

January 12, 2023

To: School Committee Members, Lincoln Public Schools
From: John R Brackett, Collins Center UMass-Boston
RE: Presentation of Finalists from the Superintendent Search Subcommittee

On behalf of your appointed Superintendent Screening Subcommittee, I am pleased to present to you four finalists to consider as the next Superintendent of the Lincoln Public Schools.

Twenty-four (24) applications were received by the deadline on November 28, 2022. As search consultants, we reviewed all applications to ensure that those submitted to the subcommittee for consideration met the qualifications set by the district and required for the position. On December 13, 2022, after a thorough review of the written application materials, the subcommittee met and engaged in an extended discussion of each candidate, ultimately reaching consensus to invite eight (8) applicants for an interview on January 6, 9, and 10.

Following the interviews, the 15 members of the subcommittee reached unanimous agreement to forward to you the following four educators for consideration as the next superintendent of the Lincoln Public Schools. (In alphabetical order)

Michael A Caira Jr. Dr. Caira is currently the Assistant Superintendent of Curriculum, Instruction and Assessment in the Ashland (MA) Public Schools. Prior to assuming that role in 2020, he was Principal for eight years of the Mindess/Warren Elementary schools in Ashland. Dr. Caira has also served as Assistant Principal of the Varnum Brook Elementary School in the North Middlesex Regional School District and Dean of Students and Special Education Coordinator at the Samoset Middle School in the Leominster Public Schools. Dr. Caira was a Grade 3 and Grade 5 teacher in Littleton MA and at the Smith Magnet School of Math, Science and Technology in West Hartford, CT. He earned a Doctor of Education in Educational Leadership from Boston College, a Master of Arts in Elementary Education from Fitchburg State University, and a Bachelor of Arts in English from Assumption College.

Annette Doyle. Annette Doyle has served as the Principal of the Peter Noyes Elementary School in Sudbury since 2000. In Sudbury, prior to moving to Noyes Elementary, she initially served as Assistant Principal of Curtis Middle School. Ms. Doyle also served as Assistant Principal, then Principal of the Mountview Middle School in the Wachusett Regional School District, Holden, MA. She taught middle School English in St. Louis, MO. Ms. Doyle earned her Master of Arts in Administration, Planning and Social Policy from Harvard University, a Master of Arts in Education from Truman State University, Kirksville, MO. as well as a Bachelor of Arts in English from Truman State.

Frank (Parry) Graham. Dr. Graham serves as the Assistant Superintendent of the Wayland Public Schools. Prior to joining Wayland in 2018, he was Nashoba Regional High School Principal in Bolton, MA. for five years, and Lufkin Road Middle School Principal in Wake County, NC for four years. Dr. Graham taught German at North Andover (MA) High School. He earned a Doctorate in Educational Leadership from the University of North Carolina (Chapel

Hill), a Master of Arts in Teaching from Tufts University and a Bachelor of Arts from Williams College, Williamstown MA.

Jessica D. Rose. Dr. Rose is currently the Assistant Superintendent for the Lincoln Public Schools. She has served in this role since 2017. Prior to her tenure in Lincoln, Dr. Rose served for two years as an Education Specialist in Educator Quality with the Rhode Island Department of Education. She also taught reading and the arts and served as English Department Chair at the Boston Preparatory Charter School in Hyde Park, Massachusetts, and taught literacy and English at Salem (MA) High School. Dr. Rose earned a Doctorate in Education Leadership and a Master of Arts in Education from the Harvard Graduate School of Education. Her Bachelor of Arts Degree is from Brown University.

Full resumes of each of these finalists will be posted on the district website.

Each finalist will visit the Lincoln schools, meeting with faculty, administrators, staff, students, and town officials during the school day, and with parents and community members at a Community Forum at 6:00 PM at the Lincoln School Auditorium on Thursday January 19, Monday January 23, Tuesday, January 24, and Thursday, January 26. Each finalist will also be interviewed by the school committee at a public meeting during the week of January 30 - February 2. The schedule for each day's visit and the interviews will be communicated and posted on the website when finalized.

A special thank you goes out to the fifteen members of the Superintendent Screening Subcommittee. The subcommittee met on five different evenings to prepare, review, interview, debate, deliberate and decide on the finalists presented here. Each member played a key role in ensuring that all stakeholder groups were heard, and their perspective considered. In the end, the committee reached a unanimous decision to recommend Dr. Caira, Ms. Doyle, Dr. Graham and Dr. Rose to the School Committee.

Members of the appointed subcommittee were: Shannon Daoust, Robert Ford, Pamela Gillins, Lisette Gil-Sanchez, Jennifer Glass, Marika Hamilton, Erich Ledebuhr, John MacLachlan, Jal Mehta, Kim Rajdev, Matt Reed, Catherine Smits, Anne Wang, Laurel Wironen, and Jim Young.