



LINCOLN PUBLIC SCHOOLS

DISTRICT GOALS: 2011 - 2012

Curriculum, Instruction and Assessment

ASPIRATIONAL GOAL

The district strives for academic excellence and persists in identifying and maintaining high expectations for all students, confirming student achievement and engagement, cultivating passion for knowledge and enjoyment of learning and celebrating excellence.

OPERATIONAL GOAL

The district strives to be accountable for student achievement and will learn from assessments of student performance and draw from professional knowledge related to curriculum and pedagogy to align, implement and communicate a well-designed curriculum and adjust instruction to improve student learning.

Teacher Excellence and Professional Development

ASPIRATIONAL GOAL

The district strives to ensure that student learning is supported by faculty members who have a strong grasp of their content, are dedicated to their own learning and continuous improvement of instruction, and are highly focused on energizing and engaging students' passion for learning.

OPERATIONAL GOAL

The district will support, plan and coordinate a dynamic program for professional development and sustain conditions for effective collaboration and ongoing learning of faculty and staff in order to recruit, develop and retain a diverse and excellent faculty.

Leadership and School Culture

ASPIRATIONAL GOAL

The district strives to establish safe, accepting, and diverse school culture that invite active participation of students, faculty and parents, support academic excellence, and reach out to the broader community.

OPERATIONAL GOAL

The district will plan programs and activities to address the social and emotional needs of students, promote leadership, initiative, and civic engagement among adults and students in the school community, improve transitions for students and families and expand communications with and involvement of all stakeholders.

Facilities, Operations and Health and Safety

ASPIRATIONAL GOAL

The district strives to provide students with programs, resources, and facilities that support and enhance high-quality public education programs.

OPERATIONAL GOAL

The district will maintain clean, accessible and safe facilities, plan appropriately for future building needs, complete operational audits, implement recommendations for improvement of "operational systems" which support teaching and learning and prepare proposals for necessary funding.

Curriculum, Instruction and Assessment

School Year	Curriculum Planning & Development	Implementation & Instruction	Assessment and Reporting
2011 – 2012	<p>Develop learning expectation in social studies for preschool curriculum</p> <p>Initiate review of Lincoln Learning Expectations for alignment with national Common Core Standards</p>	<p>Implement standards-based planning, instruction, differentiation, assessing and reporting in all subjects</p> <p>Articulate and implement strategies to address learning and achievement gaps</p> <p>Develop system of goal based interventions and therapies with progress monitoring strategies to assess effectiveness for student learning and narrowing achievement gaps</p>	<p>Implement standards-based report cards for grades K- 5, pilot grade 6 and develop plans for grades 7 and 8</p> <p>Refine the use of common assessments and data tracking to maintain high expectations for learning, teacher consistency, a common focus on instructional goals and reporting on student progress</p> <p>Continue initiative to identify and report data relating to student performance, engagement and achievement gaps</p> <p>Implement Local Data Warehouse for collecting, analyzing and reporting student performance on common assessments</p>

Teacher Excellence and Professional Development

School Year	Personnel Management	Supervision & Evaluation	Professional Development
2011 - 2012	<p>Sustain hiring practices to recruit and retain a highly qualified and culturally competent faculty and staff</p> <p>Evaluate the effectiveness of reorganized METCO staffing</p>	<p>Implement redesigned standards and feedback protocols for classroom observations in teacher evaluation</p> <p>Work with the Lincoln Teachers Association and School Committee to address revised DESE regulations for teacher and administrator evaluation</p>	<p>Provide high-quality professional development to support the implementation of Standards-based teaching, assessment, differentiation and reporting</p> <p>Provide on-going professional development for paraprofessionals with focus on supporting literacy and mathematics instruction</p> <p>Build the capacity for the Mental Health Team to provide supports and services for students with challenging behavior</p> <p>Provide professional development in DDMS for Hanscom Middle School and Lincoln School 5-8 teachers</p> <p>Provide professional development opportunities for teacher and administrators to develop cultural competence and skills working in a multicultural environment</p>

Leadership and School Culture

School Year	Leadership	School Culture	Communications
2011 - 2012	<p>Implement the Peer Mediation Program at Lincoln and investigate the program for Hanscom Middle School</p> <p>Develop and strengthen opportunities for student leadership political engagement and active citizenship at the school and classroom level</p>	<p>Implement and assess effectiveness of advisory/ extensions block in revised middle school schedules at Hanscom Middle School and Lincoln School 5-8</p>	<p>Develop and publish Annual School Performance Indicators Report in response to Finance Committee request for information</p> <p>Develop pre-kindergarten parent needs assessment on developmental issues</p>

Facilities, Operations and Health and Safety

School Year	Facilities	Budgets & Operations	Health & Safety
2011 - 2012	<p>Complete Lincoln School Feasibility Study and develop proposal for Building Project in collaboration with the Massachusetts School Building Authority, Skanska, USA and OMR-architects</p> <p>Complete the design process in collaboration with the Department of Defense Education Activity for the construction of a middle school at Hanscom Air Force Base</p> <p>Implement and develop protocols in collaboration with the Town Administrator for the Facilities Manager position</p>	<p>Develop FY 2013 Budget that aligns with district goals and initiatives and is responsive to economic conditions</p> <p>Develop and submit proposal to the Department of Defense for the continued operation of the educational program at Hanscom Air Force Base</p> <p>Conduct contract negotiations with the Custodians (AFSCME) and School Secretaries</p>	<p>Respond to the report on the effectiveness of current practices and seek improvement in custodial/cleaning services</p> <p>Continue initiative to achieve Healthy U.S. Schools Challenge</p>