

Equity, Inclusion, and Deeper Learning Drive This Year's District Strategic Plans

Deep challenges face Lincoln Public Schools beyond COVID and construction. MCAS data shows that our student-learning outcomes, including academic growth achievement, are inequitable, particularly for Black students and those with disabilities. Last year's district-wide Equity Audit showed that students, faculty and staff of color often

feel they don't belong in our schools and that our Black students do not feel equally supported or respected. Only 47% of all our Grade 6-8 students saw our school's cultural awareness positively.

Two complementary commitments target these challenges in the 2021-22 District Strategic Plan, approved this fall by the School Committee:

- Becoming an antiracist district
- Developing "Deeper Learning" instruction

Becoming a district that not just espouses but enacts Antiracism, Inclusivity, Diversity, and Equity (AIDE) is a central focus for FY22. Deeper Learning reshapes classroom experiences to engage students in relevant, interactive, and culturally responsive learning so all students — particularly students of color — are successful and thrive. LPS was fortunate to be part of a pilot program, laying the groundwork for Deeper Learning instruction across Massachusetts.

First steps include racial equity training for staff, developing deeper learning tasks with clear connections to AIDE, and articulating standards for PreK-Grade 8 that directly inform AIDE and social emotional teaching. Individual schools have their own strategic work to address their unique needs within this arena.

See the full FY22 Strategic Plan www.lincnet.org



Testing, masks, vaccines, and support services: Keeping Kids Safe and Schools Open

Many hallmarks of LPS learning are back: full-sized classes, art, music, athletics, and after-school activities. Ours was one of only 3% of MA districts open full-time, in-person last year with small, self-contained classrooms. Now students have few restrictions and move freely between classes, thanks to our community's commitment to common-sense mitigation measures:

- Masking indoors
- Mandatory vaccinations and testing for staff
- Voluntary weekly COVID-19 tests for students

As of mid-November 94% of students on the Lincoln campus and 85% at Hanscom are participating in weekly testing to identify asymptomatic cases.

A new "Test-and-Stay" protocol avoids loss of learning time for close contacts of positive cases who are tested daily with a rapid antigen test and, if negative, stay in

class while symptom-free. Close contacts not in the program quarantine at home. Hundreds of student learning days have been saved through Test-and-Stay.

COVID-19 vaccines for all school employees were required this fall by the Lincoln Board of Health and supported by the Lincoln Educators Association. The school district is encouraging eligible students ages 5-18 to be vaccinated, and will continue to host vaccination clinics for eligible children and adults.

Academic and social/emotional supports have been enhanced to aid students' transition back. Mental health care also has increased to address student anxiety and distress made worse during the pandemic.

More on our testing programs and vaccination clinics: www.lincnet.org



Liam MacLachlan Gr 3 self swabs for school's weekly pool test for COVID19

Letter from the Chair

Considering the ever-changing world, current events in our country, and the global pandemic, many individuals have taken time for self-reflection, re-examining priorities and charting new pathways. Similarly, the School Committee has recognized that to create equity, attitudes, behaviors, and systems need to change. As one of our goals this year, we will be working to clarify for ourselves, and those we serve, the role we play, establish a clear direction, and articulate how the school committee helps create and support the district's strategic goals.

Additionally, the School Committee has set annual goals for ourselves:

- Create and implement a process to update district policies
- Participate in individual and group learning on AIDE (antiracism, inclusion, diversity & equity)

- Streamline/improve School Committee meetings and communications.

We already have made improvements to our meetings. Start time for open sessions has moved to 6 PM with a Zoom webinar platform to provide easier access for viewing and remote participation.

Because the School Committee is a board made up of rotating elected officials and appointed liaisons, clarifying our roles and responsibilities will help provide consistency of purpose as individual members change.

We hope to make clear for the entire community the purpose of the committee, its responsibilities and limits, and its commitment to work towards the district strategic goals including becoming an anti-racist district.

Tara Mitchell

Who is the School Committee?

Lincoln School Committee has 7 members - and meets in open session twice a month during the school year. Five members are volunteers elected at-large to staggered 3-year terms and govern by majority vote.

Two additional members are appointed liaisons from Lincoln METCO and from Hanscom Air Force Base. The liaisons participate fully in discussion and comment but do not vote.

Current members are:

TARA MITCHELL, Chair. Term expires 3/23

SUSAN H. TAYLOR, Vice-chair. Term expires 3/24

ADAM HOGUE, Term expires 3/23

JOHN MacLACHLAN, Term expires 3/24

JENNIFER JAMES (appointed until 3/22 elections)

LAUREL WIRONEN, Hanscom liaison at will

KIM MACK, Lincoln-METCO liaison at will

What are its responsibilities?

The Lincoln School Committee is responsible to both to the State and to the communities of Lincoln, Hanscom Air Force Base, and Boston-Lincoln METCO for operating our PreK-Grade 8 public schools.

The committee has 6 broad functions:

1. Policymaking and Appraisal: with the school administration, develop long-range and annual priorities and standing policies
2. Educational Planning: establish goals and policies for continued improvement of educational programs. Implementation is the responsibility of the Superintendent
3. Finances: Adopt a budget and assure adequate financial resources
4. Facilities: Steward the district's facilities and physical resources
5. Leadership: Hire and evaluate the Superintendent according to state laws
6. Communication: Inform the local citizenry about the schools and keep itself and the administration informed of public input.

School Committee members may be contacted at schoolcomm@lincnet.org

From 7th and 8th graders: What is going well:

- Most students are treating the building well
- New fixtures that solve problems of the old building
- Hubs are going well - even when doing separate things the teachers can see what is happening
- Choices for where you can be to learn in the hub
- Halls aren't crowded - benches in the connector
- Fewer holes in the walls
- Connection of gym to school is great
- Well lit; Natural light from windows
- Internet is better

Students rate new middle school spaces

Principal Sharon Hobbs polled 6-8 graders in their first weeks in the newly renovated Lincoln Middle School as construction continues. Younger grades are scheduled to move from temporary modular classrooms to new spaces in fall of 2022. New Dining Hall is open and updated auditorium comes soon.



7th graders use campus boardwalk on aquatic biology habit challenge



Students appreciate better lighting, new furniture and fixtures



Masked 5th graders gather in their hub space to introduce lessons and to agree on grade-level behavior expectations

6th graders (new to building): What is hard:

- Signing out for the bathroom during COVID - takes too long
- The building is twisty and turny - things feel far away
- Hard to find art, music and other specials rooms
- Construction zone; playing in the road for recess
- Time is short for lunch - could we connect tables to include larger friend groups?
- Buying drinks - tricky if you don't want lunch

Renovation on budget

Year One of the \$93-million construction on the Lincoln campus finished on time and on budget. Fall Middle School classes began in renovated spaces as primary school construction, landscaping, and photovoltaic installations continue until fall 2022.

Many features will serve the entire community:

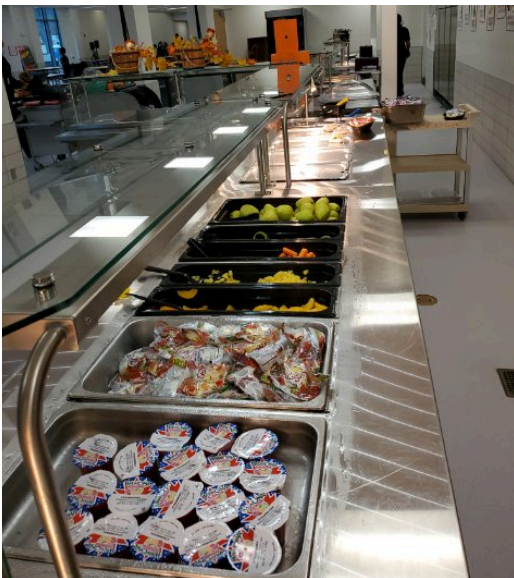
- Updated auditorium and stage
- Indoor connector hallway to Reed Gym
- Dining commons and commercial kitchen
- Net-zero carbon energy footprint
- Outdoor courtyards, landscaping, and bike paths — some with private donations including a fully funded Tree Fund begun by students



Donaldson Auditorium renovation, thanks to the bequest of Harriet Todd, includes updated AV and stage equipment. A retractable curtain divides front and back seating. Plans to be ready for March 2022 Town Meeting — *photo by Jennifer Glass*



Lincoln School's new Dining Commons and Food Service line



Lunch is free and fresh

Amazing new kitchens and spacious common dining spaces in Lincoln and Hanscom schools make it possible to provide students an expanded and nutritious lunch experience. And — in response to pandemic conditions — all public school lunches in Massachusetts are free until June 30, 2022.

Each child now can select a main course along with a variety of hot vegetables and side dishes, milk or juice, and choices from a daily fresh fruit and veggie bar. Limiting daily options encourages students to try a variety of foods and reduces the possibility of students choosing a less healthy food every day.

Cafes at both Hanscom and Lincoln offer extra items such as granola bars, boxed water and Friday pizza and homemade cookies for purchase via a prepaid electronic lunch sales system.

Food Services Director Cathleen Higgins selects fresh, seasonal and local sources whenever possible, while adjusting to current supply chain issues and employment challenges.

"Changes we are making will help us create a food services program that matches our ideals and values," Superintendent Becky McFall said.

Food services currently have openings for permanent and substitute cafe workers. To apply, contact CHiggins@lincnet.org

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