



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

16-17:2
September 7, 2016

Core Values

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

SUPERINTENDENT'S BULLETIN

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

Dear Faculty and Staff,

This message is primarily intended for the Hanscom campus but also serves to inform the district as a whole on what is taking place with regards to the construction of the new Hanscom Primary School.

The original plan set forth in collaboration with the Department of Defense Educational Activity (DoDEA) and the Army Corp of Engineers was to move our current primary school into the temporary facility located on Eglin Road at the end of last school year so that construction of a new Hanscom Primary School could begin during the summer. However, the awarding of a construction contract has been delayed. We are awaiting notification from DoDEA that the Hanscom Primary School construction contract has been awarded and that we may move into the temporary school facility. As a result, we do not yet have certainty about when we will move from the current primary school building into the temporary facility.

The best case scenario was that we would move over the Columbus Day weekend in October; however, the deadline for making that happen has passed. At this point, we are hopeful that we will move over the December recess. If we move over the December recess, additional vacation days for all Hanscom students and Hanscom Middle School faculty and staff will be added on December 23rd and January 3rd. Hanscom Primary School and Preschool faculty will work on these days to pack and unpack. **Assuming that we will be moving during this school year, we will need to adjust the school calendar to build in two days when students do not attend school, one day for faculty to complete their packing before the move and a second day for faculty to unpack after the move.**

To assist families with scheduling vacations and childcare, we will be keeping Hanscom Primary School, including the preschool, and Hanscom Middle School on the same schedule. Hanscom Primary School, including preschool students, and Hanscom Middle School students will not attend school on one day prior to the Primary School move and one day following the Primary School move, whenever the move takes place.

Massachusetts' law requires schools to provide 180 days of instruction each school year. This means that we will need to make-up these two non-student days. There are a few options listed on Page 2.

Hanscom employees and families should complete the survey at this link to let us know their preference: <https://www.surveymonkey.com/r/FJYVBWN>.

Please respond to the survey as soon as possible; it will close at noon on Thursday, September 8th. Thank you to the 165 people who have already responded!

Continued on next page.

Superintendent's Letter, Continued

Make-up day options:

- Add one or two full or half days at the end of the school year in June (last day of school with 5 snow days is June 20).
- Attend school on Rosh Hashanah, October 3rd. Faculty who observe the holiday may use a personal day. And, students who observe the holiday will receive an excused absence.
- Attend school on October 12th, Yom Kippur. Faculty who observe the holiday may use a personal day. And, students who observe the holiday will receive an excused absence.
- Attend school for a half day on Good Friday, April 14th.
- Shorten February vacation by 1 or 2 days.

Important Information:

- We must meet the state requirement of 180 school days **and** 900 instructional hours. A half day counts as a school day but has fewer instructional hours. We do have the possibility of using half days to make up the two no student days.
- Extending a half day Wednesday does not help because the half days on Wednesdays already count towards our 180 school days.
- We build 5 snow days into the Academic School Year Calendar. If we use all 5 of these snow days, our last student day is June 20, 2017. If we have fewer than five snow days, the June 20 last day of school will be adjusted earlier. Let's hope for a mild winter!
- We cannot hold school on any state or federal holiday, including January 2nd because that is the observance of New Year's Day.

Your input will be extremely important in helping us determine when the two additional school days will be made up. Thank you in advance for completing the survey by noon on Thursday September 8th. In the event that a move does not take place during this school year and we added two school days, these days would be taken off at the end of the school year.

All the best,

Becky

Calendar of Upcoming Events

- Thursday, September 8
- ... State Primary Election Day
Come to vote and stay for the picnic!
 - ... Lincoln PTO Back-to-School Picnic
5:30 – 7:30 p.m.
Lincoln School Green and Playground
 - ... School Committee Meeting
7:00 p.m. – Hartwell Multipurpose Room
- Thursday, September 15
- ... Curriculum Nights
 - Hanscom Middle School, 6:30 – 8:00 p.m.
 - Lincoln School 5-8, 7:00 – 8:30 p.m.
- Wednesday, September 21
- ... Employee Health and Benefits Fair
12:30 – 3:00 p.m. – Brooks Gym
See pages 11 – 12 for details.
 - ... Curriculum Night
- Lincoln School K-4, 7:00 – 9:00 p.m.
- Thursday, September 22
- ... Curriculum Night
- Hanscom Primary School, 6:30 – 8:00 p.m.
 - ... School Committee Meeting
7:00 p.m. – Hartwell Multipurpose Room
- Tuesday, September 27
- ... Superintendent's Office Hours
7:30 – 9:00 a.m.
- Wednesday, September 28
- ... Curriculum Night
- Preschool at Hanscom, 6:00 – 7:00 p.m.
- Thursday, September 29
- ... Curriculum Night
- Preschool at Lincoln, 6:00 – 7:00 p.m.

News and Information

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



We offer our condolences to Rob Ford and his family on the recent passing of his father-in-law Michael Sawyer.

News and Information, Continued

Reminder About Arranging for Substitutes

Suzette Brydie, Substitute Dispatcher, must be contacted every time a substitute is needed to cover for an absence (teachers and SPED tutors only). When you know in advance that you will need a substitute, please do not delay in contacting Suzette. Many of our substitutes work for other school districts as well and quickly become committed to other assignments. The absolute deadline is 6:00 a.m. on the day of your absence. It is usually not possible to obtain a substitute after that time.

Contact Suzette via telephone, NOT EMAIL, at 508-958-6872.

Great Learning

Sarah Collmer, Principal, Lincoln School K-4

Last spring the artists in Mrs. Pearce's class learned about Islamic Art. This experience helped students develop a broader understanding of Islamic culture and the design principles that are commonly seen in the art by Muslim artists from countries throughout the world. Students created tiles that incorporated symmetry, pattern or radial design, and each tile was added to a breathtaking installation inspired by Islamic architecture. The Islamic Art unit is a beautiful example of curriculum that is a mirror for some students to see their culture represented in school, and a window for others to learn about the unfamiliar.



Professional Development

~~~ If a link is not working, copy and paste it into your browser.~~~

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

EDCO IDEAS and MAALANA Course Offerings – See Pages 7 – 10.

- IDEAS 2016-17 Book Group
- IDEAS Course for School Leaders: Supporting Culturally Proficient Classrooms/Schools
- Initiatives for Developing Equity and Achievement for Students: Invitation to Affinity Group for Educators of Color
- Initiatives for Developing Equity and Achievement for Students: Invitation to Affinity Group for White Educators

Professional Development, Continued

**From our friends at Teaching Tolerance goo.gl/tXlcWT
a great lineup of fall webinars on race, gender, and equity:**

Let's Talk! Discussing Black Lives Matter With Students goo.gl/It1y0I

Tuesday, September 13, 3:30 p.m. CDT (30 minutes)

Tune in with Teaching Tolerance to learn about the roots of Black Lives Matter, its platform and its connection to past social justice movements. You'll also gain tools for engaging students about the Black Lives Matter movement in the classroom.

Let's Talk! Discussing the 2016 Election goo.gl/Jk1HLY

Tuesday, September 20, 3:30 p.m. CDT (30 minutes)

Find new ways to lead powerful conversations about this year's presidential election. We'll consider the effects of inflammatory rhetoric on vulnerable students and ways to promote civil discourse and maintain a healthy school climate. Packed full of FREE materials, this webinar will unpack Teaching Tolerance's Election 2016 web <http://www.tolerance.org/election2016>.

Let's Talk! Discussing Gender in the Classroom goo.gl/rq7MMT

Tuesday, September 27, 3:30 p.m. CDT (1 hour)

Teaching Tolerance and [Gender Spectrum](#) are teaming up! Together, we'll help educators think beyond the gender binary to create gender-inclusive classrooms. This interactive webinar will examine thought-provoking case studies and explore best practices.

Reframing Classroom Management: The Classroom Consensus goo.gl/yzD6MI

Tuesday, October 4, 3:30 p.m. CDT (1 hour)

Need tips for responding to behavioral concerns in class? Based on ideas gathered from over 1,200 educators, this webinar will explore the most effective ways to respond to common behavioral problems, as well as promising strategies for fostering a supportive school climate. Complete with ready-to-use handouts, this is a webinar you won't want to miss.

How PBS' "Arthur" Resources Support Prosocial Behavior and Critical Literacy goo.gl/wumln9

Tuesday, October 18, 3:30 p.m. CDT (1 hour)

WGBH <http://www.wgbh.org>, the producer of the children's series Arthur, is joining Teaching Tolerance to introduce new digital resources that will help you incorporate social emotional learning into your critical literacy instruction. Register today to hear about the Arthur Interactive Media Buddy Project and more!

Let's Talk! Discussing Whiteness goo.gl/pPcHxd

Tuesday, October 25, 3:30 p.m. CDT (30 minutes)

"Why does whiteness fly beneath the race radar?" In this webinar, educators will discuss whiteness as a racial identity to examine the power and privilege attached to it—all as a necessary step in working toward racial justice. This robust webinar will guide learning and reflection through multimedia and group chats.

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.

Ongoing Openings

~~~Tutors - Regular and Special Education; Instructional Assistants, and Day-to-day Substitutes~~~

### Current Openings

#### Lincoln Preschool

- Special Education Aide – 20 hours per week; \$18.69 per hour.
- Extended Day Assistant – Mornings, 7:30 – 8:15 a.m., M-F; \$22.04 per hour

Contact Lynn Fagan, Preschool Coordinator, at 781-259-9889 or via email at [lfagan@lincnet.org](mailto:lfagan@lincnet.org)

#### Lincoln School K-4

- Instructional Assistants – Four (4) openings: 30 hours per week; 19.5 hours per week; 24 hours per week; and 22 hours per week; \$17.42 per hour.

Contact Sarah Collmer, Lincoln School K-4 Principal, at 781-259-9404 or via email at [scollmer@lincnet.org](mailto:scollmer@lincnet.org).

#### Hanscom Primary School

- Instructional Assistant – 25 hours per week; \$17.42 per hour.

Contact Beth Ludwig, Principal, at 781-274-7721 or via email at [ludwigb@lincnet.org](mailto:ludwigb@lincnet.org).

#### Hanscom Middle School

- Special Education tutor – 30 hours per week; \$23.20 per hour.

Contact Denise Oldham, Coordinator for Student Services, at 781-274-6178 or via email at [oldhamd@lincnet.org](mailto:oldhamd@lincnet.org).

#### Facilities

- HVAC Craftsman, 20 hours per week; \$29.90 per hour (Step 1 – Bargaining Unit)

Contact Michael Haines, Facilities Coordinator, at 781-259-9400 or via email at [mhaines@lincnet.org](mailto:mhaines@lincnet.org).

#### Food Services

- HMS Café Worker – 12 hours per week, M, Tu, Th, Fri (10:00 a.m. – 1:00 p.m.); \$13.62 per hour
- HMS Café Worker – 8 hours per week, M, Tu, Th, Fri (11:00 a.m. – 1:00 p.m.); \$13.62 per hour
- All Schools – Café Worker Substitutes; \$12.83 per hour – *hours based on position being substituted for*

Contact Cathleen Higgins, Food Services Coordinator, at 781-259-9400 or via email at [chiggins@lincnet.org](mailto:chiggins@lincnet.org).

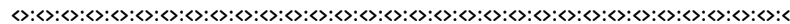


## IDEAS

### Initiatives for Developing Equity and Achievement for Students

**Sponsored by EDCO Collaborative**

invites your participation in the...  
**IDEAS 2016-17 Book Group**



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

The book group meets six times over the school year from 3:45 to 5:45.

**There is no commitment to attend all meetings.** 2 Contact hours will be awarded for attendance per each meeting.

**The books and dates for our meetings this year are:**

*Between the World and Me* AND *The Beautiful Struggle* by Ta-Nehisi Coates  
October 13 at Needham High School

*An Indigenous Peoples' History of the United States* by Roxanne Dunbar-Ortiz  
December 1<sup>st</sup> at Brooks School in Lincoln

*Despite the Best Intentions: How Racial Inequality Thrives in Good Schools*  
January 19 at Needham High School

*Ebony and Ivy* by Craig Steven Wilder  
March 2 at Brooks School in Lincoln

*The Other Wes Moore* by Wes Moore  
April 6 at Needham High School

*Everything I Never Told You* by Celeste Ng  
May 4 at Brooks School in Lincoln

Please let me know if you are interested in receiving emails about the book group meetings.  
[ellistern123@gmail.com](mailto:ellistern123@gmail.com)



## INITIATIVES for DEVELOPING EQUITY and ACHIEVEMENT for STUDENTS

### IDEAS Course for School Leaders: Supporting Culturally Proficient Classrooms/Schools

This course will use the combined works of Zaretta Hammond (Culturally Responsive Teaching & The Brain), Jim Knight (instructional coaching), Carol Dweck (growth mindset), Randall B. Lindsey, Nuri-Robins, and Raymond D. Terrell (cultural proficiency) to help administrators understand the inner workings of cultural proficiency, its connection to learning and student engagement, growth mindset, racial microaggressions and how to apply these elements to supporting culturally proficient classrooms and schools. The curriculum for this course includes new information and resources and will be a valuable experience to those administrators who have previously taken the EMI/IDEAS admin course.

By the end of the course administrators will be better prepared to assess/evaluate instruction and classroom climate using a culturally proficient framework; will understand the three conversations of cultural proficiency: cognitive planning, problem solving, and reflection; and will develop skills and practice 7 skills of collaborative conversations as they relate to cultural proficiency. Participants will bridge multiple perspectives and apply a cultural proficiency framework to increase the quality of education and achievement for the communities they serve.

**Location:** Wellesley (site TBA)

**Course Dates:** October 14<sup>th</sup> and October 28<sup>th</sup> from 8:30 to 3:30

**Instructors:** Kalise Wornum and Elli Stern

**Contact Jill Bagni at the EDCO office to register**

[jbagni@edcollab.org](mailto:jbagni@edcollab.org)

**Registration deadline is September 30**

Registrations received after the deadline will be accepted if space is still available.  
Optional graduate credit is available from Framingham State University for \$75 per credit.

**IDEAS** *Initiatives for Developing Equity & Achievement for Students*









*Town of Lincoln*  
***Employee Health and Benefits Fair***

Wednesday, September 21, 2016  
At the Brooks Gym on the Lincoln School Campus  
12:30 to 3:00 pm


We hope you have  
 enjoyed your summertime fun but school is back in session and you know what that means...it is time for our Health and Benefit Fair!

Hello All...we are looking forward to seeing you at the Benefit Fair this year. We have a fantastic line up for you!

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!

Are you thinking about retirement or want to

know how your pension affects your social security from past jobs? Francine from Middlesex Retirement is the person you want to speak with. We are very excited that she will be joining us this year!!

Have  
 some of you considered taking part of our Cafeteria Plan but were afraid of the "use it or lose it" rule. Well think again... two years ago a law was put in place, and you can now carry over up to \$500.00 of your tax free money to pay for co-pays, dental bills, etc.

With all this exciting news I think we need to relax a little, don't you? Oh wait...we can! Our friends at MIIA have arranged for the "seated massage" chairs again this year! What a great way to de-stress and get ready for the new school year! I know I will be in line ☺



Did you know that being a member of the Lincoln/Sudbury Credit Union is one of your benefits? It makes it so easy to save for that little something special. It comes right out of your check...it can be that easy!

Unfortunately, at times a serious illness can hit your wallet with those unexpected things like special parking, multiple copays or even the cost of meals away from home. These things add up. Did you know that Cancer insurance doesn't pay your doctor... it pays you! Roger from Life Plus will be happy to give you more information on how that works.

This is your open enrollment time! This is the perfect opportunity to add or make changes to your benefits...or just stop by to learn more about the benefits you already have.



**Town of Lincoln  
Health and Benefit Fair**

Wednesday  
September 21, 2016  
12:30 – 3:00

Located in the Brooks  
School Gym

Please park in the extra  
parking area to the right of  
the building.

*If you have any questions, please  
contact Karen or Patrice  
at 781-259-2605*



Please mark your calendars and join us on September 21<sup>st</sup> from  
12:30 – 3:00pm.

If you have any questions or would like further information please contact the  
Treasurer's Office at 781-259-2605.

Hope to see you all there!!