

**LINCOLN SCHOOL COMMITTEE
EXECUTIVE SUMMARY
October 2011**

Jennifer Glass, Chair
Tim Christenfeld
Al Schmertzler
Carol Perkins, METCO Representative
Lisa Pizarro, Hanscom School Liaison Officer

Tom Sander, Vice Chair
Jen James

Challenges and Opportunities

Curriculum and Instruction

- Implementation of standards based report cards in grades K-6 and continued focus on using data to inform and refine instruction. Using the Lincoln learning standards and a set of common assessments to measure student progress allows students, teachers, and families to work from a clear set of expectations. The rubric used to measure progress is different from previous systems, and consistent communication between families and the school is essential for success.
- Proficiency gaps between groups of students continue to be an area of concern. However, the work around standards and common assessments gives the school an opportunity to gather more precise information and target the needs of students. This is beneficial to all students whether they struggle, or need additional extensions to their learning.

Teacher Excellence and Professional Development

- Evaluation of the effectiveness of new METCO staffing model and how it supports student achievement and full integration of the program into the school.
- The School Committee, Lincoln Teachers Association, and administrators will work together to address new regulations governing teacher and administrator evaluations.

Leadership and School Culture

- Continued implementation of Responsive Classroom and Developmental Design for Middle School as frameworks for creating a supportive learning environment.

Facilities, Operations, Health and Safety

- Lincoln School Feasibility Study: Eighteen months after a vote at Town Meeting authorized the district to embark on a feasibility study in cooperation with the Massachusetts School Building Authority (MSBA), the School Building Committee (SBC) has worked with its project manager from Skanska and the architecture firm of OMR to propose a renovation/building solution that addresses deferred maintenance on major systems, improves energy efficiency, brings the school up to date on all safety and accessibility codes, and adds a cafeteria and full kitchen to the school.
 - This is an opportunity to address the significant systems needs of the school in a way that, with regular maintenance, should serve the town well for at least the next 50 years.
 - It is an opportunity to share the cost with the state.
 - The proposed solution allows the town to consider using existing facilities in ways that would be beneficial to the entire community.
 - This is a very large public works project that requires community involvement and clear communication so that voters can make an informed decision.
 - The MSBA has given Lincoln more time to consider the project, and the town will vote on it at a special Town Meeting in the fall of 2012.
- The Department of Defense Education Activity (DoDEA) has approved, and will fund and oversee, the building of a new middle school on the Hanscom campus in FY12.
- The School Committee will negotiate new contracts with the custodian and secretary unions.

Budgets and Warrants

- Fiscal Year 2013 operating budget
- Classroom maintenance warrant
- Lincoln School building project: *Special Town Meeting fall 2012*

**LINCOLN SCHOOL COMMITTEE
STATE OF THE TOWN REPORT
October 2011**

Draft

Jennifer Glass, Chair
Tim Christenfeld
Al Schmertzler
Carol Perkins, METCO Representative
Lisa Pizarro, Hanscom School Liaison Officer

Tom Sander, Vice Chair
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Mission Statement

The Lincoln Public Schools seek to unite our communities in challenging and equipping our students to acquire essential skills and knowledge, think critically and independently, exhibit academic excellence, appreciate and respect diversity, demonstrate creativity, value reflection, work hard and play fair.

The Lincoln School Committee continues to focus its efforts on educational excellence, retention of highly trained, effective and motivated faculty and prudent fiscal management. Our State of the Town message focuses on our progress against last year's goals and outlines our goals for the year to come. For detailed information about annual district goals, learning expectations by subject and grade level and the School Building Committee, please visit www.lincnet.org.

Summary of FY 2011 Accomplishments

Curriculum, Instruction and Assessment

Operational Goal: The district strives to be accountable for student achievement and will use assessments of student performance and professional knowledge related to curriculum and pedagogy to align, implement and communicate a well-designed curriculum and to adjust instruction in order to improve student learning.

- Piloted standards based report cards in grades 4 and 5 and developed drafts of new report cards for grades K-3 and 6.
- Revised learning expectations and common assessments in writing.
- Based on teacher feedback, provided professional development for elementary teachers in the areas of writing and math.
- Focused on narrowing academic achievement gaps through individual interventions with students and small pilot efforts in Lincoln and Hanscom
- Re-evaluated middle school schedules and planned for new scheduling in 2011-2012 in order to create more time for curriculum interventions and extensions.
- Succeeded in getting Lincoln's Kindergarten program accredited by the National Association for the Education of Young Children (NAEYC) in spring 2011.
- Implemented Spanish instruction in grade 3.

Teacher Excellence and Professional Development

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.

- Administrators completed report on achievement gaps and continue to build expertise in citing evidence of student learning in the evaluation process.
- Completed summer professional development in areas such as standards-based reporting, developing mathematical ideas, Developmental Design in Middle School, managing challenging student behavior, and National Core Standards alignment. Over 175 contracts were issued to teachers to participate in training and projects over the

summer.

Leadership and School Culture

Operational Goal: The district will plan programs and activities to address the social and emotional needs of students, promote leadership, initiative, 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.

- Developed and implemented learning expectations in K-5 social studies to include civic engagement and community service learning.
- Massachusetts Dept. of Elementary and Secondary Education (DESE) accepted the Lincoln Public Schools anti-bullying policy, which was developed in response to state legislation.
- Progress made on efforts to record and post video of meetings. Equipment installed; a teacher has taken responsibility to recruit and train students for this work and the students are now recording meetings.
- The website was expanded and will continue to be developed for district communications.
- Annual Performance Report requested by the FinCom deferred to 2011-2012.

Facilities, Operations, Health and Safety

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.

- Lincoln School Feasibility Study: The School Building Committee (SBC) chose an Owner's Project Manager (OPM) and an architect to conduct the study. The OPM is from the firm, Skanska, and the architect is OMR (Office of Michael Rosenfeld).
 - The School Building Committee (SBC) conducted a series of community conversations to share and collect information about the Feasibility Study and its status.
 - The SBC, in conjunction with the OPM, the architect and the Massachusetts School Building Authority (MSBA) continued to develop a fiscally responsible and educationally sound option for a school facilities project.
- Hanscom Middle School: The administration is collaborating with the Dept. of Defense Education Activities (DoDEA) on developing plans to design and construct a new middle school at Hanscom.
- Successfully negotiated a 3-year contract with the Lincoln Teachers Association

DISTRICT GOALS: 2011-2012

Curriculum, Instruction and Assessment

- Initiate review of Lincoln Learning Expectations for alignment with national Common Core Standards
- Implement standards-based report cards in grades K-6. Begin work on standards-based reporting in grades 7 and 8.
- Articulate and implement strategies to address learning and achievement gaps.
- Refine use of assessments and data tracking to maintain high expectations for learning, teacher consistency, a common focus on instructional goals, and reporting on student progress.

Teacher Excellence and Professional Development

- Evaluate the effectiveness of reorganized METCO staffing.
- Work with Lincoln Teachers Association and School Committee to address revised DESE regulations for teacher and administrator evaluation.

- Provide high-quality professional development for teachers and paraprofessionals to support the implementation of Standards-based teaching, assessment, differentiation, and reporting.

Leadership and School Culture

- Implement the Peer Mediation Program at Lincoln and investigate the program for Hanscom Middle School.
- Continue to implement Responsive Classroom in elementary school and Development Design in middle school as a framework for expectations and community building.
- Implement and assess effectiveness of advisory/extensions block in revised middle school schedules at Hanscom Middle School and Lincoln School 6-8.
- Develop and publish Annual School Performance Indicators Report in response to Finance Committee request for information.

Facilities, Operations and Health and Safety

- Complete Lincoln School Feasibility Study and develop proposal for Building Project in collaboration with the MSBA, Skanska, and OMR.
- Complete the design process in collaboration with the Department of Defense Education Activity (DODEA) for the construction of a middle school at Hanscom Air Force Base.
- Implement and develop protocols in collaboration with the Town Administrator for the Facilities Manager position.
- Develop FY2013 Budget that aligns with district goals and initiatives and is responsive to economic conditions.
- Develop and submit proposal to the Department of defense for the continued operation of the educational program at Hanscom Air Force Base.
- Conduct contract negotiations with the Custodians (ASFCME) and School Secretaries.
- Respond to the report on the effectiveness of current practices and seek improvement in custodial/cleaning services.
- Continue initiative to achieve Healthy U.S. Schools Challenge.
- Conduct contract negotiations with the custodial and secretary unions.