



Rebecca McFall, Ed. D., Superintendent
Lincoln Public Schools
Ballfield Road, Lincoln, MA 01773

18-19:38th
and
FINAL
June 12, 2019

Core Values

- Excellence and Innovation in Teaching and Learning
- Respect for Every Individual
- Collaboration and Community

See Page 15 for
Employment
Opportunities

Superintendent's Bulletin

The Superintendent's Bulletin is typically posted on the Lincoln Public Schools website each Wednesday during the school year. It provides timely, relevant information about meetings, professional development opportunities, curriculum and program development, grant awards, and School Committee news.



Seated: Kathleen Xenakis Back Row Left to Right: Becky Eston Salemi, Bruce Gullotti, Donna Lubin, Phyllis Custance, and Susan Totten
Photo by Rebecca McFall

Congratulations to Retiring Faculty and Staff!

Six of our Lincoln Public Schools colleagues will be retiring at the end of this school year.

Each was recognized at the June 6, 2019 School Committee Meeting. Combined, they have given the district 164 years of service!

We wish them well as they enter a new chapter in their lives! See pages 4 to 12 for individual tributes.

Congratulations to our Lincoln School 5-8 and Hanscom Middle School grade eight students who will graduate tonight and on Friday night! We wish them all a smooth transition to high school.

To our Hanscom families and students who will be moving on to another assignment, and to any Lincoln families leaving the district, we wish you well. It has been a pleasure to educate your children and to get to know you.

Thank you to our faculty, staff, and administrators for working diligently to make this another successful school year. I hope each of you has the opportunity to relax, reflect, and rest over the summer and that the fall finds you re-energized and excited about the new school year.

Enjoy the summer everyone! See you in August.

Becky

District Calendar of Upcoming Events

- Wednesday, June 12 . . . Lincoln School Grade 8 Graduation
7:00 p.m. – Brooks Auditorium
- Friday, June 14 . . . Last Day of School for Students – Half Day
. . . Hanscom Middle School Grade 8 Graduation
2:00 p.m. – Hanscom Middle School Commons
- Monday, June 17 . . . Last Day of Work for Teachers
- Wednesday, June 19 . . . School Building Committee Meeting
7:00 p.m. – Hartwell Multipurpose Room
- Thursday, June 20 . . . School Building Committee
Outreach Subcommittee Meeting
10:15 a.m. – Hartwell Multipurpose Room
- Thursday, June 27 . . . School Committee Meeting
(Rescheduled from June 20) 6:00 p.m. – Hartwell Multipurpose Room
- Wednesday, July 10 . . . School Building Committee
7:00 p.m. – Hartwell Multipurpose Room
- Thursday, July 11 . . . School Building Committee
Outreach Subcommittee Meeting
10:15 a.m. – Hartwell Multipurpose Room
- Wednesday, July 24 . . . School Building Committee
7:00 p.m. – Hartwell Multipurpose Room
- Wednesday, August 14 . . . School Building Committee
7:00 p.m. – Hartwell Multipurpose Room
- Wednesday, August 28 . . . School Building Committee
7:00 p.m. – Hartwell Multipurpose Room

First Day of School for 2019 – 2020
Grades 1 – 8 Report on Wednesday, August 28, 2019
Grades Prek and K Report on Thursday, August 29, 2019

See page 3 for full Academic Year Calendar for 2019-2020 School Year or click on this link: <http://www.lincnet.org/>

LINCOLN PUBLIC SCHOOLS, LINCOLN, MA - ACADEMIC YEAR CALENDAR 2019-2020

•Approved at School Committee Meeting of 01/10/2019 •School Committee Meeting Dates Approved at School Committee Meeting of 03/14/2019

<p>August 22 & 23 New Teachers Report 26 & 27: All Teachers Return 28: Gr. 1-8 Students Return; K Visits 29: Kindergarten and Preschool Begins</p> <p>September 1: Labor Day – No School 30: Rosh Hashanah – No School</p>	<p>August/September 2019 22 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S	18	19	20	21	22	23	24	25	26	27	28	29	30	31	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30						<p>February 2020 15 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> </tbody> </table> <p>February 17 - 21: February Recess – No School 17: Presidents' Day 21: International Mother Language Day</p>	S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
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<p>October 9: Yom Kippur – No School 14: Columbus Day/Indigenous Peoples' Day – No School 23: PK-8 Parent Conferences 1:35 – 4:00 p.m. 24: PK-8 Parent Conferences 5:00-8:00 p.m. 30: PK-8 Parent Conferences 1:35 – 6:00 p.m.</p>	<p>October 2019 21 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			<p>March 2020 22 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> </tbody> </table> <p>March 11: PK-5 Parent Conferences 1:35 – 4:00 p.m. 18: PK-5 Parent Conferences 1:35 – 4:00 p.m. 25: PK-5 Parent Conferences 1:35 – 4:00 p.m.</p>	S	M	T	W	T	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31																		
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<p>November 11: Veterans Day – No School 28 & 29: Thanksgiving Recess – No School</p>	<p>November 2019 18 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> </tbody> </table>	S	M	T	W	T	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	<p>April 2020 17 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td></tr> <tr><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td></tr> <tr><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td></tr> <tr><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td></tr> <tr><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td></tr> </tbody> </table> <p>April 9: Passover Begins 10: Good Friday – ½ Day (11:00 a.m. Release) 20 - 24: April Recess – No School 20: Patriots' Day 24: Ramadhan Begins</p>	S	M	T	W	T	F	S					1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30															
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<p>December 2: Institute Day – No School for Students 23 – 30: Chanukah 23 - 31: December Recess – No School 25: Christmas 26 - Kwanzaa</p>	<p>December 2019 14 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>30</td><td>31</td><td></td><td></td><td></td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31					<p>May 2020 20 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </tbody> </table> <p>May 24: Eid al-Fitr 25: Memorial Day – No School</p>	S	M	T	W	T	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31													
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<p>January 1: New Year's Day – No School 20: Martin Luther King, Jr. Day – No School 25 Lunar New Year</p>	<p>January 2020 21 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td></tr> </tbody> </table>	S	M	T	W	T	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31		<p>June 2020 10 days</p> <table border="1"> <thead> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> </thead> <tbody> <tr><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr> </tbody> </table> <p>June 19: Closing Day All Students ½ Day (Includes 5 Snow Days) K-8 Report Cards Distributed on Last Day of School</p> <p>NOTE: Teachers work one day after students leave.</p>	S	M	T	W	T	F	S		1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30																		
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■ School Committee Meeting – 7:00 p.m. in Hartwell Building Multipurpose Room

SCHOOL HOURS

- = Half Days
- = No School
- = Weekends

Lincoln, Hanscom Primary and Middle
 Grades K-8 M, T, Th, F 8:00-2:50; W 8:00-12:35
 Preschool @ Lincoln M thru F 8:15-12:15
 Preschool @ Hanscom Morning Session: M thru F 8:00-10:30
 Afternoon Session: M, T, Th, F 12:15-2:45

Curriculum Night Dates

9/26: Hanscom Middle
 9/12: Hanscom Primary
 9/26: Lincoln 5-8
 9/12: Lincoln K-4
 9/26: Preschool @ Lincoln
 9/25: Preschool @ Hanscom

News and Information

To share news with your colleagues, email Janice Gross @jgross@lincoln.net.org.

Do you or someone you know have grandkids, nieces or nephews coming to visit this summer? Do your kids need a book or two for the plane or car ride this summer?

The Friends of the Lincoln Library <https://www.lincolnpl.org/about/friends> have collected and sorted a tremendous collection of children's books for the Children's Used Book Sale on **June 19th from 3:30-5pm** on the Lincoln library lawn.

We have amazing books available for Early Readers, Picture Books, Middle School Reads, Craft and Poetry books, Young Adult Reads, Fantastic Facts and Factoid Books and finally, an enormous and exciting selection of Series Books (Junie B Jones, Geronimo Stilton, Magic Tree House, Magic School bus and lots more!!)

The book sale will take place alongside the always popular Children's Department Summer Reading Kick-Off Party! <https://www.lincolnpl.org/events/kids-programs> Please stop by and encourage others to visit the book sale. Prices range from \$1 (paperback) to \$5 (for a limited selection of our very special hardcover titles). Hardcover titles are \$2. Cash only

See you then!

Retiree Tributes

Phyllis Custance

Administrative Secretary at Hanscom Middle School
Tribute by Erich Ledebuhr, HMS Principal

One afternoon, Phyllis and I were talking about all of the different jobs that she has held for the school district. In typical Phyllis fashion, the next morning she presented me with a printed list of all the jobs she has held and the years she worked those jobs. When looking at her starting year of 1970, I came to the realization that Phyllis has worked the equivalent of my entire life for the Lincoln Public Schools. Talk about dedication and commitment to a school system. That is a tremendous tenure. Not only is Phyllis meticulous about her job but because of her tenure and great memory she is also a historian for the school and district.

Phyllis not only works in Lincoln, but she grew up in Lincoln and raised her family here as well. She moved to Lincoln with her family when she was in the second grade and attended The Little Red School House, which was a two-room school for second and third grade. It is now the Masonic Temple. She then went on to third and fourth grade at what is now town offices. Phyllis went back to the Little Red School House for half of fifth grade until they moved to the new Smith School where she was part of the first class to graduate from that school. She attended Concord High School because back then, there was a choice to go to either Concord or Weston for High School.

Retiree Tributes, Phyllis Custance, Continued

Phyllis has had many jobs over the years working for Lincoln Public Schools. She started working in Lincoln in 1970 as a bus monitor. In 1971, she started as a teacher's aide in a 2 / 3 classroom for the teacher she had in second grade!!! She took a few years off to raise her family and started back in 1975 as a teacher's aide for the chorus director. She then continued as an aide for the Resource Room over the next several years as well as helping out with the chorus director and in the Library. From 1979 to 1998, Phyllis went from teacher's aide to resource room coordinator and also filled in for secretaries in Hartwell and Smith when they needed her. In 1998, Bill Warren said, "We have this position open I think you could do, do you want it"? Phyllis said, "Yes," and the rest is history. The position was for Administrative Secretary at Hanscom Middle School. It was the first position in her long career for Lincoln that she interviewed for. Phyllis was also one of the first members of the Secretary's Union!

Here is Phyllis' career by the numbers. She has:

- worked in 2 schools - Smith and Hanscom Middle School
- worked for 6 principals at Hanscom Middle School
- seen 10 superintendents come and go
- registered about 4000 students at HMS alone
- worked for 47 years for Lincoln Public schools

Each year when I have the opportunity to speak about a retiree, I make the comment that it is more difficult to do each progressive year because my tenure has been longer, and I have had a longer time to build a relationship with that person. Well, on top of getting to know Phyllis over the last ten years, she is also an integral part of my daily life in a different way from one of our teachers. She is part of the office team. Together with Mary Gately, the three of us have been able to form a bond and work so well as a team. If you've never spent a full day in a middle school office, you are lucky! We see it all--smiles, tears of joy, tears of sadness, anger, frustration, blood, lost teeth, law enforcement and contentious situations, nervous new students and parents, students and parents who are sad they are leaving, family reunions when parents return from deployments, and of course, every emotion that a student, parent, faculty or staff member could ever feel or express. Yet through it all, one thing has remained constant for Phyllis and that is her vigilance to the job and the mission of the school. Phyllis has lived and excelled at this mission.

As the principal of the school, Phyllis has been one of my first lines of defense. She has been a supporter, cheerleader, sounding board, and has been there to offer advice or critique when needed. If I do my job right, most of the public only gets to see a smiling, calm demeanor. Phyllis, however, has had the opportunity to see all of the other sides of the picture when things aren't always smooth, and she has been a

Retiree Tributes, Phyllis Custance, Continued

rock of support throughout my tenure. It is safe to say that I would not be able to do my job effectively without her, and for that reason, someone is going to have a really hard time filling her shoes.

Phyllis's impact on the school is not only felt in the office or with adults. I have seen Phyllis build many wonderful connections with our students over the years. Of course, there are a few she gets to know really well as it seems she writes a late pass for them every day... All kidding aside, I've seen Phyllis hold her own lunch groups with our students over the years, and I always see many students go out of their way to stop into the office to say hello. Phyllis is also the first one to proudly promote the successes we hear of from former students. She remembers everyone. There are times I will say, "Phyllis, remember a few years back that boy or that girl..."? and bam, she comes up with the name right away. And, if she can't think of it, she heads to her trusty rolodex or graduation programs to hunt the name down.

Finally, considering how hard our jobs are, we need the ability to have fun at what we do. As an office staff, we work hard to keep the mood light on the really hard days, and we try to be there for each other. Phyllis is a master at this, and I am going to truly miss all of the conversations and stories we share about our lives, families, the challenges of our work, and most importantly, the laughs we have had. Phyllis, you are irreplaceable.

Phyllis, it has been a pleasure working with you, and on behalf of Hanscom Middle School, thank you for the lives you have touched, changed and supported. Thank you for your years of service to the Lincoln Public Schools and Hanscom Middle School. Congratulations, and we wish you a healthy, happy retirement!

Bruce Gullotti

Night Custodian at Lincoln School
Tribute by Michael Haines, Facilities Coordinator

Bruce came to LPS on October 26, 1998, he was hired as a part-time painter. In July of 2001, he transitioned to the full-time position of painter/maintenance technician and worked in this position through June 30, 2002. However, the painter/maintenance technician position was eliminated the following year. Fortunately for students, staff and faculty, someone at LPS recognized Bruce's value as a hard-working, reliable, and good-natured employee, and he was offered a second shift custodial position. Bruce started in that role on July 1, 2003 and 16 years later, we are celebrating his long-time tenure and well-deserved retirement.

Retiree Tributes, Bruce Gullotti, Continued

In total, Bruce has 20 years of service at LPS. Along with his daily responsibilities at work and home, he was always willing to lend a helping hand to students, faculty and staff. Bruce helped to launch and construct a Zen garden. After construction of the garden, he went on to teach and inform students about this Japanese craft and philosophy.

During his years of service, Bruce has been a reliable member of the facilities team. In fact, he has the unique and distinguished record of having a four-year run during which he never missed a day. Now that is impressive! Bruce is an easy individual to converse with. Our conversations have run the gamut from discussing daily issues, to working on vehicles, to fishing, maintaining pools, how to recycle and reuse salvaged items, to his uncle's service station in Winchester, MA (where ironically, my father actually worked part-time back in the early 60's.) His greatest non-hobby, of course, is his family. Bruce loves talking about his them, and I know one of his very favorite things to do is to relax around the pool, spending quality time with all of his family.

On behalf of Lincoln Public Schools and your direct colleagues, I want to thank you for your 20 years of wonderful work and fantastic commitment. Lastly, I hope you work just as hard at enjoying your retirement as you worked while here at Lincoln. Please enjoy your next phase of life; you deserve it. You will be missed!

Donna Lubin

Hanscom Primary School Art Teacher
Tribute by Elaine Herzog, HPS Colleague

You might think that a math and art teacher would form an unlikely pairing, but Donna and I talked endlessly of the many connections between art and math – the art of balance, optical illusions, folding paper geometry, spirals, features of lines, string art, teaching students how to use scissors and rulers. Perhaps most importantly, we talked about encouraging students to trust their instincts, take risks and learn from their mistakes.

As a math teacher, I have a fondness for quantifying things, so I'd like to share Donna's career by the numbers (many of which are approximated). Donna has worked for the Lincoln Public Schools since 1987 – that's 32 years. She has taught roughly 10,000 students, written approximately 200,000 report cards, and worked under at least seven different superintendents. Donna served as the Teacher on Assignment for 11 years and has been an LTA rep on and off throughout her tenure. She also acted as Team Leader at least twice for our Specialist Team. During that time, she designed a visual process for figuring out our building

Retiree Tributes, Donna Lubin, Continued

schedule so that we could piece it together like a puzzle. It was brilliant, and the school held onto it for many years.

Donna has written between 20 and 25 Lincoln School Foundation grants. These grants ranged from attending conferences to bringing people in to enrich students' experiences with artists. She wrote a Folk Art grant and created a beautiful folk art gallery in the old HPS. Recently, she's been awarded grants to bring in Oaxacan weavers and painters in a collaborative effort with Karen Hughes, our Spanish FLES teacher.

Donna loves to bring art to the wider community as well. She initiated the Hanscom Family Day at the deCordova nine years ago. She worked tirelessly to encourage Hanscom families to explore art in the local area. Every year she has taken kids to a museum – at first the MFA in Boston, and then later, the Worcester Art Museum. Not only did she highlight art in the community, she elevated kids' art by making it easily accessible to families via Artsonia. For the past 15 years, she used this platform to share kids' art with their families. It was a wildly successful endeavor. She's shared 37,000 pieces of student work, which has had over 226,000 visitors and 12,600 comments.

But now I want to share with you some of things that are harder to quantify that make Donna so valued at HPS as a teacher and colleague.

Donna is the first person to help anyone problem solve ANY dilemma and will likely find a way to collaborate with you on it. She'll sprinkle in some of her mojo thoughts, and before you know it, together you've brewed up a solution that not just solves your problem but connects to something she's doing in the art room as well – AND it's fantastic for kids. You see, Donna is 100 percent committed to developing not just children's creativity but the creativity of all those with whom she works. She engages in her work in a very public way - inviting others to contribute and participate, all in the service of student learning. Donna values having kids think for themselves. She'll say, "Say it once, and don't repeat it. Don't draw on kids' papers! Kids CAN do their own work." Donna believes in teaching skills too. She wants kids to learn proper techniques because she knows that once mastered, these skills will unleash even greater artistic potential. She put together how-to videos to increase student engagement so kids can watch them over and over and even from home. Donna is fully grounded in the day-to-day skills kids need and thinks about how she can support them, such as shoe tying, how to use glue sticks, keeping track of marker caps, holding a straightedge – Donna has a system and method for everything.

Retiree Tributes, Donna Lubin, Continued

As a colleague, Donna has our backs. She advocates for staff members and students, so we have a smooth-running school. She can be relied upon to respectfully voice concerns and raise awareness when others are shy to do so. As a friend, she shares her personal joys – Farmer Dave, her infamous dog Taffy Cuddlepants, her travels, her family, her passion for yoga, great shoes and clothes. Have you seen her on one of our theme days? She has such fun dressing up for theme days! Donna truly cares about everything that's going on in the school and everyone in it.

We'll feel her loss – no matter who fills her role, there's only one Donna.

Happy Retirement to you, my friend.

Becky Eston Salemi

Kindergarten Teacher at Smith School

Tribute by Sarah Collmer, Lincoln School K-4 Principal

Becky Eston is a gifted educator, and she is a gift to education. As we heard in the speeches honoring this Lincoln School educator of 39 years, there is moment-to-moment-magic in K103. The magic is in the way Becky thinks about teaching and learning; the way Becky interacts with students, parents and colleagues; the way she keenly observes how her students approach a task, a problem, a discovery. I can't think of a time when I've walked into K103 when Becky hasn't said, "You have to see this incredible thing" and then shared a piece of writing, a drawing, or the letter-sound assessment for a student who started the year knowing only a few letters and grew over the course of a few months to know so many more. Becky says, "We meet kids where they are and get them as far as they can go." The kids go far...

Last week, Lincoln School alumni who just graduated from Lincoln-Sudbury Regional High School came back to the Lincoln School as part of their senior week activities. The class of 2019 introduced themselves and shared a memory, their plans or advice. We were all moved to hear their appreciation for their time at the Lincoln School and how meaningful their closeness as a group is to them. When I went to talk to Becky – yes, I am one of the many people who frequently consult, pop-in, wish that I'd booked a meeting in advance, and always feel grateful that she is so generous with her time ... as I was saying, when I went to talk to Becky about the seniors, she pulled me right over to her bulletin board covered with class pictures. One picture has a sticky note that reads "graduating this year" and she pointed to one of the students and said, "He's the one who..." and told me what some of the impressive seniors that I had just met were like in kindergarten.

How does she do this? As I said, she is a gifted educator... Becky says that although she is a seasoned teacher, every year is new because the students are new. She takes the time to understand and truly know

Retiree Tribute, Becky Eston Salemi, Continued

each child. When I was reading report card comments this past January, I had to stop and send Becky and email that read, "Your comments are superb. The detail and descriptions of each student show the depth of your relationship with students, your knowledge of their academic and developmental milestones, and your passion for celebrating success and ensuring that all kids are growing, no matter where they are. Your comments check all of the boxes for meaningful feedback. The students and their families are so lucky to have you!"

There is an EE Cummings poem that speaks to the way Becky connects with her students, their families and her colleagues. Although it was written as a love poem for a particular person, the last stanza is the magic and the gift that is Becky Eston.

This is from "i carry your heart with me (i carry it in)" by EE Cummings

here is the deepest secret nobody knows
here is the root of the root and the bud of the bud
and the sky of the sky of a tree called life; which grows
higher than soul can hope or mind can hide
and this is the wonder that's keeping the stars apart
i carry your heart (I carry it in my heart)

Becky's students, their families, her colleagues and friends --- they are all in her heart; and she is in ours. Thank you for sharing your gifts with the Lincoln Public Schools and congratulations on your retirement.

Susan Totten

Brooks School Math Teacher

Tribute by Sharon Hobbs, Lincoln School 5-8 Principal

For over 40 years, Susan Totten has commanded the attention of her students in a classroom. Nineteen years were in a high school setting teaching either math or English, and an amazing twenty-two of those years were here at the Lincoln School teaching 8th grade Algebra.

Susan's deep knowledge of things mathematical is awe-inspiring. She is a curious learner with her students, often looking at solutions on the board and puzzling with them about alternative ways to get to an answer. When Susan says, "May I?" to her students, they know that it will be followed by her working out the problem and modeling for them flexible mathematical thinking. Her care for her students extends

Retiree Tribute, Susan Totten, Continued

beyond her class time with them into after school or lunch times as well and even into their outside lives (as she does things like arranging to get a bicycle for a chronically tardy child so he could ride to school).

Susan is also welcoming of anyone who wants to come into her classroom, whether it is older members of the town who come to be in her classes and give back or student teachers who are coming into the profession and are eager to see Susan as a model teacher. Her easy demeanor with her students and all adults who come in make her classroom a welcoming, happy environment for learners.

In addition to her mathematics' understanding, Susan also possesses a keen sense of humor. She often says things with a straight face and a twinkle in her eye, letting you know that she is teasing or making a joke. Each year on the day of the student-faculty basketball game, she dons her ref whistle and makes the game fair. On spirit days, it's anyone's guess who might show up. One year, when we did a "dress like a musician day," I honestly thought we had a new staff member until Susan spoke, and I realized she was wearing a wig for the day.

Outside the classroom, Susan is a loyal friend and family member, always thinking about her children and extended family. She is also an athlete and a traveler, spending time outdoors in a variety of environments. I have no doubt that retirement will be a time for Susan to spread her wings and find a new passion waiting, and I wish her all the best in those pursuits.

Kathleen Xenakis

Instructional Assistant Smith School

Tribute by Sarah Collmer, Lincoln School K-4 Principal

Many of us who are here tonight for these tributes to the 2019 retirees were gathered at the Pierce House yesterday for a retirement celebration. If one took a look around the idyllic setting during the presentations, it would have been hard to miss the woman pushing the baby stroller back and forth across the field. This was quintessential Kathleen Xenakis – caring for newborn baby Alex so that his mama, kindergarten teacher Jillian Viani, could be a part of the presentation. It is a common sight at the Lincoln School – Kathleen holding the hand of one or two kindergartners, walking the halls for a movement break, "helping" to get materials from the supply closet, or going to the health office to get more band aids. Jillian and Kathleen have been together in K107 for the last three years, and so I asked Jillian to share a little bit about their time together. Jillian said,

"I picture Kathleen on a walk or at the edge of our morning meeting with the child who just needs an extra dose of love, support, or encouragement to get through the school day. Kathleen loves those

Retiree Tributes, Susan Totten, Continued

children, knows exactly when to pop seamlessly in and suggest a break, or put a hand on a shoulder. Her natural ability to relate to and nurture children made our classroom what it was. (Jillian didn't say it so I want to be sure everyone knows what a busy and happy classroom K107 is!) Kathleen also has that way with the adults around her. She took such good care of me in all our years together and always knew when a team member needed a pick me up, a birthday card or a shared sweet treat. She is also a lifelong learner, and she always said she loved working with different teachers and young teachers (though we all got old on her!) and learning from the different styles and techniques she saw. Through her last years, Kathleen was looking for resources and ideas to support different learners in our room."

In her 13 years at the Lincoln School, Kathleen has been an instructional assistant in many grades - we think it was in all but grade 2 – and with the specialists. We admire the way she stays calm in challenging situations, and we are grateful for her commitment to children and making connections with the children who need it the most. Kathleen has been a part of our mentor program – meeting with a student for snack or a walk to help a child feel connected and supported. She has worked closely with the entire kindergarten team and been a colleague and friend to all. Congratulations on your retirement, Kathleen, and thank you for your dedication and generous compassion for the students and staff at the Lincoln School.

Professional Development

To register for PD offerings, please complete an LPS Conference/Workshop Request Form available at:
<http://goo.gl/dlRDxZ>

Summer EDCO Courses are Filling Up Fast!!!

One course is full and two with limited space. Don't miss out!! Send your registration form asap to secure your spot!

Summer 2019 IDEAS courses

IDEAS 25-hour (2 credits) course

IDEAS 1 Anti-Racist School Practices to Support the Success of All Students (Section B)

This course is designed to introduce educators to the complex issues raised by race and racism and their impact on student engagement and achievement. This course will provide educators with an understanding of racial identity and the importance of building authentic student teacher relationships. This course will also help educators increase their skills of cultural proficiency.

Course dates: 7/8, 7/11, 7/22, & 7/24/19 8:30 am – 3:30 pm

Instructors: Margaret Credle Thomas & Jennifer Wolfrum

Location: EDCO Collaborative, Bedford

Deadline for Registration: June 15, 2019

IDEAS 12.5-hour (1 credit) courses

Strategies for Examining and Addressing the Academic Achievement Gap

This course provides participants with an opportunity to explore concepts of racial identity development, micro-aggressions, and colorblindness. Research by Derald W. Sue, Ron Ferguson, and others is highlighted. Participants will examine how race, ethnicity, and racism influence academic achievement. Participants will develop culturally proficient skills and identify successful strategies that promote excellence and equity in the educational environment.

Course dates: 7/16 & 7/17/19 8:30 am – 3:30 pm

Instructors: Claudia Fox Tree & Jennifer Wolfrum

Location: EDCO Collaborative, Bedford

Deadline for Registration: June 15, 2019 **LIMITED SPACE**

Difficult Conversations: Talking About Race and Racism with Students, Colleagues, and Parents/Guardians

This course is designed to help educators develop a better understanding of ways to address and respond to issues of race and racism on a personal and professional level. Participants will consider the experiences of students and families from ethnically or racially diverse backgrounds in predominantly white schools, and will examine both the barriers to/challenges of talking about race/racism/ethnicity and strategies for engaging in productive discussions.

Course dates: 7/23 & 7/25/19 8:30 am – 3:30 pm

Instructors: Paula Martin and Doug Weinstock

Location: Lincoln Sudbury Regional High School

Deadline for Registration: June 15, 2019 **LIMITED SPACE**

Building Bridges

This course is designed for educators who wish to integrate issues of identity and equity into a subject area through student-centered activities that are designed to promote social justice conversations. Participants will also develop an understanding of how multiple forms of oppression (poverty, LGBT, gender/sexism) overlap with their own unique characteristics. Participants will practice the skills necessary to encourage students to recognize differences, see inherent values, appropriately handle conflict and misunderstandings, and engage in conversations of equity in order to be prepared to navigate through a world that is increasingly more diverse. This course will provide educators with resources to develop lessons and apply research-based strategies to encourage students to work together to build caring, just, diverse classroom/school communities while growing in their personal identity, confidence, and courage.

Course dates: 8/21 & 8/22/19

8:30 am – 3:30 pm

Instructors: Claudia Fox Tree & Rebecca Smoler

Location: EDCO Collaborative, Bedford

Deadline for Registration: *July 15, 2019*

6 Hour Seminar (6 PDPs)

THE N-WORD

We find that more and more in our school communities, we are having to talk about and grapple with the use of this word and how to handle it when we hear it being used in our schools. This workshop will seek to open the conversation for educators and frame it as an open dialogue to address the issue that if heard or said in our schools, all educators should be able to address it. The workshop will include the history of the word in our society and look at several generations and how some have tried to "reclaim" it. We will also read some articles and view some videos by respected academic scholars who have written and spoken about this dilemma. It is our hope that educators who attend will have a clearer understanding of why they do not want this word used in their school communities by anyone and some strategies on how to address it.

Course date: 7/10/19

8:30 am – 3:30 pm

Instructor: Leslie Smart & Karen Thomsen

Location: Lincoln-Sudbury Regional High School, Conf Rm B

Deadline for Registration: *June 25, 2019* **LOW ENROLLMENT**

Employment Opportunities

Lincoln Public School District is committed to maintaining a work and learning environment free from discrimination on the basis of age, color, covered veteran status, disability, national origin, race, religion, sex, sexual orientation, gender identity, or housing status.

Personnel presently employed by the Lincoln Public Schools are not required to submit a resume or letters of recommendation. Please submit applications online via the District's secure online system at <http://www.lincnet.org> under Employment Opportunities.

2019 – 2020 School Year Openings

School	Position	Start Date	Hours/Week (If applicable)	Compensation	Contact Information
HPS	K-3 Teacher	August 22, 2019		Based on Experience and Education	Julie Vincentsen, Principal vincentsenj@lincnet.org
Lincoln Preschool @ Hanscom	.8 Preschool Teacher w/SPED	August 22, 2019		Based on Experience and Education	Lynn Fagan Preschool Coordinator lfagan@lincnet.org 781-259-9889
Lincoln School K-4	Grade K Long-term Substitute	August 22, 2019		Based on Experience and Education	Sarah Collmer, Principal Smith School scollmer@lincnet.org 781-259-9400, X 2300
Lincoln School K-4	Grade 1 Teacher	August 22, 2019		Based on Experience and Education	Sarah Collmer, Principal Smith School scollmer@lincnet.org 781-259-9400, X 2300
Lincoln School K-4	Night Custodian	July 1, 2019	40/week	\$21.50/hr. Step 1	Michael Haines Facilities Coordinator 781-259-9400, X4305 mhaines@lincnet.org
Lincoln School 5-8	Special Education Tutor	August 28, 2019	30 hours/week	\$24.13/hr. (FY19 rate) Step 1 (FY20 rate TBD)	Naomi Konikoff Coordinator of Student Services nkonikoff@lincnet.org 781-259-9400, X2204
Lincoln and HPS	.9 Wellness Teacher PreK-4	August 22, 2019		Based on Experience and Education	Sarah Collmer, Principal Smith School scollmer@lincnet.org 781-259-9400, X 2300
Hanscom Middle School	Grade 4 Teacher	August 22, 2019		Based on Experience and Education	Erich Ledebuhr Principal ledebuhre@lincnet.org 781-274-7720, X7300
Hanscom Middle School	Administrative Secretary	July 8, 2019	7:30 a.m. – 3:00 p.m. Monday-Friday	Secretarial Unit FY19 Rate Step 1: \$20.24 <i>Subject to Change</i>	Erich Ledebuhr Principal ledebuhre@lincnet.org 781-274-7720, X7300
District	Substitute School Nurse RN or LPN Certification	As Needed Beginning August 28, 2019		Full Day \$180 Half Day \$90	Mary Emmons Admin. for Student Services 781-259-9403, X4401 memmons@lincnet.org
District	Day-to-Day Substitutes	As Needed Beginning August 28, 2019	TBD	\$100.00/full day \$60.00/half day	Suzette Brydie Substitute Coordinator 781-259-9402 sbrydie@lincnet.org