



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

16-17:4
September 21, 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,

Last year, each of you participated in a module focused on Collaborative Practices with an emphasis on student learning. Collaborative Practices is based on a strong foundation of research that shows that perhaps the greatest impact schools have on student learning comes out of the work of collaborative teams, sometimes termed Professional Learning Communities (PLC) or Intentional Learning Communities.

Over the years, what we have heard most from teachers is a desire to have more time to focus on developing engaging curriculum and instruction and to work together to look at student work in order to address the needs of your students. What research has shown us is that simply providing time for teachers to meet together does not necessarily result in positive learning impacts for students. Collaborative time must be focused on student learning with an intentional goal that the team embarks on together.

I am pleased to be able to offer you time to do this work on several Wednesday afternoons during this school year. We know that it will take time for your team to develop these practices, and that for some of you, working together in this manner will be new and sometimes uncomfortable. But, this is important work, perhaps the most important work we could be doing right now in order to learn and grow as a community in the service of our students. Remember, "this is a lifestyle not a diet."

This is not a task to be completed and checked off the list. This is about being more efficient and effective with our use of time to ensure that we are providing students with the best possible learning experiences. I hope that you and your team will take some time to talk about your norms and your hopes for how you will work together as a collaborative team.

Your first opportunity to come together as a team is next Wednesday, September 28th. To help you with your work, included on page 2 is a reminder of the key points from our module.

All the best,

Becky

Superintendent's Letter, Continued

You may have already received from your administrators a copy of the article, "The Futility of PLC Lite," by Rick Dufour and Douglass Reeves. If not, please ask your principal or supervisor for a copy. It is a good summary of the work we did during last year's module, and it provides a helpful outline of the key components that must be focused on in order for this work to be successful.

Source: DuFours, Rick and Douglass Reeves. "The Futility of PLC Lite."
www.kaplanmagazine.org, V97 N6. Pages 69-73. Downloaded March 15, 2016.

Rick and Becky Dufour and Robert Eaker developed a framework for PLCs that focuses on a few guiding questions for collaborative work.

- What do we want students to learn?
- How will we know if they have learned it?
- What will we do if they have not learned it?
- How will we provide extended learning opportunities for students who have mastered the content?

When educators are truly working as a Collaborative Team they must:

- #1. work together in collaborative teams rather than in isolation and take collective responsibility for student learning.
- #2. establish a guaranteed and viable curriculum that specifies the knowledge, skills, and dispositions students are expected to acquire, unit by unit.
- #3. use an assessment process that includes frequent, team-developed, common formative assessments based on the guaranteed and viable curriculum.
- #4. use the results of common formative assessments to:
 - identify students who need additional time and support for learning.
 - identify students who would benefit from enriched or extended learning.
 - identify and address areas of specific strengths or weaknesses in teaching based on the evidence of student learning.
 - identify and address areas where none of the team members were able to bring students to the desired level of proficiency.
- #5. create a system of interventions that guarantees that students who struggle receive additional time and support in ways that do not remove them from new direct instruction, regardless of the teacher to whom they have been assigned.

Calendar of Upcoming Events

- Wednesday, September 21 . . . Lincoln PTO Welcome Back Staff Luncheon
12:40 – 1:30 p.m.
Brooks Gym
- . . . Employee Health and Benefits Fair (P. 5&6)
12:30 – 3:00 p.m. – Brooks Gym
- . . . 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



Great Learning

Lynn Fagan, Director, Lincoln Public Schools Preschool

In the preschool, students are learning about each other and about themselves. Some of the literature read in the preschool classrooms include: "Just Me" by Elva Robinson and "I Like Me" by Nancy Carlson. Follow-up activities were done in small groups with many students helping each other. Students are learning the routines and developing friendships.



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 – Three (3) openings: 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

- Special Education Tutor (1:1) – 5 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).

- Instructional Assistant, Grade 2 – 12.5 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).

#### 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).



*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!!