

## **SCHOOL COMMITTEE, LINCOLN PUBLIC SCHOOLS**

Tara Mitchell, Chairperson  
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The Lincoln Public Schools (LPS) student population is comprised of children from three communities; Lincoln resident students, children who reside on Hanscom Air Force Base, and students who reside in Boston and attend the Lincoln School via the METCO Program. Additionally, many children of our faculty members attend the Lincoln School.

The district provides educational services to students beginning at age 2 years, 9 months when they enroll in the LPS Preschool and continues through eighth grade. The student population is diverse with students who speak over 20 different languages. Students who attend the Hanscom schools arrive with a broad range of experiences gained from living in different states and other countries.

### **District Enrollment 2021-2022**

As of October 1, 2021, the LPS total enrollment pre-K - 8 was 1099 students. Enrollment on the Lincoln campus was 558, including 34 pre-K students, 292 students in the Lincoln School grades K - 4, and 232 students in the Lincoln School grades 5 - 8. Enrollment on the Hanscom campus was 541, including 63 pre-K students, 235 students at Hanscom Primary School in grades K - 3, and 243 students at Hanscom Middle School grades 4 - 8. Included in these totals, the district had 26 students in out-of-district placements and 3 students in our CASE classroom on October 1, 2021.

The Lincoln Public Schools District proudly provided a fully in-person school program for 80% of our students and a voluntary remote program for 20% of our students during the 2020 – 2021 school year in the height of the COVID-19 pandemic. This fall, we welcomed all of our students back to school in person under the directive of the MA Commissioner of Education, Jeffrey Riley and Governor, Charles Baker.

While we all imagined that the 2021 – 2022 school year would open with only a few pandemic related restrictions, the Delta and Omicron COVID-19 virus variants resulted in the continuation of protocols and mitigations to reduce the spread of the COVID-19 virus in our schools. This resulted in the need for revised practices and protocols in our schools that have been updated on an on-going basis to meet the needs of the ever-evolving COVID conditions in our state and local communities.

While the continuing pandemic has taken a toll on students, families, educators and staff in our district, we are extremely proud of students and employees who have shown a great deal of resiliency in the face of uncertainties and challenges we had not conceived of two years ago. Our faculty, staff, and administrators have risen to the occasion and gone above and beyond to meet student needs. We have continued to move the district forward by focusing our resources towards achievement of our Strategic Priorities. As a result, we have received commendations from the Department of Elementary and Secondary Education compliance monitoring for the work that was carried out to conduct a district Equity Audit and the use of the feedback from the audit to create a 5-year Antiracism, Inclusion, Diversity, and Equity (AIDE) Action Plan.

In addition, our annual review from the Department of Defense Education Activity rated the quality of services provided to the students and families of Hanscom Air Force Base as Exceptional stating, “We attribute the high ranking of Hanscom Primary and Middle School by the State of Massachusetts to the exemplary management led by the Superintendent, Director for Special Education and building principals.” In addition, the Air Force published a school quality report and the Hanscom schools were rated highly. DESE has also found the district in compliance with all regulatory aspects related to special education and civil rights.

**Strategic Objectives:**

**Educator Growth and Innovation:** Educators demonstrate continual growth, professional collaboration, innovation, and risk-taking built on a shared vision of effective teaching and practices and equity for all students.

**Curriculum:** Curriculum is engaging, provides high cognitive demand, and supports the creative, social and emotional development, and academic growth of all students.

**Instruction:** Instruction is student-centered and focused on the engagement, achievement, and social and emotional development of all learners.

**Equity and Culture:** Educators and students work together to build a school culture that values, respects and responds to students' identities, and develops the social and emotional well-being of all students.

**District Strategic Plan, <https://www.lincnet.org/strategicplan>**

The district's areas of high priority include:

**Educator Growth and Innovation**

- Continue to develop a culture of trust, openness, reflection, and collaboration among our faculty, staff, and administrators.
- Cultivate a culture of continual feedback and growth with a focus on improved student outcomes.
- Create a common understanding of our vision of high-quality Deeper Learning instructional practices and continue to develop our equity lenses to ensure that curriculum and instruction are free from bias and provide equal access and relevance to all students, especially our students of color.

**Equity and Culture**

- Develop a multi-year action plan to uproot and disrupt explicit, implicit, and systemic racism in our district in order to a) provide access to an equitable school experience that meets the unique needs of students and families; b) to foster a strong sense of belonging for all members of our school communities; and c) to become an intentionally antiracist district
- Grow the capacity of faculty and staff to:
  - meet the needs of all learners by implementing antiracist, deeper learning teaching strategies
  - develop self, other, and organizational awareness related to race, inclusion, diversity, and equity
  - develop collaborative relationships with community partners in supporting district efforts to create equitable conditions for students in their extended day activities

**School Building Projects**

The first phase of the construction/renovation of the Lincoln School was completed in August of 2021. Phase 1 punch list items are still being completed while the second phase of construction on the elementary portion of the building and shared spaces is in progress. COVID-19 impacts to material supply chains and employment have created incremental delays in the project; however, completion of the second phase of construction is expected to be completed during the 2022 summer.

When the school opens in September 2022, our Lincoln preschool children and staff will move across the campus to join the K-8 school community. Students in preschool through grade 8 will all be educated in the newly renovated Lincoln School. Construction will continue into the 2022 – 2023 school year to install solar panels and begin to realize the outcomes of a net zero school building.

We continue to be very grateful for the support of the community for this project. Words cannot appropriately convey our appreciation for the many donors and taxpayers who have helped to restore design features that were eliminated in order to keep the project on budget. Thank you for your very generous contributions!