



LINCOLN PUBLIC SCHOOLS

MICHAEL F. BRANDMEYER
SUPERINTENDENT

January 12, 2012

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 consistently met the high professional standards of the Lincoln Public Schools 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.

Nancy Encalada	Foreign Language Teacher at Hanscom Middle School
Rosemary Heffernan	Classroom Teacher at Lincoln School 5-8
Jennifer Martinez	Classroom Teacher at Hanscom Middle School
James McCarthy	Social Worker at Hanscom Middle School
Judy Merra	ELA Content Specialist at Lincoln and Hanscom Campuses
Ellen Metzger	Math Specialist/Content Specialist at Lincoln Campus
Ariel Nierenberg	Classroom Teacher at Hanscom Primary School
Kerrilynn Rawding	Classroom Teacher at Lincoln School 5-8
LaToya Rivers	Academic Advisor at Lincoln School
Matthew Reed	Classroom Teacher at Lincoln School
Karen Sheppard	Music Teacher at Lincoln School 5-8