



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

16-17:23
March 8, 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,

This is a reminder that the **Lincoln School Building Project Public Forum** is taking place **tonight**, Wednesday, March 8th at 7:00 p.m. in the **Brooks Gym**.

The public forum is an opportunity to hear from the School Committee, Finance Committee, and other Town Boards regarding the Town Meeting Warrant Articles related to the Lincoln School. Please come and learn about the needs of the Lincoln School, gain understanding of the Warrant Articles and what they mean, and consider possible next steps for the Lincoln School depending upon the outcome of the Town Meeting vote.

It is important for our community to be informed participants at **Town Meeting on Saturday, March 25th**. To assist community members, the School Committee has provided an informational editorial provided on pages 2 and 3 of this bulletin.

I encourage everyone to attend the public forum tonight, read the information provided by the School Committee, and most importantly for all Lincoln residents to attend Town Meeting on March 25th to participate in the decision-making process for the town.

All the best,

Becky

Town Meeting Warrant Article re: Lincoln School Building Project

SCHOOL COMMITTEE ASKS TOWN TO MOVE FORWARD WITH A LINCOLN SCHOOL BUILDING PROJECT

Last April, Lincoln again applied for state funding for a school building project from the Massachusetts School Building Authority (MSBA). In December, the Town learned that we were not invited into the 2016 funding pipeline. After careful consideration we, the members of the Lincoln School Committee (LSC), have voted unanimously to recommend that the Town move forward independently and begin planning a Lincoln-funded school building project. This is an opinion that we have shared openly with other boards and that we introduced to the public at the January 30th multi-board meeting. It has since been endorsed by multiple Town boards and committees.

The purpose of the January 30th meeting was to launch a community process that we hope will bring the Town to consensus on a Lincoln School building project. The first decision will be made at the March 25th Annual Town Meeting. The LSC is bringing forth for the Town's consideration two warrant articles that represent two different pathways:

1. **Article 33:** Using the money we already set aside in 2015, will the Town permit the School Committee to begin planning a Lincoln-funded project?; **OR**
2. **Article 34:** Should the Town continue to re-apply to the MSBA?

The LSC views these articles as an either/or choice representing two distinct pathways and timetables. The School Committee recommends voting "YES" on Article 33, and passing over Article 34.

Article 33:

As stewards of the school, we believe the time has come to act independently for the following reasons:

1. The Lincoln School's building systems are at increasing risk of failure, and the fiscally responsible approach is to address the deficiencies with a thoughtfully planned single project.
2. We are committed to creating a learning environment that supports the Town's educational vision.
3. There has been considerable community engagement over the past five years, and a growing consensus that a school project is one of the Town's top priorities.

Certain systems in the school, such as the roof and boilers, are on borrowed time. With immediate action, the earliest completion date for a renovation project is late 2021. Waiting to act lengthens the timeline and increases the risk of a costly infrastructure failure that would force us to reactively spend millions of dollars. Since 2002 when the Capital Planning Committee first recommended a comprehensive approach to addressing the school's capital needs, the Town has conducted five studies of the facility. Each study has confirmed the idea that it is fiscally prudent to thoughtfully plan a project that holistically addresses the school's infrastructure needs.

For the past several years, because we sought to maximize the impact of the Town's investment, the LSC asked for Town support to seek MSBA funding. Yet, since we applied last April, we have learned more about the current competitiveness of the MSBA process. The MSBA uses weighted criteria to evaluate proposals, including: 1) Is the building structurally sound? 2) Is there severe overcrowding? 3) Is there a threatened loss of accreditation? 4) Does the district foresee future overcrowding? 5) Are the major systems obsolete? 6) Will there be short-term enrollment growth? and 7) Are the educational spaces outdated? The Lincoln School, like many around the Commonwealth, falls firmly into categories 5 and 7. Many districts around us, however, are also facing severe overcrowding, and there are some facilities around the Commonwealth that are considered unusable. The MSBA is using its limited resources to fund projects around the state that fall squarely within categories 1 and/or 2. **We believe that with the current focus on these top two criteria we are unlikely to receive state support in the foreseeable future, and that given the condition of the building, the responsible financial choice is to move ahead on our own.**

Next, supporting high-quality public education is one of Lincoln's core values. This goes beyond academic rigor, encompassing a vision of education that is innovative, engaging, and inspiring. To realize that vision, we know we need highly-effective educators in an environment that supports teaching and learning. Lincoln consistently supports the educational program, and now it is time to invest in our infrastructure. **Our goal is a school facility that fosters collaboration and communication, is flexible and sustainable enough to meet educational needs for decades to come, and is safe and accessible to, and supportive of, all our learners.**

Town Meeting Warrant Article re: Lincoln School Building Project, Continued

Finally, for the past five years the LSC has worked with the citizens of Lincoln to cultivate a shared vision of education, and an understanding of the Lincoln School building's deficiencies. Among the several hundred people who have engaged in this process, the public has indicated consensus on several points:

- Maximizing educational benefits is the community's first priority when evaluating a potential project.
- A minimum investment of \$30M (2014 estimate) is required to achieve a responsible repair project that addresses basic infrastructure and meets current safety, structural, and accessibility codes.
- In order to achieve an education-focused transformation of the building, a significantly greater investment will be required. According to several studies, the potential cost is \$40M -- \$65M.
 - This cost range is based on the 2014 Dore & Whittier estimates commissioned by the School Building Advisory Committee II (SBAC II); the total cost of the project proposed in 2012 was \$50M.
- When asked at the 2014 State of the Town Meeting, those present demonstrated strong support for a transformative project, *even if we need to pay for it on our own*.
- Many residents are also interested in building a Community Center on the Lincoln School campus and favor a parallel planning process.
- A school project will be a major community investment. It is important to build on the community's demonstrated engagement in planning these projects.

Approving Article 33 is the first of three votes the Town would take to plan and achieve a revitalization of the Lincoln School. Community input has been and will continue to be crucial in planning for the choices the Town will make at each of these stages. The following "feasibility study" process is based on a standard project management model:

1. After a "yes" vote on Article 33, the School Committee appoints a School Building Committee to choose an architect, hire an Owner's Project Manager, and develop a series of project concepts and budget estimates from which the Town will choose.
2. The Town votes to choose a project concept and estimated budget range. This determines key components of the project such as the number and types of spaces needed, and the footprint of the building.
 - *Preliminary Design Phase:* After the Town chooses a concept, the architect and Building Committee will do preliminary site planning and choose major systems and materials such as heating/ventilation, roofing, exterior materials, windows, insulation, lighting, and plumbing.
 - Two independent cost estimates are commissioned and reconciled.
3. The Town votes to bond the project, beginning the final phase:
 - *Final Design Development:* The Building Committee and architect choose interior finishes, finalize site plans, and create construction drawings.
 - The construction contract is put out to bid, is awarded, and the project begins.

Article 34:

Article 34 asks whether the Town should re-apply for funding from the MSBA. The LSC has advocated for this pathway over the past couple of years, but now believes that our near-term acceptance into the funding pipeline is highly unlikely given both the level of need around the state, and the MSBA's available resources. As outlined above, large infrastructure items such as the roof and the heating system are at an increased risk of failure, and even the most ambitious project schedule takes four years. *The LSC recommends voting "yes" on Article 33 and passing over Article 34.*

Why not vote "yes" on both articles?

- One advantage of funding a project on our own is that we are not constrained by MSBA limitations on building and site use, thus facilitating parallel planning with a community center.
- Potential waste of taxpayer money: If we spend money to develop a project on our own and then receive an invite from the MSBA, we would have to put that work aside and begin a new, state-approved process. This would mean appropriating more money, hiring a state-approved architect and owner's project manager, and starting the work again. This also delays planning for a community center project.
- Respect for the Town's human capital. During the most recent study of the Lincoln School, SBAC II meetings consumed over 110 hours of our educators' and fellow citizens' time. The LSC wants to ensure that we are using our human resources judiciously and productively.

Questions? Want more information?

Please join us for a Multi-board Meeting & Forum on March 8th, 7:00pm, Brooks Gym!

District Calendar of Upcoming Events

- TODAY** 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
- . . . Deadline to Register for March 13 Tour of Hanscom Middle School
- Thursday, March 9 . . . School Committee Meeting
7:00 – 9:00 p.m. – Hartwell Multipurpose Room
- Monday, March 13 . . . Tour of the new Hanscom Middle School
(See page 6 for more details.)
Deadline to register is March 8th.
- 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 5 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



We extend condolences to our colleagues:

Lisa Cloutier, Physical Therapist on the Lincoln Campus, on the loss of her grandfather Aldo Cura.

Beth Ludwig, Hanscom Primary School Principal, on the loss of her grandmother Margaret Gemmell Amphlett.

News and Information, Continued



Great Learning

Lynn Fagan, Director, Lincoln Public Schools Preschool



Students at the Lincoln Preschool at Lincoln have enjoyed a weeklong celebration of Dr. Seuss. Activities surrounding the children's author included puppet creations, hat making and silly sock day. Students enjoyed working in small groups to complete scavenger hunts and discover hidden pictures from Dr. Seuss stories that they had read. In addition, guest readers, including members of the Administration and Central Office Administrative Assistants, were invited to read.



Right, preschool friends present Assistant Superintendent Patricia Kinsella with an invitation to help continue their Dr. Seuss celebration and Read Across America awareness by inviting her to story time.



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.



The Lincoln School Foundation is excited to host its **10th Annual Spelling Bee** on Sunday, April 2, in the Brooks Auditorium.

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.

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

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/dIRDxZ>

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

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

**Please contact Suzette Brydie for approval before registering for any EDCO courses.**

This following course 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

#### **Openings available for spring PD workshops:**

*Working with English Language Learners in the Physical Education Classroom*  
*Hot Topics in Special Education*  
*Scaffolding Content for English Language Learners*  
*The Active Learning Classroom for English Learners*  
*Using Movement as a Major Player in the Learning Process*  
*Mindfulness in the Classroom*

#### **Upcoming this summer:**

*Fostering Mathematical Practices in English Language Learners (ELs) and Students with Learning Disabilities (SWLDs)*

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

### *Goldin Foundation grants available*

Goldin Foundation for Excellence in Education Exemplary Projects Awards recognizes projects of excellence in the U.S. and abroad, early childhood-grade 12, which have been in existence for a minimum of 3 full years and have potential for replication and/or adaptation. Awards are \$5000-10,000. They may serve as sources of inspiration for your school, school district, or broader community. For more information, go to <http://www.goldinfoundation.org>.

*Professional Development, Continued*

## *Curious about project-based learning?*

Meridian Academy <http://www.meridianacademy.org/> is hosting a free student work exhibition on Tuesday, 3/14, from 6:30 – 9:00 p.m.

Meridian, 54 Brookside Ave, Jamaica Plain, MA 02130, also welcomes visits from teachers. Contact your Principal or Patricia if you're interested in setting up a site visit.



From Meridian: Join us for an evening of learning. Students will share with you the investigations that they have carried out this past trimester, and explain their relevance to today's world.

- Original economic problems posed and solved by Division 2 students using linear programming.
- African folk tales re-imagined and performed by our Division 3 students.
- Division 4 research papers on strategies to make personal and policy decisions in the midst of risks and trade-offs.
- PSAs that address ecological problems in Spanish-speaking countries created by students in Advanced Spanish.
- Analyses of science journalism including profiles of working scientists by students in Division 1.
- An exploration by French students into issues affecting food production and consumption around the world.

## *From Research for Better Teaching*

<http://www.rbteach.com/>

## **Summer 2017 Open Programs**

### **High-Expectations Teaching**

August 10 & 11, plus 4 fall dates  
Instructor: Jon Saphier

### **Studying Skillful Teaching (SST): Promoting Motivation, Learning, and Achievement**

July 10 - 13, plus 2 fall dates  
Instructor: Ann Stern

### **Coaching for Sustainable School Improvement (CSSI)**

July 24 - 25, October 3, plus three webinars  
Instructor: Nancy Love

### **Analyzing Teaching for Student Results (ATSR)**

July 17 - 20, plus 3 fall dates  
Instructor: Deborah Reed



## 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

- **Temporary Position:** 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).

#### 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).

### 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 [lincolnsummerncamp.com](http://lincolnsummerncamp.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@lincolnsummerncamp.com](mailto:directors@lincolnsummerncamp.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