Rebecca McFall, Ed. D., Superintendent

Lincoln Public Schools Ballfield Road, Lincoln, MA 01773

Core Values

• Excellence and Innovation in Teaching and Learning • Respect for Every Individual

• Collaboration and Community

19-20:04 September 18, 2019

See Page 11 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.

Dear LPS Community,

As we watch the temporary school building develop on the center field on the Lincoln campus, we are coming to the end of the construction projects on the Hanscom campus. On the morning of October 2nd, the official Hanscom Primary School (HPS) Ribbon Cutting Ceremony will take place. This event is an opportunity to recognize the entities that came together to make the building of the Hanscom Primary School a reality. Our Senators, Congressional Delegates, and State Representatives are invited. Hanscom schools were fully funded by the Federal Government through the Department of Defense Education Activity (DoDEA) division with whom we have our contract to operate the Hanscom Schools.

Our ribbon cutting will focus on acknowledging the congressional support for the HPS project and the work of DoDEA representatives, Ewing Cole Architects, the Army Corp of Engineers, J&J Contractors, Hanscom Air Force Base officials, and our local district leaders for their collaborative efforts over many years to fund, design, and construct both the Hanscom Primary School and Hanscom Middle School.

Yesterday, the Administrative Team/Administrative Council meeting was held in the HPS conference room for the first time. As we gathered, there were numerous comments about the many outstanding features in the school, including the stage that can be utilized from both sides depending on whether there is a smaller gathering in the commons or a large gathering in the gym. We are already seeing faculty collaborating in new ways to use their neighborhoods and hub spaces to provide students with a variety of learning experiences that meet their needs in flexible groups. I made the statement to the Administrative Team that I believe that HPS is the nicest school I have ever seen. I made this statement with regard to its design for learning and the aesthetic finishes. As we move into the school year, we will provide opportunities for all faculty and community members to visit HPS. I am excited to show off our newest school.

Please click the link below to view a "leave behind" document provided by Ewing Cole, architects for the HPS and HMS schools that provides some pictures and overview information.

https://drive.google.com/open?id=1imUMQJAhJIxe4akKQb8RlxDxzrar1LbR

All the best,

Becky

Resources for Information on EEE

(If a link is not functioning, copy and paste it into your browser.)

https://www.mass.gov/service-details/mosquito-control-projects-and-districts

https://www.mass.gov/service-details/eee-eastern-equine-encephalitis

https://www.cdc.gov/easternequineencephalitis/index.html

https://www.mass.gov/service-detials/wnv-and-eee-in-animals

https://www.lincolntown.org/116/Board-of-Health

Superintendent's Letter, Continued

Developing Our Profile of a Learner

What should the purpose of school be?
What outcomes do we want for our students?
What skills, traits, or knowledge will our students need in order to thrive in and transform the 21st century?

Our world is changing—it has already changed considerably and will continue to do so. We need to **rethink** how school could prepare our young people to **thrive** and **change the world** for the better.

In the next three years, all of our schools will be newly designed to support ways of teaching and learning that match our changing world and meet the future needs of our students. What will guide the evolution of teaching and learning in Lincoln and at Hanscom?

Join Becky McFall, Superintendent and Jess Rose, Assistant Superintendent for a chance to be a participant in the process of constructing a **Profile of a Learner** for the Lincoln Public Schools. There are five opportunities to attend; pick one that works for your schedule!

Location	Date	Time
Lincoln: Hartwell Multipurpose Room	October I	12:45-2:45 PM

You do not need to bring anything besides yourself or prepare in any way. If you have questions, please reach out to Janice Gross at igross@lincnet.org or by calling 781-259-9409.

Please spread the word! We want to include as many parents, guardians, and community members as possible!

District Calendar of Upcoming Events

TODAY Wednesday, September 18 ... Town of Lincoln Health Fair (See page 5.)

12:30 – 3:00 p.m. – Brooks Gym (See page 6 for Open

Enrollment information.)

Thursday, September 19 ... School Committee Meeting

7:00 p.m. – Hartwell Multipurpose Room

Tuesday, September 24 ... Superintendent's Office Hours

8:00 – 10:00 a.m.

Wednesday, September 25 ... Curriculum Night at Preschool at Hanscom

... School Building Committee (SBC) Meeting 7:00 pm. – Hartwell Multipurpose Room

Thursday, September 26 ... SBC Outreach Subcommittee Meeting

10:00 – 11:30 a.m. – Hartwell Multipurpose Room

... Curriculum Night at

• Lincoln School 5-8

• Preschool at Lincoln

Monday, September 30 ... Rosh Hashanah – School Closed; Central Office Open

Tuesday, October 1 ... Developing Our Profile of a Learner (See page 2.)

12:45 – 2:45 p.m. – Hartwell Multipurpose Room

Thursday, October 3 ... Curriculum Night at Hanscom Middle School

(Rescheduled from September 26, 2019)

Monday, October 7 ... Superintendent's Office Hours

3:00 – 5:00 p.m.

Wednesday, October 9 ... Yom Kippur – Schools Closed; Central Office Open

Monday, October 14 ... Columbus/Indigenous Peoples' Day

Schools and Offices Closed

Monday, October 16 ... School Building Committee (SBC) Meeting

7:00 p.m. – Hartwell Multipurpose Room

Wednesday, October 23 ... Superintendent's Office Hours

8:00 – 10:00 a.m.

News and Information

To share news with your colleagues, email Janice Gross at <u>jgross@lincnet.org</u>.



We offer condolences to our colleague Kim Katz, Special Education teacher at Smith School, and her husband Mike, on the loss of their twin baby boys Miles and Emmett Katz.

News and Information, Continued



GREAT LEARNING

Lynn Fagan, Preschool Coordinator, and the Preschool Team

The Lincoln Preschool classes on the Hansom campus have moved into their new preschool neighborhood in the Hansom Primary School. There are so many exciting things about the new space, including a new preschool common area. Preschool students have had the opportunity to participate in art class with Ms. Sullivan. They gathered to listen to a story while sitting on our new comfy chairs and then went to the tables to create art. The children were able to move about the space and create dot murals with their friends. The new common area facilitates preschool students creating collaborative art!





News and Information, Continued



Hello Everyone! It is that time of year, once again! Pumpkin Spice is back and we are all searching our closets for that warm sweatshirt for the cooler evenings.

Please come join us for

Lincoln's Employee Health and Benefit's Fair Wednesday, September 18th 12:30 – 3:00 pm

We are so excited to share the good news... we will be seeing a 4.23% decrease in our health insurance premiums this year! There... I couldn't wait, how exciting is that? Our wellness group has been working hard this past year to provide some fun exercise programs and informative workshops. We hope you can take part in our upcoming programs! If you would like to learn more, please contact Karen DeCaprio in the Treasurer's office for more details, come to the fair and we will have lots of information for you!

Do you know the benefits of Honey? Honey can be rich in Antioxidants and can help lower your Triglycerides.



Come taste some delicious samples and learn more.



It's 2 am, you are out of town and your doctor's office is not open...what do you do? Call Well Connection! The benefits of Well Connection are real Doctors and real Doctor visits. Call them anytime for Medical and Behavioral Health, it is secure and the cost is low...they are just a phone call away!

Have any of you needed to use our Group Accident with Boston Coverage Mutual? I sure hope not... but if you have, you know how it can pay you for those out-of-pocket expenses, transportation, lodging and emergency room expenses. plan portable, is affordable and has family coverage.



Roger from Life Plus will have the details on how it works.

Everyone LOVES a "Smart Shopper"! Come talk with Tara, from MIIA, and find out how you can earn money by



"shopping around" for health services.

We have a great group of Representatives from various benefit plans that will be there to answer your questions. Please be sure to stop by and see them!



I don't know about you, but my eyes are not as good as they used to be! Come learn about our vision plan with **DavisVision**. It can save you a ton of money.



Pair your vision plan up with your FSA, through

Cafeteria Plan Advisors, and not only will you save money, but your eyeglass purchase may be pretax as well. Kim, from CPA, Inc., can answer your questions on how to make your pretax dollars work for you!

Mark your calendars and join us on September 18th from 12:30 – 3:00 pm.

News and Information, Continued

Benefit Eligible Employee - Open Enrollment Information



TOWN OF LINCOLN Please visit our Employee Health and Benefits Webpage

Dear Benefit Eligible Employee,

Your Open Enrollment period is NOW thru October 31st with an effective date of November 1st. If you cannot attend the Health and Benefit Fair scheduled for Wednesday, September 18th, please visit our website for updates.

This Webpage has been created for you to easily review your benefit information. We have posted links to summary descriptions, enrollment information, rates and pertinent information regarding the Benefits Fair.

To obtain access to our Benefit Fair Webpage please use the link and information below:

https://www.lincolntown.org/MyAccount?from=url&url=%2f1054%2fBenefits-Fair&anchor=&validationMessage=

- Click on Existing Account
- Sign in using the following Email Address and Password:

o Email: benefits@lincolntown.org

o Password: Benefits2019!

PLEASE NOTE: Use the password provided, do not try to change the password.

If you should have any questions, please feel free to contact the Treasurer's office at 781-259-2605

Professional Development

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

Suburban Educators for Equity

Are you a suburban* educator looking to position yourself, your classroom, and your communities as allies with students of color and create learning opportunities for all involved?

Join other educators looking to dig deeper and have brave conversations around equity, high expectations, and bias.

Learn more and apply theteachercollaborative.org/colabs

Priority deadline 9/30, Extended deadline 10/15.
Applications will be accepted on a rolling basis.

*While priority will be given to suburban educators, like all Co-Labs, this opportunity is free and open to all MA educators at district, charter, or independent schools.



Professional Development, Continued





INITIATIVES for DEVELOPING EQUITY and ACHIEVEMENT for STUDENTS

Fall 2019 IDEAS courses

IDEAS 25-hour (2 credits) courses

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

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: 10/5, 10/19, 11/2, & 11/16/19 8:30 am – 3:30 pm

Instructors: Ed Walker & Jen Dirga

Location: Lincoln Sudbury Regional High School *Deadline for Registration: September 15, 2019*

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: Saturdays 10/19 & 12/14/19 8:30 am – 3:30 pm

Thursdays 10/24, 11/7, 11/21, & 12/5 4:00 pm – 7:00 pm

Instructors: Johnny Cole & JoAnne Kazis

Location: Needham HS

Deadline for Registration: October 1, 2019

IDEAS 2 Enacting Systemic Change in Educational Institutions

This 25-hour course is designed to build upon the foundational theories and complex issues studied in IDEAS 1: Anti-Racist School Practices to Support the Success of All Students. Participants will study systemic change models and develop, enact, and evaluate a project to effect change in their educational setting, whether that setting is working with a small group of students, a classroom, a grade level, a school, or an entire district. Successful completion of IDEAS 1 is a prerequisite for the course.

Course dates: Saturdays 10/26/19 & 3/28/20 8:30 am – 3:30 pm

Thursdays 11/14/19, 1/9, 1/30, & 3/12/20 4:00 pm – 7:00 pm

(snow dates: Thurs. 2/6 4-7:00 and Thurs. 1/23 4-7:00)

Instructors: Johnny Cole & Rebecca Smoler

Location: Needham HS

Deadline for Registration: October 1, 2019

Professional Development, Continued



INITIATIVES for DEVELOPING EQUITY and ACHIEVEMENT for STUDENTS

invites your participation in the...IDEAS Book Group



All Meetings will be held at the Brooks School Library in Lincoln from 3:45-5:45

2 Contact hours will be awarded for attendance per each meeting.

The IDEAS Book group provides an opportunity for educators from IDEAS and EDCO districts to meet and share thoughts on the selected books and to discuss how they relate to educational practices and current events.

The book group meets eight times over the school year. An email is sent out each month to remind book group members of the upcoming meeting. You only need to reply if you can attend. There is no commitment to attend all meetings.

2019-20 IDEAS Book Selections and Dates of Meetings

Becoming by Michelle Obama on October 10 With unerring honesty and lively wit, Michelle Obama describes her triumphs and her disappointments, both public and private, telling her full story as she has lived it

"All the Real Indians Died Off": And 20 Other Myths of Native Americans by Roxanne Dunbar-Ortiz and Dina Gilio-Whitaker on November 14

In this enlightening book, scholars and activists Roxanne Dunbar-Ortiz and Dina Gilio-Whitaker tackle a wide range of myths about Native American culture and history that have misinformed generations.

For White People Who Teach in the Hood by Christopher Emdin on December 12

This book offers a new lens on an approach to teaching and learning in urban schools. It is is the much-needed antidote to traditional top-down pedagogy and promises to radically reframe the landscape of urban education for the better.

No Ashes in the Fire by Darnell Moore on January 9 When Darnell Moore was fourteen, three boys from his neighborhood tried to set him on fire because they thought he was gay. In No Ashes in the Fire, he shares the journey taken by that scared, bullied teenager who not only survived, but found his calling.

Where the Crawdads Sing by Delia Owens on February 13 For years, rumors of the "Marsh Girl" have haunted Barkley Cove, a quiet town on the North Carolina coast. Sensitive and intelligent, she has survived for years alone in the marsh that she calls home. When two young men from town become intrigued by her wild beauty, Kya opens herself to a new life--until the unthinkable happens.

Heavy: An American Memoir by Kiese Laymon on March 12 In Laymon's essays, personal stories combine with piercing intellect to reflect both on the state of American society and on his experiences with abuse, which conjure conflicted feelings of shame, joy, confusion and humiliation. Laymon invites us to consider the consequences of growing up in a nation wholly obsessed with progress yet wholly disinterested in the messy work of reckoning with where we've been.

How to Be Less Stupid About Race by Crystal M. Fleming on April 16

This is your essential guide to breaking through the half-truths and ridiculous misconceptions that have thoroughly corrupted the way race is represented in the classroom, pop culture, media, and politics.

Invisible: The Forgotten Story of the Black Woman Lawyer Who Took Down America's Most Powerful Mobster by Stephen J. Carter on May 14

She was black and a woman and a prosecutor, a graduate of Smith College and the granddaughter of slaves, as dazzlingly unlikely a combination as one could imagine in New York of the 1930s—and without the strategy she devised, Lucky Luciano, the most powerful Mafia boss in history, would never have been convicted. When special prosecutor Thomas E. Dewey selected twenty lawyers to help him clean up the city's underworld, she was the only member of his team who was not a white male.

For more information about the IDEAS Book Group please contact me at ellistern123@gmail.com

Professional Development, Continued



INITIATIVES for DEVELOPING EQUITY and ACHIEVEMENT for STUDENTS

invites your participation in the MAALANA Affinity Group



INVITATION TO AFFINITY GROUP FOR EDUCATORS OF COLOR 2019-2020

(updated 8/28/2019, please ignore any other flyers for this school year)

The IDEAS MAALANA affinity group provides a safe space for educators of color to network, support, and brainstorm on school-related issues of social justice. MAALANA also provides an opportunity to share each other's company and enjoy light refreshments. We meet eight times over the school year. An email reminder is sent out each month to remind folks to RSVP and a summary is sent after each meeting with links to articles on related topics. You only need to reply if you plan to attend. There is no commitment to attend all meetings. Meeting time is from 3:30-5:30 on Fridays. We will meet in the Copper House Tavern of the Best Western Plus Hotel, which is located at 380 Winter Street, Waltham MA. You can enter up the stairs from the parking lot and go through the patio.

MAALANA is an affinity group designed to provide opportunities for educators of color from various communities in Massachusetts to share school experiences regarding topics, such as: race, culture, ethnicity, power/ privilege, culturally responsive teaching practices, and systemic social change to create educational equity. Strategies for addressing the academic achievement of children from diverse cultures, preparing all students to successfully navigate a culturally diverse society, and collaboration techniques among colleagues are reviewed and discussed.

MAALANA educators are Multiracial, Asian, Arab, African Descent, Latino/a, and/or Native American teachers, advisors, counselors, administrators, staff, consultants, tutors, and retired educators who are the "only" or "one of few" of their racial/ ethnic "affinity group" in their building or school system. Claudia A. Fox Tree has facilitated the monthly meetings since the 2006-2007 school year.

MAALANA is sponsored by IDEAS (Initiatives for Developing Equity and Achievement for Students) through EDCO (Educational Collaborative located in Bedford, MA). Two (2) Contact hours will be awarded for attendance per meeting These may be combined with the IDEAS Book Group for a "bundle" of 10.

DATES: Please "pencil in" our 8 Dates for 2019-2020 School Year (Fridays, unless otherwise noted from 3:30-5:30): 9/13, 10/18, 11/15, Skip Dec., 1/10, 2/7, 3/13, 4/3, and 5/8 (Bring White Ally), with 6/12 as a potential Make-Up Day in case we have snow or something that causes a canceled date.

2 P.D.P.'s will be awarded per meeting. Please RSVP cfoxtree@gmail.com, if you are attending. If you wish to receive these reminders, announcements, and summaries, please email cfoxtree@gmail.com and request to JOIN the email list!

<>><>><>><>><>><>><>><

EDCO Collaborative, 36 Middlesex Turnpike, Bedford, MA 01730 Tel: 617 738-5600 Fax: 781 290-4923

Employment Opportunities

The Lincoln Public Schools 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 <u>are not</u> 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."

School	Position	Starting Date	Hours/Week (If applicable)	Compensation	Contact Information
Preschool	• SPED Aide	Immediately	20 hrs/wk	\$19.83/hour	Lynn Fagan
at Hanscom	• SPED Tutor	Immediately	20 hrs/wk	\$24.61/hour	Preschool Coordinator 781-259-9889 <u>lfagan@lincnet.org</u>
Hanscom Primary School	Crossing Guard	Immediately	2.5 hrs/wk	\$18.77/hour	Julie Vincentsen, Principal Hanscom Primary School 781-274-7721, X6300 vincentsenj@lincnet.org
Hanscom Middle School	• Long-term Substitute Gr7-8 Math Teacher	Immediately through 11/6/19		Based on Education and Experience Bachelors Step 1 \$266.59 / day OR Masters Step 1 \$292.95 / day	Erich Ledebuhr, Principal Hanscom Middle School 781-274-7720, X7300 ledebuhre@lincnet.org
Brooks School	• .4 Special Education Teacher	Immediately		Based on Education and Experience	Naomi Konikoff Coordinator for Student Services Lincoln School K-8 781-257-0987 nkonikoff@lincnet.org
Smith School	• LTS, Special Education Teacher for Grades 2/3	Immediately through 12/17/19		Based on Education and Experience Bachelors Step 1 \$266.59 / day OR Masters Step 1 \$292.95 / day	Naomi Konikoff Coordinator for Student Services Lincoln School K-8 781-257-0987 nkonikoff@lincnet.org
District	• Substitute School Nurse RN or LPN Cerfification Required	As Needed	TBD	\$180 Full Day \$90 Half Day	Mary Emmons Adm. For Student Services 781-259-9403, X4401 memmons@lincnet.org
District	• Day-to-Day Substitute	As Needed	TBD	\$100 Full Day \$60 Half Day	Suzette Brydie Substitute Coordinator 781-259-9402 sbrydie@lincnet.org
District	• Cafeteria Worker Substitute	As Needed	TBD	\$14.45/hour	Cathleen Higgins Food Services Coordinator 781-259-9400 chiggins@lincnet.org