



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

16-17:3
September 14, 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,

The School Committee reviewed the results of a survey sent to Hanscom families, faculty, and staff about make-up days for this school year to accommodate the Hanscom Primary School move into the temporary facility. School Committee voted to revise the Hanscom Campus 2016-2017 Academic Year Calendar at the September 8, 2016 meeting.

The following changes were approved for the Hanscom Campus only:

- A half-day of school will be held on Wednesday, October 12 – Yom Kippur.
- A half-day of school will be held on April 14 – Good Friday.

These two days are the make-up days for two days later in the school year when students, staff, and HMS faculty will not attend school. But, HPS faculty, including preschool faculty, will pack and unpack to move into the temporary school. HPS and preschool faculty will be compensated for these two additional days.

At this time, we do not know when the move will take place. If it happens over the December recess, no school will be held on the Hanscom Campus on December 23, 2016 and January 3, 2017. These days would be used for packing and unpacking. Please remember that this is not definite, and therefore, you should not make plans for these dates until the move is confirmed. We should know if the move will happen over the December recess by November 10th. You will be updated as soon as we have additional information.

The Revised Hanscom Campus 2016-2017 Academic Year Calendar that was approved by School Committee follows on Page 2.

All the best,

Becky

Superintendent's Letter, Continued

Revised Hanscom Campus 2016-2017 Academic Year Calendar

Approved by SC 09/08/2016 – Revisions Highlighted on Calendar in Yellow

<p>August 22 & 23: New Faculty Orientation 24 & 25: All Faculty Report 29: Gr. 1-8 Students Return; K Visits 30: Kindergarten and Preschool Begin</p> <p>September 5: Labor Day No School</p>	<p>August/September 2016 24 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>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>31</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>	S	M	T	W	T	F	S	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 2017 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>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></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					<p>February 20-24: February Recess No School</p>
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<p>October 3: Rosh Hashanah No School 10: Columbus Day No School 11: Professional Day – No School for Students Only 12: Yom Kippur – 5 day Hascom Compus Only 26: Parent Conferences PreK-8, 1:35-4:00 p.m.</p>	<p>October 2016 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></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> <tr><td>30</td><td>31</td><td></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>March 2017 23 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>March 22: Parent Conferences PreK-5, 1:35-4:00 p.m. 6-8 Report Cards Distributed 24: Town Meeting 29: Parent Conferences PreK-5, 1:35-4:00 p.m.</p>
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■ School Committee Meeting – 7:00 p.m. in Hartwell Building Multipurpose Room

- = Half Days
- = No School
- = Weekends

School Hours

Lincoln Preschool, Lincoln School K-8,
Hanscom Primary School, and Hanscom Middle School
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 Nights

September 15: Hanscom Middle
September 22: Hanscom Primary
September 15: Lincoln 5-8
September 21: Lincoln K-4
September 28: Preschool @ Hanscom
September 29: Preschool @ Lincoln

Calendar of Upcoming Events

- 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 . . . Lincoln PTO Welcome Back Staff Luncheon
12:40 – 1:30 p.m.
Brooks Gym
- . . . Employee Health and Benefits Fair
12:30 – 3:00 p.m. – Brooks Gym
See pages 12 – 13 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

REVISED Hanscom Campus Academic Year 2016-2017 Calendar

In anticipation of the Hanscom Primary School move into temporary facilities, a REVISED Hanscom Campus Academic Year Calendar for 2016-2017 was approved by School Committee on September 8, 2016. This revised calendar accommodates two days (TBD) that faculty will work to pack and move, **BUT** students will not report to school. Please see Page 2 for the Revised Hanscom Campus 2016-2017 Academic Year Calendar.

Revisions to the calendar include:

- Two, half school days were added for Hanscom students only:
- .5 day on Yom Kippur, Wednesday, October 12 and
- .5 day on Good Friday, Friday, March 14

*Students absent for religious reasons on either of these two days will be given an excused absence.
Faculty and staff needing to be absent on these two days for religious reasons may use accrued personal time.*

Lincoln's "Complete Streets" Program

The Complete Streets Program provides funding from Mass DOT that support projects providing safe and accessible transportation options for all travel modes including walking, biking, and transit. See Page 14 for dates and times of presentations about Complete Streets.

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.

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/dlRDxZ>

### EDCO IDEAS and MAALANA Course Offerings

- 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

**From our friends at Teaching Tolerance [goo.gl/tXlcWT](http://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/Jt1y0J](http://goo.gl/Jt1y0J)

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

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*Professional Development, Teaching Tolerance, Continued*

***Let's Talk! Discussing the 2016 Election*** [goo.gl/Jk1HLY](http://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](http://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](http://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***

***How PBS' "Arthur" Resources Support Prosocial Behavior and Critical Literacy*** [goo.gl/wumln9](http://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](http://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

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.

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.

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.

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.

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.

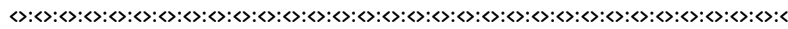


IDEAS

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 1st 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



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 14th and October 28th from 8:30 to 3:30

Instructors: Kalise Wornum and Elli Stern

Contact Jill Bagni at the EDCO office to register

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*



**We are putting all the pieces
together for a wonderful**

PTO Welcome Back Staff Luncheon

**Wednesday, September 21st
12:40 PM – 1:30 PM
Brooks Gym**

**Please come and enjoy a luncheon prepared
just for you!**

**THANK YOU
LINCOLN SCHOOL
TEACHERS AND STAFF**

**With great appreciation from the
parent members of the PTO for all
your dedication to our children**





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 21st 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!!

Lincoln's "Complete Streets" Program

Overview - The Complete Streets Program provides funding from Mass DOT that support projects providing safe and accessible transportation options for all travel modes including walking, biking, and transit.

Please Join us during the following:

Wednesday, October 19th from 7:30pm – 9:30pm Donaldson Room, 16 Lincoln Road, Lincoln. Learn all about the Complete Streets program and the type of projects that can be funded; participate in a panel discussion; and take part in a breakout working session. Please bring your ideas to this meeting.

Saturday, November 12, Brief Presentation at the State of the Town

Wednesday, December 7th from 7:30pm – 9:30pm Donaldson Room, 16 Lincoln Road, Lincoln. Presentation & discussion of the summary of ideas and recommended project list as a result of public forum held in October.

.January/February 2017, Presentation of "Complete Streets" Program & Prioritization Project list to the Board Of Selectmen.



Any Questions, please feel free to contact the DPW
Office at 781-259-8999.