



# Lincoln Public Schools

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Dear Parents and Caregivers,

As you know from the myriad communications you receive from the Lincoln Public Schools and our individual schools, our learning community is committed to core values that honor and respect diversity in all of its forms. We wanted to take this opportunity to further expand on our work this year as adult learners in our Anti-racism, Inclusion, Diversity and Equity (AIDE) work in our schools and how that augments our work with the children every day.

The Lincoln Public Schools' [core value](#) of **Respect for Every Individual** states that we *strive to create safe, inclusive learning environments that value our varied beliefs, and differences in race, ethnicity, culture, language, socio-economics, gender identity, sexual orientation, learning differences, and family configurations. We work to engage in conversations that deepen our understanding of differences.*

In addition to the District's core values, the Massachusetts [educator's rubric](#) charges educators with the responsibility of achieving **cultural proficiency** by *establishing an environment in which students demonstrate respect for, and affirm, their own and others' differences related to background, identity, language, strengths, and challenges.*

Given these expectations, and the importance of developing healthy and engaged citizens of the future, work regarding diversity in all its forms is embedded into the fabric of your child's classroom experience throughout the day, in preschool through eighth grade. Literature, current events, and teachable moments are drawn upon to help children know, understand and value the ways we are different, how we are similar, and to recognize the value of our diversity.

Our curriculum is designed based on the [MA Curriculum Frameworks](#) and is created using resources from organizations such as, but not limited to, [Learning for Justice](#) (formerly Teaching Tolerance), [Social Justice Books](#), [Teaching for Change](#), [Civil Rights Teaching](#), and [Teach Resistance](#). We utilize these resources to bring age appropriate lessons and discussions about AIDE topics into our classrooms. Simultaneously, we draw upon resources such as [Mind-up](#), [Responsive Classroom](#), [Open Circle](#), [Second Step](#), [Developmental Designs](#) and [Educational Equity Concepts](#) to foster the communication skills needed to engage in learning about, respecting and valuing difference.

AIDE work can be challenging to discuss openly for people of all ages. We understand that and assure you that we engage in ongoing training in this work and in how to facilitate these conversations in developmentally appropriate ways. In our practice with young children we focus on inquiry, communication, and contemplation. As professionals we understand the many different perspectives and values of our families. We will work to honor all voices while maintaining a respectful community.

We want you to be aware of the fundamental and ongoing nature of this work. As always, classroom teachers will communicate with you regarding any challenging moments in the

classroom. In our experience, regardless of the values or perspectives of individual families, all of the children are enriched by engaging in this work. It is our belief that their futures will be brightened by greater understanding of themselves and others.

We thank you for your support. Please do not hesitate to reach out to your Principal or your classroom teacher with any questions.

Sincerely,



Sarah Collmer  
Lincoln School K-4 Principal



Lynn Fagan  
PreSchool Coordinator



Sharon Hobbs  
Lincoln School Principal 5-8



Erich Ledebuhr  
Hanscom MS Principal



Julie Vincentsen  
Hanscom Primary School