



**Rebecca McFall, Ed. D., Superintendent**

Lincoln Public Schools  
Ballfield Road, Lincoln, MA 01773

19-20:04  
September 18, 2019

**Core Values**

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

See Page 12 for  
Employment  
Opportunities

# Superintendent's Bulletin

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

Dear LPS Community,

As we watch the temporary school building develop on the center field on the Lincoln campus, we are coming to the end of the construction projects on the Hanscom campus. On the morning of October 2nd, the official Hanscom Primary School (HPS) Ribbon Cutting Ceremony will take place. This event is an opportunity to recognize the entities that came together to make the building of the Hanscom Primary School a reality. Our Senators, Congressional Delegates, and State Representatives are invited. Hanscom schools were fully funded by the Federal Government through the Department of Defense Education Activity (DoDEA) division with whom we have our contract to operate the Hanscom Schools.

Our ribbon cutting will focus on acknowledging the congressional support for the HPS project and the work of DoDEA representatives, Ewing Cole Architects, the Army Corp of Engineers, J&J Contractors, Hanscom Air Force Base officials, and our local district leaders for their collaborative efforts over many years to fund, design, and construct both the Hanscom Primary School and Hanscom Middle School.

Yesterday, the Administrative Team/ Administrative Council meeting was held in the HPS conference room for the first time. As we gathered, there were numerous comments about the many outstanding features in the school, including the stage that can be utilized from both sides depending on whether there is a smaller gathering in the commons or a large gathering in the gym. We are already seeing faculty collaborating in new ways to use their neighborhoods and hub spaces to provide students with a variety of learning experiences that meet their needs in flexible groups. I made the statement to the Administrative Team that I believe that HPS is the nicest school I have ever seen. I made this statement with regard to its design for learning and the aesthetic finishes. As we move into the school year, we will provide opportunities for all faculty and community members to visit HPS. I am excited to show off our newest school.

On the next page you will find a "leave behind" document provided by Ewing Cole, architects for the HPS and HMS schools that provides some pictures and overview information.

All the best,

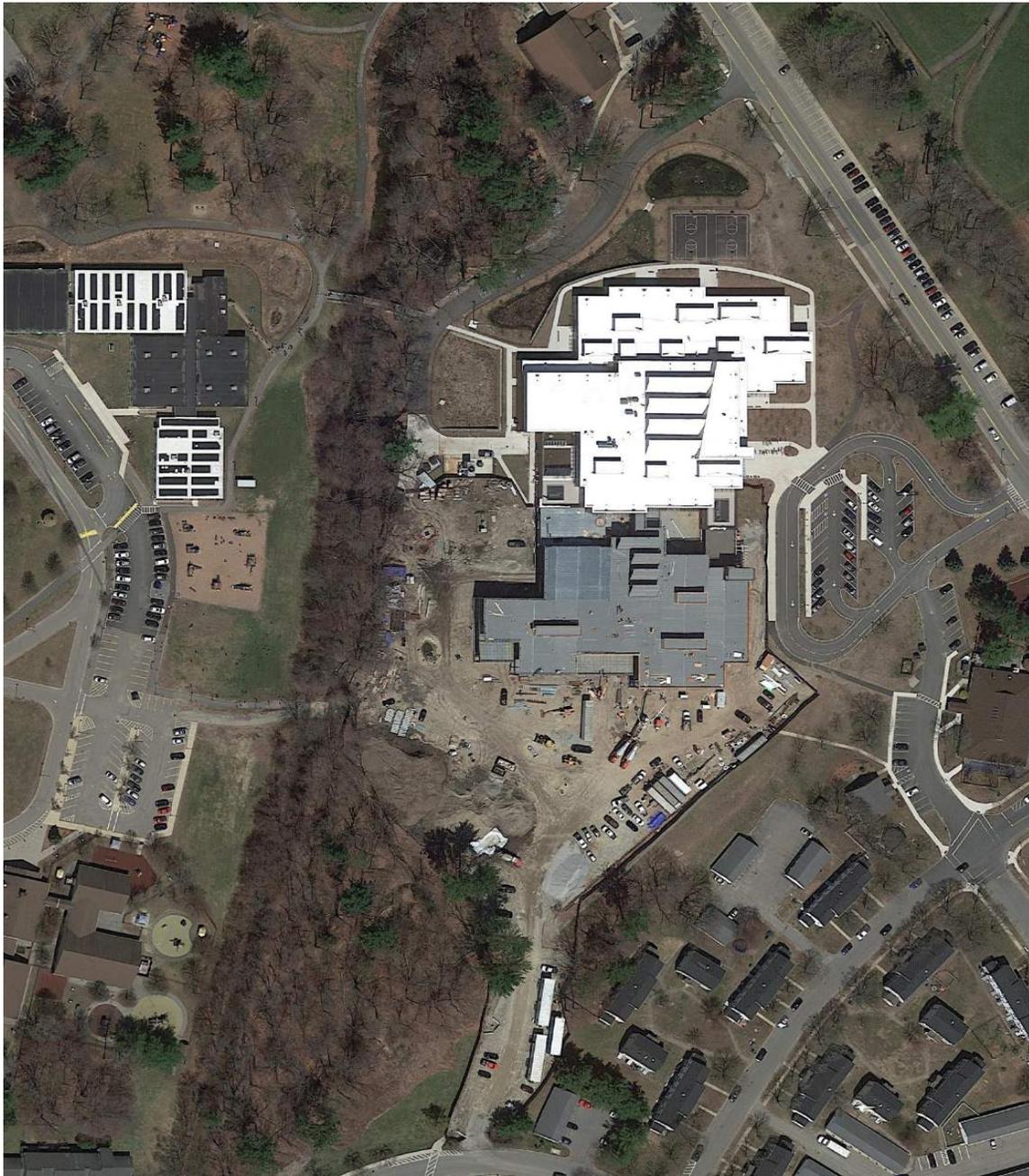
*Becky*

### Resources for Information on EEE

(If a link is not functioning, copy and paste it into your browser.)

- <https://www.mass.gov/service-details/mosquito-control-projects-and-districts>
- <https://www.mass.gov/service-details/eee-eastern-equine-encephalitis>
- <https://www.cdc.gov/easternequineencephalitis/index.html>
- <https://www.mass.gov/service-details/wnv-and-eee-in-animals>
- <https://www.lincolntown.org/116/Board-of-Health>

*Superintendent's Letter, Continued*



HANSCOM MIDDLE AND PRIMARY SCHOOLS

## District Calendar of Upcoming Events

- TODAY** Wednesday, September 18 ... Town of Lincoln Health Fair (*See page 5.*)  
12:30 – 3:00 p.m. – Brooks Gym (*See page 6 for Open Enrollment information.*)
- Thursday, September 19 ... School Committee Meeting  
7:00 p.m. – Hartwell Multipurpose Room
- Tuesday, September 24 ... Superintendent's Office Hours  
8:00 – 10:00 a.m.
- Wednesday, September 25 ... Curriculum Night at Preschool at Hanscom  
... School Building Committee (SBC) Meeting  
7:00 pm. – Hartwell Multipurpose Room
- Thursday, September 26 ... SBC Outreach Subcommittee Meeting  
10:00 – 11:30 a.m. – Hartwell Multipurpose Room  
... Curriculum Night at  
• Lincoln School 5-8  
• Preschool at Lincoln
- Monday, September 30 ... Rosh Hashanah – School Closed; Central Office Open
- Tuesday, October 1 ... Developing Our Profile of a Learner (*See page 7.*)  
12:45 – 2:45 p.m. – Hartwell Multipurpose Room
- Thursday, October 3 ... Curriculum Night at Hanscom Middle School  
(*Rescheduled from September 26, 2019*)
- Monday, October 7 ... Superintendent's Office Hours  
3:00 – 5:00 p.m.
- Wednesday, October 9 ... Yom Kippur – Schools Closed; Central Office Open
- Monday, October 14 ... Columbus/Indigenous Peoples' Day  
Schools and Offices Closed
- Monday, October 16 ... School Building Committee (SBC) Meeting  
7:00 p.m. – Hartwell Multipurpose Room
- Wednesday, October 23 ... Superintendent's Office Hours  
8:00 – 10:00 a.m.

### News and Information

To share news with your colleagues, email Janice Gross at [jgross@lincnet.org](mailto:jgross@lincnet.org).



We offer condolences to our colleague Kim Katz, Special Education teacher at Smith School, and her husband Mike, on the loss of their twin baby boys Miles and Emmett Katz.

News and Information, Continued



# GREAT LEARNING

Lynn Fagan, Preschool Coordinator, and the Preschool Team

The Lincoln Preschool classes on the Hansom campus have moved into their new preschool neighborhood in the Hanscom Primary School. There are so many exciting things about the new space, including a new preschool common area. Preschool students have had the opportunity to participate in art class with Ms. Sullivan. They gathered to listen to a story while sitting on our new comfy chairs and then went to the tables to create art. The children were able to move about the space and create dot murals with their friends. The new common area facilitates preschool students creating collaborative art!



News and Information, Continued



Hello Everyone! It is that time of year, once again! Pumpkin Spice is back and we are all searching our closets for that warm sweatshirt for the cooler evenings.

Please come join us for  
**Lincoln's Employee Health and Benefit's Fair**  
**Wednesday, September 18<sup>th</sup>**  
**12:30 – 3:00 pm**

We are so excited to share the good news... we will be seeing a 4.23% decrease in our health insurance premiums this year! There... I couldn't wait, how exciting is that? Our wellness group has been working hard this past year to provide some fun exercise programs and informative workshops. We hope you can take part in our upcoming programs! If you would like to learn more, please contact Karen DeCaprio in the Treasurer's office for more details, come to the fair and we will have lots of information for you!

**Do you know the benefits of Honey?** Honey can be rich in Antioxidants and can help lower your Triglycerides.



Come taste some delicious samples and learn more.



It's 2 am, you are out of town and your doctor's office is not open...what do you do? Call **Well Connection!** The benefits of Well Connection are real Doctors and real Doctor visits. Call them anytime for Medical and Behavioral Health, it is secure and the cost is low...they are just a phone call away!

Have any of you needed to use our **Group Accident Coverage** with Boston Mutual? I sure hope not... but if you have, you know how it can pay you for those out-of-pocket expenses, transportation, lodging and emergency room expenses. This plan is portable, affordable and has family coverage.



Roger from Life Plus will have the details on how it works.

Everyone LOVES a "**Smart Shopper**"! Come talk with Tara, from MIIA, and find out how you can earn money by



"shopping around" for health services.

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!



I don't know about you, but my eyes are not as good as they used to be! Come learn about our vision plan with **DavisVision**. It can save you a ton of money.



Pair your vision plan up with your FSA, through **Cafeteria Plan Advisors**, and not only will you save money, but your eyeglass purchase may be pretax as well. Kim, from CPA, Inc., can answer your questions on how to make your pretax dollars work for you!

**Mark your calendars and join us on September 18<sup>th</sup> from 12:30 – 3:00 pm.**



*News and Information, Continued*

## **Benefit Eligible Employee – Open Enrollment Information**



TOWN OF LINCOLN  
Please visit our  
Employee Health and Benefits Webpage

Dear Benefit Eligible Employee,

Your Open Enrollment period is NOW thru October 31<sup>st</sup> with an effective date of November 1<sup>st</sup>. If you cannot attend the Health and Benefit Fair scheduled for Wednesday, September 18th, please visit our website for updates.

This Webpage has been created for you to easily review your benefit information. We have posted links to summary descriptions, enrollment information, rates and pertinent information regarding the Benefits Fair.

To obtain access to our Benefit Fair Webpage please use the link and information below:

<https://www.lincolntown.org/MyAccount?from=url&url=%2f1054%2fBenefits-Fair&anchor=&validationMessage=>

- Click on Existing Account
- Sign in using the following Email Address and Password:
  - Email: [benefits@lincolntown.org](mailto:benefits@lincolntown.org)
  - Password: Benefits2019!
- PLEASE NOTE: Use the password provided, do not try to change the password.

If you should have any questions, please feel free to contact the Treasurer's office at 781-259-2605

## Developing Our Profile of a Learner

**What should the purpose of school be?  
What outcomes do we want for our students?  
What skills, traits, or knowledge will our students need in  
order to thrive in and transform the 21<sup>st</sup> century?**

Our world is changing—it has already changed considerably and will continue to do so. We need to **rethink** how school could prepare our young people to **thrive** and **change the world** for the better.

In the next three years, all of our schools will be newly designed to support ways of teaching and learning that match our changing world and meet the future needs of our students. What will guide the evolution of teaching and learning in Lincoln and at Hanscom?

Join Becky McFall, Superintendent and Jess Rose, Assistant Superintendent for a chance to be a participant in the process of constructing a **Profile of a Learner** for the Lincoln Public Schools. There are five opportunities to attend; pick one that works for your schedule!

Location	Date	Time
Lincoln: Hartwell Multipurpose Room	October 1	12:45-2:45 PM

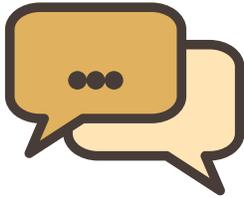
You do not need to bring anything besides yourself or prepare in any way. If you have questions, please reach out to Janice Gross at [jgross@lincnet.org](mailto:jgross@lincnet.org) or by calling 781-259-9409.

**Please spread the word! We want to include as many parents, guardians, and community members as possible!**

## Professional Development

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

# Suburban Educators for Equity



Are you a suburban\* educator looking to position yourself, your classroom, and your communities as allies with students of color and create learning opportunities for all involved?

Join other educators looking to dig deeper and have brave conversations around equity, high expectations, and bias.

Learn more and apply  
[theteachercollaborative.org/colabs](http://theteachercollaborative.org/colabs)

**Priority deadline 9/30, Extended deadline 10/15.**  
Applications will be accepted on a rolling basis.

\*While priority will be given to suburban educators, like all Co-Labs, this opportunity is free and open to all MA educators at district, charter, or independent schools.





## INITIATIVES for DEVELOPING EQUITY and ACHIEVEMENT for STUDENTS

### Fall 2019 IDEAS courses

#### **IDEAS 25-hour (2 credits) courses**

##### **IDEAS 1 Anti-Racist School Practices to Support the Success of All Students (Section A)**

This course is designed to introduce educators to the complex issues raised by race and racism and their impact on student engagement and achievement. This course will provide educators with an understanding of racial identity and the importance of building authentic student teacher relationships. This course will also help educators increase their skills of cultural proficiency.

**Course dates:** 10/5, 10/19, 11/2, & 11/16/19 8:30 am – 3:30 pm

**Instructors:** Ed Walker & Jen Dirga

**Location:** Lincoln Sudbury Regional High School

**Deadline for Registration:** *September 15, 2019*

##### **IDEAS 1 Anti-Racist School Practices to Support the Success of All Students (Section B)**

This course is designed to introduce educators to the complex issues raised by race and racism and their impact on student engagement and achievement. This course will provide educators with an understanding of racial identity and the importance of building authentic student teacher relationships. This course will also help educators increase their skills of cultural proficiency.

**Course dates:** Saturdays 10/19 & 12/14/19 8:30 am – 3:30 pm

Thursdays 10/24, 11/7, 11/21, & 12/5 4:00 pm – 7:00 pm

**Instructors:** Johnny Cole & JoAnne Kazis

**Location:** Needham HS

**Deadline for Registration:** *October 1, 2019*

##### **IDEAS 2 Enacting Systemic Change in Educational Institutions**

This 25-hour course is designed to build upon the foundational theories and complex issues studied in IDEAS 1: Anti-Racist School Practices to Support the Success of All Students. Participants will study systemic change models and develop, enact, and evaluate a project to effect change in their educational setting, whether that setting is working with a small group of students, a classroom, a grade level, a school, or an entire district. Successful completion of IDEAS 1 is a prerequisite for the course.

**Course dates:** Saturdays 10/26/19 & 3/28/20 8:30 am – 3:30 pm

Thursdays 11/14/19, 1/9, 1/30, & 3/12/20 4:00 pm – 7:00 pm

(snow dates: Thurs. 2/6 4-7:00 and Thurs. 1/23 4-7:00)

**Instructors:** Johnny Cole & Rebecca Smoler

**Location:** Needham HS

**Deadline for Registration:** *October 1, 2019*





## Employment Opportunities

*The Lincoln Public Schools 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."

School	Position	Starting Date	Hours/Week <i>(If applicable)</i>	Compensation	Contact Information
Preschool at Hanscom	• SPED Aide	Immediately	20 hrs/wk	\$19.83/hour	Lynn Fagan Preschool Coordinator 781-259-9889 <a href="mailto:lfagan@lincnet.org">lfagan@lincnet.org</a>
	• SPED Tutor	Immediately	20 hrs/wk	\$24.61/hour	
Hanscom Primary School	• Crossing Guard	Immediately	2.5 hrs/wk	\$18.77/hour	Julie Vincentsen, Principal Hanscom Primary School 781-274-7721, X6300 <a href="mailto:vincentsenj@lincnet.org">vincentsenj@lincnet.org</a>
Hanscom Middle School	• Long-term Substitute Gr7-8 Math Teacher	Immediately through 11/6/19		Based on Education and Experience  Bachelors Step 1 \$266.59/day OR Masters Step 1 \$292.95/day	Erich Ledebuhr, Principal Hanscom Middle School 781-274-7720, X7300 <a href="mailto:ledebuhre@lincnet.org">ledebuhre@lincnet.org</a>
Brooks School	• .4 Special Education Teacher	Immediately		Based on Education and Experience	Naomi Konikoff Coordinator for Student Services Lincoln School K-8 781-257-0987 <a href="mailto:nkonikoff@lincnet.org">nkonikoff@lincnet.org</a>
Smith School	• LTS, Special Education Teacher for Grades 2/3	Immediately through 12/17/19		Based on Education and Experience  Bachelors Step 1 \$266.59/day OR Masters Step 1 \$292.95/day	Naomi Konikoff Coordinator for Student Services Lincoln School K-8 781-257-0987 <a href="mailto:nkonikoff@lincnet.org">nkonikoff@lincnet.org</a>
District	• Substitute School Nurse RN or LPN Certification Required	As Needed	TBD	\$180 Full Day \$90 Half Day	Mary Emmons Adm. For Student Services 781-259-9403, X4401 <a href="mailto:memmons@lincnet.org">memmons@lincnet.org</a>
District	• Day-to-Day Substitute	As Needed	TBD	\$100 Full Day \$60 Half Day	Suzette Brydie Substitute Coordinator 781-259-9402 <a href="mailto:sbrydie@lincnet.org">sbrydie@lincnet.org</a>
District	• Cafeteria Worker Substitute	As Needed	TBD	\$14.45/hour	Cathleen Higgins Food Services Coordinator 781-259-9400 <a href="mailto:chiggins@lincnet.org">chiggins@lincnet.org</a>