



LINCOLN PUBLIC SCHOOLS

MICHAEL F. BRANDMEYER
SUPERINTENDENT

October 1, 2009

To: School Committee
From: Mickey Brandmeyer
Re: Professional Status Awards

Professional status, formerly referred to as tenure, is awarded to teachers upon the recommendation of their Principal and granted by the Superintendent upon completion of three consecutive years as a licensed teacher in a public school district.

While professional status entitles teachers to certain legal protections I believe that for our district it is really much more than basic job protection. It implies that the teacher has undergone a rigorous hiring process, is appropriately credentialed and, most importantly, has met the high professional standards of the Lincoln Public Schools consistently over a three-year period. Recommendation for professional status is the result of a rigorous supervision and evaluation process and evidence collected by each teacher's primary evaluator. This includes, evidence of effective curriculum planning, instructional design and assessment of student learning, the delivery of effective instruction, establishment and maintenance of positive classroom environments and routines, the promotion of equity and an appreciation of diversity and meeting professional responsibilities. Professional status, in effect, is a commitment on the part of the district to invite teachers to be life-long members of our faculty. In more colloquial terms it is "the million dollar decision."

I am particularly pleased and proud of the accomplishments of the following teachers who are being awarded professional status. They have demonstrated the knowledge, skill, and commitment to the Lincoln Public Schools and our students.

Monica Albuixech	Technology Teacher at Hanscom Middle School
Dayna Brown	Preschool Teacher at Lincoln Preschool
Andrea Estes	Classroom Teacher at Hanscom Middle School
Dori Fishbone	Occupational Therapist at Lincoln and Hanscom Campuses
Kimberly Haflich	Special Education Teacher at Lincoln School
Jessica Haynes	Special Education Teacher at Hanscom Middle School
Keith Johnson	Classroom Teacher at Lincoln School
Edy McAndrews	Art Teacher at Hanscom Middle School
Diane Mitton	Classroom Teacher at Hanscom Primary School
Matthew Reed	Classroom Teacher at Lincoln School
Alice Sajdera	Library /Media Specialist at Lincoln School
Asya Shestopal	Special Education Teacher at Hanscom Middle School