



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

16-17:22
March 1, 2017

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 Lincoln Public Schools Community,

The Massachusetts transgender rights law, An Act Relative to Gender Identity (Chapter 199 of the Acts of 2011), went into effect in July 2012. Last February, the Department of Elementary and Secondary Education (DESE) issued guidance related to the application of Title IX related to this act. (To view the document, copy and paste this URL into your browser: <http://www.doe.mass.edu/sfs/lgbtq/GenderIdentity.pdf>.)

As a result of the legislation that was enacted Federally and in MA and the additional guidance provided by DESE, I set the following as one of my personal evaluation goals for this year.

Professional Practice Goal:

Educate myself and the administrative team about new legislation related to Transgender students and the LGBTQ community. Ensure that our practices and policies support all students and provide safe learning environments for all students.

The Administrative Team has spent time reviewing the regulations and considering the steps that we need to take as a district and schools to ensure that we are meeting the needs of all of our students. Yesterday, our social workers, school psychologists, and nurses joined the administrative team for a training provided by the DESE Safe Schools Program for LGBTQ students. We will be thinking about next steps for ensuring that our schools are safe and welcoming for all students.

As you have likely heard in the news recently, the federal government has rescinded the previous Department of Justice and Department of Education guidance related to the protection and rights of transgender students. However, the MA state statute that was enacted prior to the federal guidance remains in place. I am including a statement from MA Education Commissioner, Mitchell Chester (see page 2) that summarizes the MA guidance.

The Lincoln Public Schools holds as one of its Core Values, Respect for Every Individual. We will continue to strive to create a school culture where every student is safe to learn and grow free from discrimination.

All the best,

Becky

Superintendent's Letter, Continued

From the Desktop, February 23, 2017 (6 days ago)

***News from Commissioner Mitchell Chester & the
MA Department of Elementary and Secondary Education***

Dear Superintendents, Charter School Leaders, and Principals:

I would like to affirm for you that Massachusetts remains dedicated to protecting the rights of transgender students even in light of recent federal actions. No one should be discriminated against based on their gender identity, and under existing state statute and regulations, protections for students and families will remain in place in the Commonwealth.

States can issue their own guidance, which can exceed federal guidelines. The Massachusetts state statute, which predates the federal guidance, ensures protections for all students and prohibits discrimination on the basis of gender identity. An Act Relative to Gender Identity ([Chapter 199 of the Acts of 2011](#)), amended several Massachusetts statutes prohibiting discrimination on the basis of specified categories, including gender identity, and subsequently, the Department of Elementary and Secondary Education issued guidance (<http://www.doe.mass.edu/sfs/lgbtq/GenderIdentity.pdf>) to school districts to implement the gender identity provision.

That guidance includes the following:

- "All students are entitled to have access to restrooms, locker rooms and changing facilities that are sanitary, safe and adequate, so they can comfortably and fully engage in their school program and activities."
- "...it is essential that the principal and student address access to the restrooms, locker rooms and changing facility. Each situation needs to be reviewed and addressed based on the particular circumstances of the student and the school facilities."
- "In all cases, the principal should be clear with the student (and parent) that the student may access the restroom, locker room, and changing facility that corresponds to the student's gender identity."
- Some transgender students may be uncomfortable using sex-segregated restrooms and should be provided an alternative, such as the nurses' restroom or a unisex bathroom.

Additional resources are available at <http://www.doe.mass.edu/sfs/lgbtq/default.html>.

We are proud that Massachusetts was a leader in this area and that schools have worked constructively and without great controversy to support their students. Please do not hesitate to contact our Safe Schools Program team at safeschoolsprogram@doe.mass.edu or [781-338-6319](tel:781-338-6319) if they can be of assistance.

Sincerely,

Commissioner Mitchell Chester

District Calendar of Upcoming Events

- Wednesday, March 8 **or** Monday, March 13 . . . Tour of the new Hanscom Middle School
(See page 9 for more details.)
Deadline to register is March 3.
- Wednesday, March 8 . . . School Committee Multi-board Forum with
Board of Selectmen, Finance Committee, and
Capital Planning Committee re: Lincoln
School Building Project
7:00 p.m. Brooks Gym
- Thursday, March 9 . . . School Committee Meeting
7:00 – 9:00 p.m. – Hartwell Multipurpose Room
- Thursday, March 16 . . . Superintendent's Office Hours
8:00 – 9:30 a.m.
- Friday, March 17 . . . Lincoln School Pre-Town Meeting Presentation
Council on Aging
Bemis Hall - 12:30 p.m.
- Monday, March 27 . . . Superintendent's Office Hours
3:00 – 5:00 p.m.
- Friday, March 31 . . . **Noon deadline** to request faculty student
enrollment for 2017-2018 school year
- Sunday, April 2 . . . Annual Spelling Bee
(See page 4 for details.)
- . . . Wetlands Boardwalk Ribbon Cutting Ceremony
11:30 a.m. – 12:30 p.m. (details will be forthcoming
in future issues of the Bulletin)

News and Information

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

URGENT BUS REMINDER

Doherty's Garage has informed us that when the buses are arriving at Smith and Brooks in the morning, parents are using the circle in front of the schools' main entrances to drop off students and deliver forgotten items. Cars are parking in the circle and blocking the buses from being able to deliver the kids to each building on time. Our bus drivers have tight timelines and have additional duties after they transport our students.

Please remember that cars are not allowed in the circle in front of the Brooks and Smith main entrances in the morning and afternoon when buses are arriving and departing. Grade 5-8 students should be driven to the entrance near the auditorium and K-4 students to the entrance near the Smith Gym. Thank you in advance for assisting us in achieving a smooth and safe arrival for all our students.

Maureen Onigman
Transportation Coordinator

News and Information, Continued



The Lincoln School Foundation is excited to host its **10th Annual Spelling Bee** on Sunday, April 2, in the Brooks Auditorium. Last year, 139 students in grades 3-6 participated in the Bee, and we are expecting another great turnout this year!

Registration for the Bee is now open and will run through Friday, **March 10**. Click <https://goo.gl/qS9km4> to register online or to download a copy of the paper entry form, which can be dropped off in the school offices.

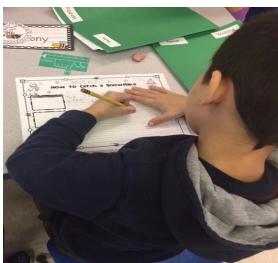
The Lincoln School Foundation would like to extend a personal invitation to all teachers at the Lincoln and Hanscom Schools to join us at the Bee! Come cheer on the spellers, and if you're interested in volunteering at the Bee, please email Gabby Berberian at bee@lincolnschoolfoundation.org.



GREAT LEARNING

Kristen St. George, Interim Principal, Hanscom Primary School

This month first graders have been working on "how to" stories during Writer's Workshop. We began the unit with brainstorming a list of things we could teach others to do. We focused on three areas--in school, in the kitchen and outside. Then students learned about zooming in on one topic. We practiced zooming in on topics and breaking the idea into small steps. Students learned about sequencing the story and using appropriate transition words. With all of the snow this past month, we decided to have our first topic be "how to catch a snowflake." We were very lucky to have plenty of snow flurries that gave us an opportunity to practice our "how to" steps and to adjust as needed. The children had so much fun practicing, writing, and creating pictures of themselves catching snowflakes. Our finished pieces are on display outside the classroom.



News and Information, Continued



We extend condolences to our colleague Mary Gately, Administrative Assistant at Hanscom Middle School, on the loss of her father Domenic Cuttone.

2017 – 2018 Employee Student Enrollment in Lincoln Preschool and Lincoln School

The deadline to submit a written request to the Superintendent to have employee children enrolled in the Lincoln Preschool or the Lincoln School for the school year 2017-2018 is **Friday, March 31, 2017 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 2017-2018 school year, and
- your complete mailing address.

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

Professional Development

~~~ If a link is not working, try copying and pasting it into your browser.~~~

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



For more information or to  
register:

<http://www.gse.harvard.edu/askwith/calendar>

**Friday, March 3**

**5:30 – 7:30 p.m.**

**Taking Action: Advancing Justice and Equality in Today's Climate**

### Panelists:

- Arshad Ali, Ed.M. '04, assistant professor, George Washington University
  - Michael A. Blake, assembly member, New York State Assembly, 79<sup>th</sup> District, The Bronx, NY; 2016 fellow, Institute of Politics, Harvard Kennedy School
  - Albino Garcia, Jr., Chicago/Native activist; executive director, La Plazita Institute, Albuquerque, New Mexico
  - Simran Noor, vice president of policy and programs, Center for Social Inclusion, New York
- Moderator:** Christina Villarreal, Ed.M.'05, visiting lecturer on education, HGSE; lecturer and director of History/Social Studies, Brown University

Dismantling oppressive structures in society and in education requires not just passionate individuals, but also coordinated action. We see that citizens who take action and work for social justice can change the status quo. As part of the annual Alumni of Color Conference (AOCC) at the Harvard Graduate School of Education, we endeavor to highlight the role of activism and other critical issues in education that effect students, teachers, and educators in communities across our country.

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*Professional Development, # Askwith Forums, Continued*

How can we develop a deeper understanding of the roots of oppression and the current democratic processes? How, within those contexts, can we build systems of sustainable activism to ensure lasting change?

Like an efficient assembly process, systems of activism require each individual to play a unique role and to make a specific contribution. Panelists will share their personal and professional experiences with activism and collective action, as illustrations of how to forge a legacy through activism. By bringing together policymakers, scholars, researchers, and practitioners in dialogue around this important issue, social justice advocates will learn new ways to leverage their practice in current and future social justice efforts.

*The AOCC will present a Courage Award to Brandon Marshall, linebacker, Denver Broncos, NFL. This forum is held in conjunction with the 15<sup>th</sup> Annual Alumni of Color Conference (AOCC), "Defy. Define. Dismantle. Forging Our Legacy Through Activism."*

**Monday, March 6**

**5:30 – 7:00 p.m.**

**A Conversation with Anne Holton, Champion for Public Education**

**Speaker: Anne Holton**, former secretary of education, Commonwealth of Virginia; appointed member, Board of Education, Virginia Department of Education

**Moderator: Deborah Jewell-Sherman**, Ed.M.'92, Ed.D.'95, professor of practice, HGSE; former superintendent, Richmond Public Schools, Commonwealth of Virginia

Holton will be joined by Jewell-Sherman for a conversation about making a difference in the educational experiences and outcomes for all young people. Holton has devoted her career to serving as an advocate for Virginia's families and children through a number of roles, including as a juvenile court judge, First Lady of Virginia, and Virginia's Secretary of Education. She recently was appointed to Virginia's Board of Education. She also served as director of the Great Expectations program, an initiative that helps young people aging out of foster care obtain higher education through Virginia's community colleges. Holton, the wife of Senator Tim Kaine (VA), 2016 Democratic vice-presidential candidate, will share her perspective on the challenges and opportunities facing public education today.

*This forum is held in conjunction with the Women in Education Leadership, Programs in Professional Education convening.*

**From EDCO, in collaboration with the deCordova Museum**

*Registration Information and Compete List of Courses Available at:*

<https://edco.gosignmeup.com/public/course/browse>

The first is more specific to art teachers, but would be inspiring for anyone:

*Opening Ideas: Exercises in Creativity to Foster Innovative Thinking* with exhibiting artist Fritz Horstman.

Friday, March 10

8:30 – 3:00

The second is a multidisciplinary immersion of art, science, literature, and history and is perfect for anyone in those disciplines, but also for elementary school teaching teams who are looking for interdisciplinary connections:

*Reading the Landscape: A Sense of Place Exploration through Art, Literature, History, and Science*, in conjunction with the Walden Woods Project

Saturday, April 1

8:30 - 3:00

*Professional Development, EDCO, Continued*

*Instructional Coaching: Promising Steps in Implementing the Jim Knight Model – 3/2*  
*How to Provide Effective Support for Students with Special Needs in the School Library – 3/4*  
*Universally Designed Leadership Training – 3/6*  
*Dealing with Difficult Parents – 3/8*  
*Opening Ideas: Exercises in Creativity to Foster Innovative Thinking – 3/10*  
*IDEAS-1, Anti-Racist Practices to Support the School Environment – 3/11*  
*Expand Your Learning with Dremel 3D – 3/16, 9:00 a.m. – 1:30 p.m.*  
*Moving Beyond Sentence Frames: Scaffolding Writing Instruction with English Learners – 3/23*  
*Building Bridges – Facilitating Courageous Conversations with Students – 3/23*  
*The Mindset Revolution: Teaching Mathematics for a Growth Mindset (K-5) – 3/24*  
*The Active Learning Classroom for English Learners – 3/25*  
*English Learners in the Art Classroom – 3/27*  
*Google Tools for Instruction of Students with Disabilities and Diverse Learning Styles 3/27 ONLINE*

Registration Information and Complete List of Courses Available at:  
<https://edco.gosignmeup.com/public/course/browse>

### **Achievement for Students**

<https://edco.gosignmeup.com/public/Course/browse?courseid=3701>

***Building Bridges: Facilitating Courageous Conversations with Students***  
Registration closes March 23, 2017

**Begins: 3/23/2017 - 4:00 PM**

Sessions:

3/23/2017 - 4:00 PM - 7:00 PM

3/30/2017 - 4:00 PM - 7:00 PM

4/01/2017 - 8:30 AM - 3:30 PM

## **From our friends at deCordova Museum**

### **The Shape of Rivers: Perspectives from Art and Science**

<https://decordova.org/>

**Thursday, March 9, 6:30–8 pm**

Join Biennial artist Fritz Horstman and MIT geophysicist Daniel Rothman for a conversation on water flow through natural landscapes. Horstman explores the intersection of human constructions and ecological systems [Free, RSVP requested.](#)

Co-sponsored by Massachusetts River <http://massriversalliance.org>, which works to ensure healthy rivers for people & wildlife across the Commonwealth.



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*Professional Development, deCordova Museum Continued*

## **Destroy to Build: Studio Workshop with Carly Glovinski**

<https://decordova.org/>

### **Tuesday, March 7, 6:30–9 pm**

Invent your own object. Through the process of close looking and considering how things work, we will deconstruct an inanimate object and reconstruct it in a new way through drawing or painting. This is the last chance to work with Biennial Artist Carly Glovinski.

### **From DESE**

(Please note; if a URL listed below is not working, please copy and paste it into your browser.)

#### *New Resource: Updated Guide on Behavioral Health Services for Students*

MassHealth behavioral health services can help schools support students with social, emotional, and behavioral needs. MassHealth and the Massachusetts Children's Behavioral Health Initiative recently released a revised and updated school personnel guide (copy and paste this URL into your browser: <https://goo.gl/I1swnl>). The guide is for anyone in school buildings who interacts with students and includes information such as:

- Basic information on MassHealth <http://www.mass.gov/eohhs/gov/departments/masshealth/> and eligibility;
- Descriptions of MassHealth's home- and community-based behavioral health services;
- Guidance on how to help families select the right starting point for their children; and
- Specific steps to help families access services.

In addition, the Children's Behavioral Health Initiative has a new website that includes other resources for educators.

#### *Get Involved: Comment on Massachusetts' Every Student Succeeds Act Draft Plan*

A draft of ESE's state plan under the federal Every Student Succeeds Act (ESSA) is posted online, and we want your feedback (accessible by copying and pasting this URL into your browser: <https://goo.gl/svY56w>). The draft, which includes which criteria should be used to measure school success, was informed by nearly a year of engaging with a wide range of people, including at five public forums across the state. An executive summary of the draft plan is also available as a Word document via the link shown above.

The public comment period is open through March 9, 2017. Please submit feedback through the survey or via email [essa@doe.mass.edu](mailto:essa@doe.mass.edu). We plan to submit the plan to the U.S. Department of Education for approval on April 3.



# Come Tour the Hanscom Middle School! March 8th or March 13th



## Tour Dates:

Wednesday, March 8, 2017

9:00am -- 11:00am

*Deadline for sign-up is March 3rd!*

Monday, March 13, 2017

9:00am -- 11:00am

*Deadline for sign-up is March 8th!*

Participants must sign up in advance in order to be approved for Base access.

Please contact Mary Gately at

781-274-7720 or

[gatelym@lincnet.org](mailto:gatelym@lincnet.org)

## 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.

If no job is posted on the website, please contact the administrator listed after each position noted below.

### Current Openings

#### Preschool at Lincoln

- Extended Day Assistant, Friday afternoons from 12:15-4:15 p.m. Start date: February 27, 2017. Compensation: \$22.04 per hour.

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

#### Hanscom Primary School

- Gr2 Instructional Assistant (25 hours per week)/Intervention Assistant (5 hours per week). Start Date: Immediately through the end of the school year – non-benefits eligible. Compensation: \$17.42 per hour (Instructional Assistant).

Contact Kristen St. George, Principal at 781-274-7721 or x 6300 or via email at [stgeorgek@lincnet.org](mailto:stgeorgek@lincnet.org).

#### Lincoln School K-4

- Literacy Tutor (12 hours per week). Compensation: \$27.76 per hour. Starting date: Immediately.

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

#### Food Services

- 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).

#### Day-to-Day Substitutes

- All schools – day-to-day, short term substitutes, on an as-needed basis. Minimum daily rate of \$95 per full day/\$57 per half day (rate increases based on length of assignment). Minimum requirements: Associate's or Bachelor's degree preferred, but not required; citizenship, residency work Visa in U.S. required. Qualified candidates with limited availability are encouraged to apply – we will work with your schedule. Apply online at <https://lincnet.tedk12.com/hire/index.aspx>.

Contact Suzette Brydie, Substitute Caller with any questions at 781-259-9402 or via email at [sbrydie@lincnet.org](mailto:sbrydie@lincnet.org).

Employment Opportunities Continued on Next Page

*Employment Opportunities, Continued*

## **Lincoln Campus Summer Achievement Camp**

Dates: July 24 – July 27, 2017

July 31 – August 3, 2017

*For students in 2016-2017 grades K-2 from Lincoln and Boston. Achievement Camp will provide students with a chance to explore literacy and mathematical concepts in a way that prepares them for the rigors of the grade they will enter in September.*

- **Teachers** (3 positions available); compensation: up to \$50 per hour
- **Instructional Assistants**; compensation: \$17.42 per hour
- **Bus Monitor**

Compensation: Rate 1 (holds another position at LPS) \$56.58 per day

Rate 2 (holds no other position at LPS) \$88.75 per day

*Contact Sarah Collmer, Lincoln School K-4 Principal, at 781-259-2101 or via email at [scollmer@lincnet.org](mailto:scollmer@lincnet.org).*

**See next page for  
Recreation Department Summer Employment Opportunities**



### **Join Our Team at Lincoln Summer Camp!**

Are you looking for a summer job or know someone who is? LSC runs for 6 weeks from July 3rd through August 11th and offers very competitive pay.

Lincoln Summer Camp is a Kindergarten – 8<sup>th</sup> grade day camp located on the Lincoln School campus serving campers from Lincoln School, Hanscom and the surrounding towns. Campers' days are filled with singing, cheering, swimming, sports, arts and crafts, music and drama, gymnastics, STEM (science, technology, engineering, and mathematics), as well as daily special events and weekly field trips. We are seeking employees for the following positions:

- **Specialists in areas such as Arts and Crafts, S.T.E.M., Sports and Archery (Perfect for teachers).**
- **Counselors for our Kindergarten – 5<sup>th</sup> grade camp.**
- **Counselors for our traveling 6<sup>th</sup> – 8<sup>th</sup> grade camp (must be 18 years or older).**

If you are interested in joining our team this summer, please visit our website at [lincolnsummercamp.com](http://lincolnsummercamp.com). In the top right corner, you will see a link “**Join Our Team.**” Please fill out the application and we will get in touch!

If you have any questions, please do not hesitate to email our directorial team at [directors@lincolnsummercamp.com](mailto:directors@lincolnsummercamp.com).

We look forward to hearing from you, and are looking forward to another great camp season at Lincoln Summer Camp!

Sincerely,

~Audrey Levin, Joe Colombo, and Sarah Costa  
Lincoln Summer Camp Directorial Team