



Rebecca McFall, Ed. D., Superintendent

Lincoln Public Schools
Ballfield Road, Lincoln, MA 01773

19-20:23
February 12, 2020

Core Values

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

See Page 13 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.

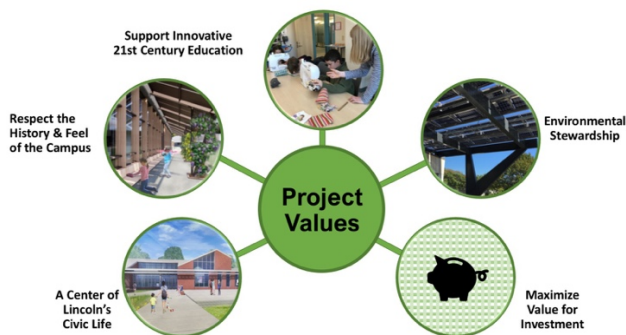
Dear LPS Community,

Last night, the Lincoln School Building Committee met to review the outcomes of going out to bid for the construction portion of the Lincoln School project that is slated to begin in June. As construction bids have come in for the school building project, the total bid value has exceeded our budget for the project by 3.5 million dollars. This is forcing us to make some significant cuts from the 100% design to remove elements from the project. These cuts are going to be hard and feel frustrating, and perhaps dispiriting, at this juncture in the project. However, this is the process working – we are confronting the real costs of the project now, before work has begun, so we are sure we are building within the budget the community has provided. This is not unlike what would happen if a homeowner was planning a big kitchen remodeling project, and when they received quotes from contractors, the quotes were all higher than what the homeowner had budgeted. Tough choices to cut some aspects of the project would need to be made. Maybe the counters will be Corian instead of quartz, the island will be 10 sq./ft. smaller, and the old refrigerator will be kept until it needs to be replaced. While it is disappointing to have to make these decisions, the homeowner will still be getting a wonderful new kitchen.

And, we will still be getting a wonderful new building. The climate in the building will be better for learning with a new, modern heating and cooling system that will end the days of oppressive temperatures in classrooms in June and September. Flexible learning spaces, including grade level hubs in grades 3-8, a Learning Commons, and small group rooms at all grade levels, will help us better meet the learning needs of all students. The community's commitment to the environment will be embodied by a fully net zero building that produces as much energy as it consumes. The single-story, L-shaped layout that is so valued by the community has been retained. The Reed Gym will be connected to the rest of the school, improving security and safety and keeping students out of the rain, sleet, and snow when going to lunch or wellness. The Preschool will move into the school building facilitating music, art, and wellness opportunities for preschool students. Outdated, ad-hoc network cabling and the aging roof will be completely replaced, and the building will be brought up to all current building and safety codes. The auditorium audio, visual, and theatrical lighting systems will be upgraded to better serve Town Meeting, student productions, school activities, and many other functions. Student lunches will be served and eaten in a full kitchen and a dedicated dining commons, eliminating the limitations of serving elementary lunches from a warming kitchen and giving gym space back to the wellness program. All of these improvements represent the priorities identified during the design phase, and they are all still part of the project, along with many other improvements.

The project values have remained at the forefront of our conversations and decision-making throughout the design process. Although we have had to make adjustments to the design, the building will meet the 5 Project Values established.

Superintendent's Letter, Continued



So, with all the good that still is in the project, what did we need to do to ensure that we have a viable project? The SBC has approved a slate of project reductions that will get our budget back on track. The School Committee and project leadership will be initiating conversations with the Board of Selectmen, the Lincoln Finance Committee, and other town entities about possible ways to address the deep design reductions we have identified. We are exploring every possible way to reinstate the most important reductions.

The approved slate of reductions puts the project back on budget, and the project will move forward. If no additional savings or funding is realized, this is what the reductions will encompass. Approximately \$500,000 of the \$3.5M gap is being addressed through changes to construction strategy with no impact to the project scope. On the exterior of the building, most of the concrete plazas and walkways outside of the school will be replaced with bituminous concrete (asphalt) or grass, new bike and walkways will be eliminated, fifty percent of new playground equipment will be reduced, and sun control devices (louvers) will be eliminated in some areas. Inside the building, some casework in the existing building will be reused where new casework was originally planned. Wood benches and some built-in display cases will be eliminated. In the auditorium, the seats and carpet will not be replaced, and the scope of the theatrical rigging improvements will be curtailed. A video camera system will not be installed, and some move and installation work will be removed from the project and completed by our facilities and technology departments. The largest chunk of what is being cut is in the area of furniture, fixtures, and equipment. While we had hoped to replace nearly all of the furniture in the building, most furniture and a significant amount of technology equipment replacement, will be deferred to the future with existing furniture and equipment in the current building being reused.

In summary, while these cuts are difficult and disappointing, they leave all of our core improvements in place, and for the most part represent work that could be added modularly in the future. There may also be opportunities for alternate funding, fund-raising, and other creative solutions to restore some of these features. Without the intention of diminishing the impact of these losses to the project, we need to remember to focus on the ninety percent of the glass that is still full and all the opportunities and benefits we will all - students, staff, and community members - experience when the project is completed. Additional, more specific information will be provided by the SBC Outreach team. If you have not subscribed to receive SBC messages directly, you can find all communications at lincolnsbc.org.

All the best,

Becky

District Calendar of Upcoming Events

- Thursday, February 13 . . . SBC Outreach Subcommittee Meeting
10:00 – 11:30 a.m. – Hartwell Multipurpose Room
- Monday, February 17 . . . Presidents' Day – Schools and Offices Closed
- Monday February 17 – . . . February Break – Schools Closed
Friday, February 21
- Monday, February 24 . . . School Committee Meeting
8:00-8:20 a.m. – Superintendent's Office
- Wednesday, February 26 . . . School Building Committee Meeting (SBC)
7:00 p.m. – Hartwell Multipurpose Room
- Thursday, February 27 . . . SBC Outreach Subcommittee Meeting
10:00 – 11:30 a.m. – Hartwell Multipurpose Room
- . . . School Committee Meeting
7:00 p.m. – Hartwell Multipurpose Room
- Wednesday, March 4 . . . Courageous Conversations – Talking to Children About
Race, 5:30 – 7:00 p.m. – First Parish in Lincoln
(See page 6 for details.)
- Thursday, March 12 . . . Lincoln School K-4 Kindergarten Orientation Meeting
6:30 – 8:00 p.m. – Smith Gym (See page 8 for details.)
- . . . School Committee Meeting
7:00 p.m. – Hartwell Multipurpose Room
- Wednesday, March 18 . . . School Building Committee Meeting (SBC)
7:00 p.m. – Hartwell Multipurpose Room
- Thursday, March 26 . . . School Committee Meeting
7:00 p.m. – Hartwell Multipurpose Room

2020 – 2021 Employee Student Enrollment in Lincoln Preschool and Lincoln School K-8

The deadline to submit a written request to the Superintendent to have employee children enrolled in the Lincoln Preschool or the Lincoln School K-8 for the school year 2020-2021 is **Wednesday, April 1, 2020 at noon**.

Requests must be made, in writing, on an annual basis. Please include the following information:

- your child(ren)'s name and date of birth;
- your child(ren)'s grade in 2020-2021 school year; and
- your complete mailing address (street, city/town, state, zip code).

Notification of status of requests will be sent in mid-April.

Great Learning

Sarah Collmer, Lincoln School K-4 Principal

Kindergarten Arts Integration

Thanks to a generous grant from the LSF, we have been using a variety of screen-free coding materials during the recent K integrated arts blocks. In the gym, students have been 'acting' as robots and coders to move their bodies through a path and playing games of robot tag. In music/ technology, students have been playing a coding board game and singing songs that follow a specific sequence. In the library, students have identified a sequence in a story and have been coding a robotic mouse to follow a sequence to get through a student-designed maze.

Learning targets:

- I can make a robot follow a path with the codes that I write.
- I can take turns and share the work with my group members.



Great Learning, Continued

MMEA-ED Junior Festival

Submitted by: Howard L. Worona, Hanscom Middle School Music
Karen Sheppard, Lincoln School Music

On Saturday, February 1, nine students from Hanscom Middle School and two students from the Brooks Middle School participated in auditions for the annual Massachusetts Music Educators Association Eastern District Junior Festival. Students from Hanscom Middle School were: Carlee Page (grade 7 alto), Malinda Jenkins (grade 7 soprano), Andrea Alvarado-Rosada (grade 8 soprano), Evelyn Gonzalez (grade 8 alto), Michael Gurley (grade 8 bass), Morgan Gibson (grade 7 soprano), Norah Watson (grade 7 soprano), Logan Pyles (grade 8 trumpet), and Tela Jordan Barker (grade 8 cello). Students from Brooks Middle School were Margaux Herant, (grade 8 violin) and Law DeNormandie, (grade 7 trombone.)

As is often the case, it is highly competitive to be accepted to play or sing in the festival. There were 1007 students from surrounding communities auditioning, and 454 students in total were accepted. All eleven of our students received very respectable scores from the adjudicators.

We are happy to report that Melinda Jenkins and Andrea Alvarado-Rosada have been selected to participate in the Festival on March 13th and 14th. This is Andrea's second consecutive year of acceptance, and she will sing with the mixed chorus. Last year, she sang with the treble chorus. Melinda will sing with the treble chorus. Both ensembles will perform at Lincoln Sudbury Regional High School on Saturday afternoon, March 14th.



L. DeNormandie



M. Herant



*Hanscom Vocalists Left to Right: Front Row:
N. Watson (leaning in), A. Alvarado-Rosada
Middle Row: M. Gibson, M. Jenkins, E. Gonzalez
Back Row: C. Page, M. Gurley*



*A. Alvarado-Rosada and
M. Jenkins*



L. Pyles



T. Jordan

News and Information

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

Courageous Conversations - Talking to Children about Race

Wednesday, March 4, 5:30pm-7:00pm

Explore ways to have conversations with children about race, racism, diversity and inclusion. Co-hosted by the METCO Coordinating Committee and the First Parish in Lincoln, this facilitated conversation will use the NPR Podcast "Talking Race with Young Children" as a backdrop for identifying strategies to start the conversation with kids about racial differences, race, racism and more.

5:30 - 6pm: Dinner for adults and children

6pm: Childcare available

6pm - 7pm: Discussion

First Parish

14 Bedford Road

Lincoln, MA 01773

For more information please contact Gina Halsted: ginahalsted@gmail.com

Third Annual Choral Share Collaboration

Submitted by the Music Department:

Karen Sheppard: Brooks Middle School

Blake Siskavich: Smith School

Ryan Ruiz: Hanscom Primary School

Howard Worona: Hanscom Middle School

On Wednesday, February 5, the Music Department of the Lincoln Public Schools hosted our third annual choral share to afford students the opportunity to come together as a larger community and share in the great singing that happens in our schools. The event took place in the Brooks Auditorium. The Hanscom Middle School choral ensembles, under the directorship of Howard Worona, traveled to the Brooks Middle School for a choral workshop / clinic with the Brooks Middle School Chorus under the directorship of Karen Sheppard. In addition, the kindergarten classes from Hanscom joined with their counterparts from the Smith School. Blake Siskavich prepared his Smith kindergarten children, while Ryan Ruiz prepared his Hanscom kindergarten children for the event.

This year, we were delighted to welcome Dr. Anthony Trecek-King from the Boston Children's Chorus as our guest clinician/ conductor. Dr. Trecek-King worked with our middle school choir members to help them to improve their singing. Mrs. Virginia Grimes served as our accompanist for the program. Both choral groups prepared the piece, "This Is Me" from the "Greatest Showman." Under Dr. Trecek-King's leadership, the two choral ensembles, which had not worked together before, joined to become an ensemble that was much better than the sum of its parts.

In addition to working with our choral ensembles, Dr. Trecek-King engaged our kindergarten classes, in combination with the older students, to learn a song from the Civil Rights Movement entitled "Ain't Gonna Let Nobody Turn Me Around."

The program culminated with the Hanscom kindergarten students performing "The Old Gray Cat," followed by the Lincoln kindergarten students performing a traditional seasonal song, adapted by Lynn Kleiner, called "Chubby Little Snowman."

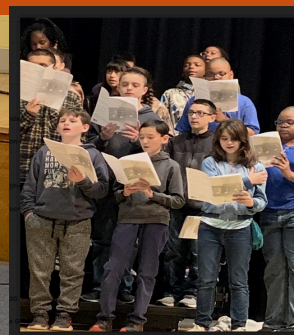
Karen Sheppard summed up our feelings about the success of this program when she said, "I had so much fun, and Dr. Trecek-King was magical." We couldn't agree more!

News and Information, Third Annual Choral Share Celebration, Continued

The Music Department would very much like to thank the Lincoln School Foundation and the Lincoln PTO for their contributions to make this program possible. We are also very much grateful to our administrators who both supported this program and attended the event.



Lincoln Public Schools Music Department



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Third Annual Choral Share



News and Information, Continued



Lincoln School

Ballfield Road
Lincoln, Massachusetts 01773
Phone 781-259-9404 • FAX 781-259-2654

February 11, 2020

Dear Families,

We are excited to be starting the kindergarten registration process and hope that your child will be joining us in the fall! Children who are Lincoln residents and will be **five years of age by October 1, 2020** are eligible to enroll.

Please let us know your plans by sending the Intent to Register form to the school, or by completing the online intent to register form at the [Lincoln School K-4 website](#).

We will have a Kindergarten Orientation meeting for families in the Lincoln School Smith Gym on March 12, 2020 from 6:30-8:00 pm. A panel of school staff including the Principal, School Nurse, METCO Director, Social Worker and Kindergarten teachers will talk about the school and the kindergarten program. We will also distribute informational materials and additional enrollment paperwork including the Kindergarten Transition Report, Health Forms, Transportation information and a Release of Information form so that your child's school records come to the Lincoln School.

If you are ready to register, please complete the online registration which is also on the [Lincoln School K-4 website](#). *Note that students who are currently enrolled at the Lincoln Preschool do not need to register since they are already enrolled in the Lincoln Public Schools. We would, however, appreciate receiving the Intent to Register Form!*

We look forward to welcoming your child and working with you to ensure that your child's first school experience is a happy and successful one!

Sincerely,

Sarah Collmer, Principal Grades K-4

Professional Development

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



INITIATIVES for DEVELOPING EQUITY and ACHIEVEMENT for STUDENTS

Winter/Spring 2020 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: 3/21 & 5/30/20 8:30 am - 3:30 pm
4/2, 4/9, 4/30 & 5/14/20 4:00 pm - 7:00 pm
Snow Date: 4/11/20

Instructors: Johnny Cole & JoAnne Kazis

Location(s): Lexington High School on Saturdays and Lexington Central Offices for afternoon sessions

Cost: \$625 EDCO & IDEAS members (or 2 course slots)/\$750 non-members

Deadline for Registration: February 15, 2020

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: 2/3 & 3/2/20 8:30 am - 3:30 pm
2/10, 2/12, 3/9 & 3/11/20 4:00 pm - 7:00 pm
Snow Dates: 2/26 & 3/25/20 4:00 pm - 7:00 pm

Instructors: Jennifer Dirga & Edward Walker

Location: Loker School, Wayland

Cost: \$625 EDCO & IDEAS members (or 2 course slots)/\$750 non-members

Deadline for Registration: January 15, 2020

Participants who cancel must do so within 7 days of the start date to avoid a charge.

Courses with insufficient enrollment will be cancelled.

For more information or answers to any questions contact

kthomsen@edcollab.org or dmullaley@edcollab.org

IDEAS 12.5-hour (1 credit) courses

Building Bridges

This course is designed for educators who wish to promote social justice conversations by integrating issues of identity, equity, and direct action into subject areas. Activities and discussions can also be integrated into specific "Race/ Culture/ Identity" courses, and/or be part of programs, such as, Advisory, Open Circle, Developmental Designs, and Responsive Classroom. Participants will develop an understanding of "intersectionality" and practice skills to encourage students to recognize and value differences, handle conflict and misunderstandings appropriately, and engage in conversations of equity in order to be prepared to navigate through a world that is increasingly diverse and/ or participate in direct action movements for change. This course will provide educators with resources to develop student-centered activities which encourage working together to build caring and equitable classroom/ school communities while growing in their personal identity, confidence, and courage.

Course dates: 2/29/20 8:30 am - 3:00 pm
3/3 and 3/10/20 4:00 pm - 7:00 pm
Snow date: 3/7/20

Instructors: Claudia Fox Tree & Jennifer Wolfrum
Location: EDCO Collaborative, Bedford
Cost: \$312 EDCO & IDEAS members (or 1 course slot)/\$375 non-members

Deadline for Registration: February 1, 2020

Transforming Curriculum: Applying a Multicultural, Social Justice Lens

This course is designed for educators who wish to understand multicultural curriculum transformation using the model developed by James Banks and incorporating the Teaching Tolerance standards regarding identity, diversity, justice, and action. Participants will explore "challenging and changing the narrative" to include more multicultural perspectives, adapting pedagogy to be more culturally responsive, and challenging systemic racism and bias. Participants will then adapt/develop their own lesson/unit plan.

Course dates: 3/31, 4/7, 4/14, & 5/5/20 4:00 pm - 7:00 pm
Snow Date: 5/12/20

Instructors: Claudia Fox Tree & Rebecca Smoler
Location: EDCO Collaborative, Bedford
Cost: \$312 EDCO & IDEAS members (or 1 course slot)/\$375 non-members

Deadline for Registration: March 1, 2020

Understanding the "Culture" in Culturally Responsive Teaching

This 12.5-hour course encourages participants to examine and address cultural identity, relative privileges, and issues of diversity. Through experiential activities, participants develop an understanding of the importance of affirming culture, appreciating history, and understanding the experiences of people/ students from cultural backgrounds different than their own. Participants reflect on their own cultural dimensions, paying particular attention to cultural archetypes, and develop an understanding of the communication and learning styles of students from diverse backgrounds and their impact on brain development and social-emotional growth. These understandings will help participants develop culturally proficient strategies to enhance their ability to meet the needs of all students.

Course dates: 3/5, 3/12, 3/17 & 3/24/20 4:00 pm - 7:00 pm
Snow date: 3/28/20

Instructors: Claudia Fox Tree & JoAnne Kazis
Location: EDCO Collaborative, Bedford
Cost: \$312 EDCO & IDEAS members (or 1 course slot)/\$375 non-members

Deadline for Registration: February 1, 2020

Participants who cancel must do so within 7 days of the start date to avoid a charge.

Courses with insufficient enrollment will be cancelled.

For more information or answers to any questions contact

kthomsen@edcollab.org or dmullaley@edcollab.org

Employment Opportunities

The School Committee subscribes to the fullest extent to the principle of the dignity of all people and of their labors and will take action to ensure that any individual within the District who is responsible for hiring and/or personnel supervision understands that applicants are employed, assigned, and promoted without regard to their age, color, active military/veteran status, disability, national origin, ancestry, race, religion, sex, gender identity, sexual orientation, pregnancy or pregnancy-related conditions, or housing status. Every available opportunity will be taken in order to assure that each applicant for a position is selected on the basis of qualifications, merit and ability.

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."

School	Position	Starting Date	Hours/Week (If applicable)	Compensation	Contact Information
Hanscom Primary School	• Literacy Tutor	Estimated Start Date: March 2, 2020	32 hrs/wk	\$29.47/hour	Julie Vincentsen, Principal Hanscom Primary School 781-274-7721, X6300 vincentsenj@lincnet.org
	• Crossing Guard	Immediately	2.5 hrs/wk	\$18.77/hour	
District	• Extended School Year (ESY) Coordinator <i>Deadline to Apply: February 28, 2020</i>	Conduct June Orientation Session (TBD) and Program July 6 – August 6, 2020	See Information on Next Page	See Information on Next Page	Mary Emmons Adm. For Student Services 781-259-9403, X4401 memmons@lincnet.org
Smith School	• .6 Long-term Substitute School Psychologist	Estimated Dates: April 20, 2020 to Last Day of School Year for Teachers (TBD)			
District	• Executive Administrative Assistant to the Superintendent <i>Deadline to Apply: 4:00 p.m. February 13, 2020</i>	April 6, 2020	40 hrs/wk	Based on Education and Experience	Becky McFall Superintendent 781-259-9409, X4100 bmcfall@lincnet.org

District	• Substitute School Nurse RN or LPN Certification 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

Employment Opportunities, Continued

Lincoln Public Schools Extended School Year (ESY) Coordinator
January 21, 2020

Position: Summer administration of special education extended school year programming and services.

ESY Coordinator will provide oversight to extended year services for all special education students recommended to receive special education services as required by their Individualized Education Programs (IEPs).

The ESY Coordinator will be responsible for:

- Pre-planning activities
 - hiring staff
 - planning and scheduling classes and services including transportation
 - staffing the program
 - conducting the summer school orientation (TBD)
- Collaboration with the recreation program, parent communication
- IEP implementation
- Required paperwork such as enrollment forms and progress reports
- Arranging for substitutes and overseeing the day-to-day operation of the program(s)
- Serving as direct liaison and consultant to the recreation department and coach to LPS tutors assigned to the recreation department and all services including transportation.

Oversight for preschool will be limited to:

- Coordination of transportation
- Arranging for substitutes
- Troubleshooting and problem solving transportation issues and other issues as required.

ESY Program Dates: July 6 – August 6, 2020

Compensation: Subject to final approval of FY21 Budget

Up to 50 hours for pre-planning activities including hiring, scheduling, transportation, recreation program coordination, etc. @ \$50 per hour = up to \$2,500. Seven hours per day from July 6 – August 6, 2020, four days per week @ \$50 per hour = \$7,000.

Application deadline: February 28, 2020

Send letter of interest to Mary Emmons, Administrator for Student Services at memmons@lincnet.org.