair CCSC
Sandeep Pisharody, Chair CSC
Michael Williams

Not Present: Michelle MacDougall

Present from Administration: Dr. Laurie Hunter, Superintendent of Schools
Andrew Nyamekye, Director of DEIB

I. CALL TO ORDER

Mr. Waterson called the Climate and Culture Working Group meeting to order at 12:00 PM. Roll call attendance was taken: Pisharody, present; Waterson, present; and Williams, present.

II. CLIMATE AND CULTURE FRAMEWORK

Based on discussions at the last meeting, Mr. Williams stated that he reached out to Dr. Donna Hicks, Dr. Carlos Hoyt and Jim Tull, noting that Dr. Hicks and Mr. Tull would both be interested in working with them. Mr. Waterson shared the framework, including data, metrics, indicators, and sessions. Mr. Pisharody asked if the data would be by cohort groups and Dr. Hunter stated that Panorama could be broken out by grade level. Mr. Waterson suggested looking at the DESE academic data and MCAS data. Dr. Hunter also noted Challenge Success data.

In reviewing the list of indicators, Mr. Williams questioned what they would be looking at in the Superintendent and School Committee goal work. Dr. Hunter stated that there would be goals in the School Improvement plans as well as in her goals, noting that they will need to be sure they are collating across forums. She stated that, for the upcoming year, belonging and achievement were both required together, noting that belonging was a precursor to success. Mr. Waterson stated that any of the SC goals that align with the climate and culture framework would need to be factored in. Mr. Williams noted that the process of aligning everything would be done through the full SC. He stated that they would be looking at the progress made on the Superintendent goals, SC goals, and School Improvement plans. Mr. Williams suggested that they add the DESE Racial Imbalance Advisory Council reports to the Data/Metrics list as well.

Members discussed the timing of the sessions and the data/metrics to be discussed at each. Mr. Williams suggested looking at the available data at the time of the sessions and determining what is applicable.

Mr. Waterson raised the question of what the actual structure of the discussions at the SC meetings would be, suggesting that they would receive updates on data and then holistically hold a discussion. He also suggested bringing the framework to the full SC in August for input. Mr. Williams stated that the conversation at the full SC level should be around how to work together towards the end, not the actual framework. Mr. Pisharody stated that he felt it was more important for the whole SC to be part of that discussion instead of just the working group.

Mr. Waterson stated that he would reach out to the contacts that Mr. Williams shared and Mr. Nyamekye stated that he would share additional contacts.

III. ADJOURNMENT

A motion was made by Mr. Williams to adjourn. The motion passed by roll call: Pisharody, aye; Waterson, aye; and Williams, aye. The meeting adjourned at 12:55 PM.

Respectfully Submitted,
Erin Higgins

Approved: September 23, 2026