



LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2012 - 2013
WORK PLAN

| Goal Category | Curriculum, Instruction and Assessment | | |
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| 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 to adjust instruction to improve to student learning. | | |
| Curriculum Planning and Development | | | |
| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Align PreK-8 Lincoln Learning Expectations with National Common Core Standards embedded in the 2011 MA Frameworks for ELA and Math | <ul style="list-style-type: none"> K-8 professional development in ELA: <i>Informational Reading and Writing</i>; and Math: <i>Standards of Mathematical Practice</i> | Sterling, Metzger, Herzog, Merra Summer 2012 | Teacher attendance, products, teacher feedback |
| | <ul style="list-style-type: none"> Purchase of new materials in ELA, Math | Merra, Metzger Summer 2012 | New materials available to teachers in ELA and Math |
| | <ul style="list-style-type: none"> Professional development in ELA, Math through team meetings, district meetings, coaching and co-teaching | Math Specialists, Literacy Specialists CPT, Wed. afternoons | Frequency of meetings; agendas and notes, math and literacy specialist actions and insights |
| | <ul style="list-style-type: none"> Observations of math and ELA lessons | Principals | Frequency of observations; feedback to teachers |
| | <ul style="list-style-type: none"> Reports to School Committee | Sterling, Metzger, van Cleef, Merra December 2012, March 2013 | Summary of teacher involvement; highlights of teacher learning, initial indicators of student performance in targeted areas |
| Conduct a review of technology: resources, staffing, infrastructure, and curriculum integration to determine the needs of the district moving forward | <ul style="list-style-type: none"> Convene a district technology review committee consisting of representation from technology staff, administration, faculty, and School Committee | McFall October 2012 | Technology Needs Assessment and Protocol for Review Process |
| | <ul style="list-style-type: none"> Enlist outside technology consultants to review our technology infrastructure, instruction, staffing, hardware and software | November 2012 – March 2013 | Technology Review Document |

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| | <ul style="list-style-type: none"> Report to School Committee | McFall, Technology Review Committee April 2013 | Recommendations and Technology Plan |
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| Implementation and Instruction | | | |
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| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Implement standards-based planning, instruction, differentiation, assessing and reporting in all subjects | <ul style="list-style-type: none"> Gr 7 & 8 teacher professional development | Sterling Summer 2012 | Teacher attendance, feedback |
| | <ul style="list-style-type: none"> Ongoing professional development through faculty meetings, team meetings | Sterling, Curriculum Leaders, Principals Faculty meetings, CPT, Wed. afternoons | Agendas, meeting notes; observations and teacher feedback |
| | <ul style="list-style-type: none"> Development of Learning Targets for students | Sterling, Curriculum Leaders, Principals Ongoing | Evidence of learning targets posted in classrooms; conversations with students, samples presented at School Committee |
| | <ul style="list-style-type: none"> Refinement of differentiation strategies and articulation of options to students | Sterling, Principals, teachers Ongoing | Selected projects in math, social studies, science: evidence of strategies, student choices; samples presented at School Committee |
| | <ul style="list-style-type: none"> Reports to School Committee | Sterling, Principals May 2013 | |
| Articulate and implement strategies to address learning and achievement gaps | <ul style="list-style-type: none"> Review of 5 Point Plan for Narrowing Achievement Gaps; decisions on action steps | Sterling, McFall, Administrative Council October 2012 | Agenda, notes, and decisions regarding action steps |
| | <ul style="list-style-type: none"> Active support for and monitoring of Goal Focused Intervention Plans | Principals December 2012 and March 2013 | Records of GFIPS; monitoring notes; assessment results of student progress based on math and ELA assessments |
| | <ul style="list-style-type: none"> Purchase of materials for Math, ELA | Sterling, Merra, van Cleef, Metzger Summer and Fall 2012 | New materials to support student learning in ELA and Math |
| | <ul style="list-style-type: none"> Report to School Committee | Sterling, McFall, Admin Council March 2013 | Summary of action steps, indicators of student results, recommendations for next steps |

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| Refine system of goal based interventions and therapies with progress monitoring strategies to assess effectiveness for student learning and narrowing achievement gaps | <ul style="list-style-type: none"> Meet with providers and administrators to refine practices reflecting input from June 2012 | Powers, Sterling | Agendas, documents reflecting adjustments |
| | <ul style="list-style-type: none"> Develop template to use on Aspen, try out prototypes; transfer to electronic version, revise and finalize | Powers, Sterling, Cullinane | Template, completed GFIPs |
| | <ul style="list-style-type: none"> Report to School Committee | Powers, Sterling, Admin Council May 2013 | Student progress results based on math and ELA assessments. See previous goal. |

| Assessment and Reporting | | | |
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| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Implement standards-based-report cards for grades K- 8 | <ul style="list-style-type: none"> Gr. 7 & 8 teachers professional development at summer sessions, and ongoing through team meetings, district meetings | Sterling, Hobbs, Ledebuhr Summer 2012, ongoing | Teacher attendance, agenda & notes, teacher products, revised student report cards |
| | <ul style="list-style-type: none"> Parent communication; resources | Sterling, Hobbs, Ledebuhr | Revised family guide and website postings; parent attendance at meetings, frequency of visits to website, |
| | <ul style="list-style-type: none"> Report to School Committee | Sterling, Hobbs, Ledebuhr December 2012 | Samples of scored report cards, rubrics, teacher products, student results, parent comments |
| Begin to utilize Aspen to collect, analyze, and report student performance on common assessments | <ul style="list-style-type: none"> Development of template and trial data entry of student performance results on Aspen; development of procedures | Sterling, Cullinane, Matthes Summer and Fall 2012 | Initial prototypes of benchmark assessments entered on Aspen; development of procedures document |
| | <ul style="list-style-type: none"> Training of teachers to access and enter data | Sterling, Cullinane, Instructional Technology Specialists Fall-Winter 2012 | Frequency of training sessions and teacher participation; ELA and Math benchmark common assessments visible on Aspen |
| | <ul style="list-style-type: none"> Report to School Committee | Sterling, Cullinane, Matthes February 2013 | Summary of development steps; demonstration of Aspen with common assessment data, next steps |

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| Mid-year Status Report | |
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| End of year Status Report | |
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LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2012-2013
WORK PLAN

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| Goal Category | Teacher Excellence and Innovation | | |
| 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. | | |
| Personnel Management | | | |
| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Encourage and support innovative teaching and learning practices by fostering growth mindset, risk taking and reflection | • District Goals presentation to faculty | McFall September 2012 | Participation by faculty |
| | • Provide examples of Innovative practices | Administrative Council on-going | Superintendent Bulletin, faculty meeting agendas, technology presentations, teacher collaboration |
| | • Support and encourage professional development | Administrative Council ongoing | Conference attendance records |
| | • Report to School Committee | Faculty, March 2013 | Teacher presentations |
| Continue to align the organization of staffing with the needs of our students and families from Boston | • Bi-weekly meetings between the METCO Director and Superintendent | McFall, Franck Ongoing | |
| | • Review staffing and job descriptions | McFall, Franck, Hobbs, McKenna | |
| | • Evaluate results of academic support on student achievement | McFall, Franck, Sterling, Powers, McKenna, Hobbs | ELA and Math Assessment data indicating student performance and growth |
| | • Report to School Committee | McFall, Franck, Sterling, Powers, McKenna, Hobbs March 2013 | |

Supervision and Evaluation

| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Assessment Data |
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| Work with the Lincoln Teachers Association and School Committee to address revised DESE regulations for teacher and administrator evaluation | <ul style="list-style-type: none"> Implement the MA Educator Evaluation process with the PLC members including School Committee and LTA representation | McFall, Sterling, School Committee | PLC evaluation feedback |
| | <ul style="list-style-type: none"> Carry out collective bargaining process on teacher evaluation | McFall, School Committee | Negotiation of contractual language related to teacher evaluation. |
| Pilot the use of the DESE Teacher Evaluation system with faculty and administrators in order to inform our decisions about adoption and implementation | <ul style="list-style-type: none"> Formation of PLC and introduction to new DESE Educator Evaluation model | McFall, Sterling, PLC members Summer 2012 | Teacher and administrator participation and feedback |
| | <ul style="list-style-type: none"> PLC sessions focusing on all aspects of new model | McFall, Sterling, PLC members Ongoing 2012-13 | Session agendas, products |
| | <ul style="list-style-type: none"> Implement the MA Educator Evaluation process with the PLC members including school committee and LTA representation | McFall, Sterling, School Committee, PLC members Ongoing 2012-13 | Forms completed, schedule of observations, samples of feedback, teacher comments |
| | <ul style="list-style-type: none"> Education of whole faculty by PLC regarding new evaluation model | McFall, Sterling, PLC members, faculty meetings, Institute Day | Agendas, handouts, Institute Day program and feedback |
| | <ul style="list-style-type: none"> Carry out collective bargaining process on teacher evaluation | McFall, School Committee | Negotiation of contractual language related to teacher evaluation. |
| | <ul style="list-style-type: none"> Report to School Committee | McFall, Sterling Nov. and Dec. 2012, June 2013 | |
| Implement the DESE guidelines for supervision and evaluation with the superintendent and administrators | <ul style="list-style-type: none"> Follow the regulations set forth for Superintendent and Administrator evaluation. | McFall, School Committee | Data Collection, feedback provided to administrators, summative evaluations |
| | <ul style="list-style-type: none"> On-going supervisory meetings with administrators | McFall | Data Collection, feedback provided to administrators |

| Professional Development | | | |
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| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Assessment Data |
| Continue to provide high quality professional learning to develop teacher expertise in: • Standards-based teaching, assessment, differentiation and reporting • New math standards • New ELA standards • New MA Educator Evaluation model • Innovative teaching practices • Cultural Competence • Strategies to address achievement gaps • Use of Aspen student information management system | <ul style="list-style-type: none"> • Summer sessions targeted to goal areas | Sterling, McFall, Teacher Leaders, Consultants Summer 2012 | Teacher attendance and feedback |
| | <ul style="list-style-type: none"> • Ongoing opportunities for learning through in-district meetings, study groups, coaching, conferences and courses | Sterling, McFall Ongoing 2012-13 | Records of meetings, conferences, course work related to goal areas; teacher feedback and application to practice |
| | <ul style="list-style-type: none"> • Gather feedback from students on engagement through focus groups, survey, and observation | Principals, faculty, curriculum specialists, Sterling, McFall | Student evaluations, surveys, and direct feedback |
| | <ul style="list-style-type: none"> • Report to School Committee | Sterling Ongoing 2012-13 | Embedded in all goal area reports |

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| Mid-year Status Report | |
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| End of year Status Report | |
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LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2011-2012
WORK PLAN

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| Goal Category | 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. | | |
| Leadership | | | |
| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Develop and carry out a comprehensive Superintendent entry plan to gain understanding of all aspects of the school district and develop recommendations for future areas of focus. | <ul style="list-style-type: none"> Develop entry plan and communicate to all stakeholders | McFall September 2012 | Entry Plan, School Committee presentation and review, District Goals presentations to faculty, post on website, communication to parents through Superintendent Bulletin |
| | <ul style="list-style-type: none"> Meet with all identified community stakeholders | McFall, completed by January | Synthesis of feedback received, themes developed to be included in SC report |
| | <ul style="list-style-type: none"> Gather information on student engagement through focus groups, survey, and observation | McFall, Sander, Student Engagement Committee Ongoing | Survey results, focus group feedback, observation data |
| | <ul style="list-style-type: none"> Report to School Committee | McFall, February | |
| School Culture | | | |
| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Engage school communities in discourse about the Core Values of the school district. | <ul style="list-style-type: none"> Presentation of Core Values | McFall, on-going | Opening Day presentation, Superintendent's Bulletin, District Goals presentations, inter-woven into all conversations and presentations |

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| | <ul style="list-style-type: none"> Development of common vision of core Values | McFall, on-going | Discussion with School Committee, forums with faculty, students, parents, community stakeholders, Administrator led faculty discussions |
| | <ul style="list-style-type: none"> Development of Narrative to describe each core value | McFall, Administrative Council, School Committee | Core Values document including narrative description of each value |
| | <ul style="list-style-type: none"> Report to School Committee | McFall April 2013 | |

| Communications | | | |
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| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Develop and publish Annual School Performance Indicators Report in response to Finance Committee request for information | <ul style="list-style-type: none"> Develop scope and parameters of Annual Report | Sander, Christenfeld, Central Office Administrators, fall | Draft outline of reported information |
| | <ul style="list-style-type: none"> Gather necessary data | Sander, Christenfeld, Central Office Administrators, fall | |
| | <ul style="list-style-type: none"> Develop report | Sander, Christenfeld, Central Office Administrators, fall | Final Report presented to the Town Finance Committee |

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| Mid-year Status Report | |
| End of year Status Report | |



LINCOLN PUBLIC SCHOOLS
DISTRICT GOALS 2012 - 2013
WORK PLAN

| Goal Category | Facilities, Operations, Health and Safety | | |
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| 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. | | |
| Facilities | | | |
| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Continue community outreach and communication leading to November 6th Lincoln Town vote on Lincoln School project | <ul style="list-style-type: none"> Continue the discussions with the Town through an outreach communication program | SBC August-October 2012 | Scheduled outreach events |
| | <ul style="list-style-type: none"> Host two Town-wide information sessions to reach a wide audience | SBC September-October 2012 | Hosted information sessions |
| | <ul style="list-style-type: none"> Present the Lincoln School project to the Special Town Meeting. | SBC November 2012 | Project approved by voters |
| Develop the design and procure the construction of the Lincoln School project | <ul style="list-style-type: none"> Procure the services of a Construction Manager at Risk | SBC January 2013 | Signed contract |
| | <ul style="list-style-type: none"> Conduct design planning, mini-charrette and info sessions | McFall, Creel, principals, staff and faculty, SBC December 2012 | Designers informed sufficiently to continue design |
| | <ul style="list-style-type: none"> Conduct the Integrated Design Workshop with Town boards and commissions | OPM, SBC December-January 2013 | Integrated Design Workshop |
| | <ul style="list-style-type: none"> Conduct the Design Development phase | OPM, SBC March 2013 | Design and estimate review held and project approved to continue to next phase |
| | <ul style="list-style-type: none"> Ensure that construction documents are prepared for bid (Phase 1) | OPM, SBC May 2013 | 60% construction documents and estimate review held and project approved to continue to next phase |
| | <ul style="list-style-type: none"> Ensure that construction documents are prepared for bid (Phase 2) | SBC June 2013 | 90% construction documents and estimate review held and project approved to continue to bidding |

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| Collaborate with DODEA to carry out the transition of Hanscom Middle School to a temporary facility and begin construction of the new facility | <ul style="list-style-type: none"> Collaborate with DODEA by participating in initial contract meetings | McFall, Creel, Ledebuhr January 2013 | Contractor presence on site |
| | <ul style="list-style-type: none"> Collaborate with DODEA to develop plans for the procurement of furniture, fixtures, & equipment (FFE) for the middle school | McFall, Creel, Ledebuhr Winter 2013 | FFE lists and procurement plan accepted by DODEA |
| | <ul style="list-style-type: none"> Procure the services required to vacate the current HMS and move to the temporary HMS | McFall, Creel, Ledebuhr May 2013 | Signed contract |
| | <ul style="list-style-type: none"> Conduct the preparatory activities to ready the temporary HMS for move in July 2013 | McFall, Creel, Ledebuhr June 2013 | Temporary HMS prepared for move in July 2013 |
| Collaborate with DODEA to begin the planning and design phases of the Hanscom Primary School building project. | <ul style="list-style-type: none"> Collaborate with DODEA on the design by participating in a Design Charrette to gather information required to develop project schematic | McFall, Creel, principals, staff and faculty December 2012 | Completed Schematic Design documents |
| | <ul style="list-style-type: none"> Comment on the schematic design in preparation for the next stages of the final design of the middle school | McFall, Creel, principals, staff and faculty December 2012 | Comments on the schematic design and approach to temporary relocation submitted to DODEA |
| | <ul style="list-style-type: none"> The administration will collaborate with DODEA on the design by reviewing the 35% design submittal | McFall, Creel, Ledebuhr Winter 2013 | Comments on the 35% design and approach to temporary relocation submitted to DODEA |
| | <ul style="list-style-type: none"> Collaborate with DODEA to develop plans for the procurement of furniture, fixtures, & equipment (FFE) for the primary school | McFall, Creel, Ledebuhr Winter 2013 | FFE lists and procurement plan accepted by DODEA |
| | <ul style="list-style-type: none"> Collaborate with DODEA on the final design by reviewing the 65% design submittal | McFall, Creel, Ledebuhr Spring 2013 | Comments on the 65% design submitted to DODEA |
| Continue to implement and develop protocols in collaboration with the Town Administrator for the Facilities Manager position. | <ul style="list-style-type: none"> Assist the Capital Projects Committee and Town departments to prepare a capital projects plan for FY14 | Haines August-December 2012 | Capital projects proposal within Finance Committee funding limits presented to Town Meeting |
| | <ul style="list-style-type: none"> Establish processes for managing School and Town maintenance | Haines, Creel, McFall June 2013 | Written procedures and processes for maintenance |
| | <ul style="list-style-type: none"> Implement computerized budget system (MUNIS) for purchasing. | Haines, Creel, McFall March 2013 | Facilities department uses MUNIS for purchasing. |

| Budgets and Operations | | | |
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| Goals | Activities and Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Continue comprehensive review of School Committee Policy Manual and begin revisions, updating and policy development of selected policies | <ul style="list-style-type: none"> Review, update and revise School Committee policies as needed | Christenfeld Ongoing | Updated policies |

| Health and Safety | | | |
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| Goals | Benchmark Events | Personnel/Timeline | Evaluation Metrics/Evidence of Outcomes |
| Continue to respond to the report on the effectiveness of current practices and seek improvement in custodial/cleaning services | <ul style="list-style-type: none"> Conduct additional training for custodial staff | Haines, Creel, McFall January 2013 | Attendance at retraining sessions |
| | <ul style="list-style-type: none"> Assess the effectiveness of the cleaning effort using the new protocols | Haines, Creel, McFall May 2013 | Results of the cleaning rating reports |
| | <ul style="list-style-type: none"> Make recommendations for further actions | Haines, Creel, McFall | |
| | <ul style="list-style-type: none"> Report to School Committee | Haines, Creel, McFall May 2013 | |

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| Mid-year Status Report | |
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| End of year Status Report | |
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LINCOLN PUBLIC SCHOOLS

DISTRICT GOALS: 2012 - 2013

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 Innovation

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 |
|-------------|---|---|---|
| 2012 – 2013 | <p>Align PreK-8 Lincoln Learning Expectations with National Common Core Standards embedded in the 2011 MA Frameworks</p> <p>Conduct a review of technology: resources, staffing, infrastructure, and curriculum integration to determine the needs of the district moving forward</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>Refine 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- 8</p> <p>Begin to utilize Aspen to collect, analyze, and report student performance on common assessments</p> |

Teacher Excellence and Innovation

| School Year | Personnel Management | Supervision & Evaluation | Professional Development |
|-------------|---|--|---|
| 2012 – 2013 | <p>Encourage and support innovative teaching and learning practices by fostering growth mindset, risk taking and reflection</p> <p>Continue to align the organization of staffing with the needs of our students and families from Boston</p> | <p>Work with the Lincoln Teachers Association and School Committee to address revised DESE regulations for teacher and administrator evaluation</p> <p>Pilot the use of the DESE Teacher Evaluation system with faculty and administrators in order to inform our decisions about adoption and implementation</p> <p>Implement the DESE guidelines for supervision and evaluation with the superintendent and administrators</p> | <p>Continue to provide high-quality professional learning to develop teacher expertise in:</p> <ul style="list-style-type: none"> • Standards-based teaching, assessment, differentiation and reporting • New math standards • New ELA standards • New MA Educator Evaluation model • Innovative teaching practices • Cultural Competence • Strategies to address achievement gaps • Use of Aspen student information management system |

Leadership and School Culture

| School Year | Leadership | School Culture | Communications |
|-------------|--|--|--|
| 2012 – 2013 | Develop and carry out a comprehensive Superintendent entry plan to gain understanding of all aspects of the school district and develop recommendations for future areas of focus. | Engage school communities in discourse about the core values of the school district. | Develop and publish Annual School Performance Indicators Report in response to Finance Committee request for information |

Facilities, Operations and Health and Safety

| School Year | Facilities | Budgets & Operations | Health & Safety |
|---|---|---|---|
| 2012 – 2013 | <p>Continue community outreach and communication leading to November 6th Lincoln Town vote on Lincoln School project</p> <p>Develop the design and procure the construction of the Lincoln School project</p> <p>Collaborate with DODEA to carry out the transition of Hanscom Middle School to a temporary facility and begin construction of the new facility</p> <p>Collaborate with DODEA to begin the planning and design phases of the Hanscom Primary School building project.</p> <p>Continue to implement and develop protocols in collaboration with the Town Administrator for the Facilities Manager position.</p> | Continue comprehensive review of School Committee Policy Manual and begin revisions, updating and policy development of selected policies | Continue to respond to the report on the effectiveness of current practices and seek improvement in custodial/cleaning services |
| <p>Review self-assessment in preparation for on-site evaluation for the Coordinated Program Review, including special education, civil rights, and English as a Second Language programs, to be performed by the Department of Elementary and Secondary Education in the 2012-2013 school year.*</p> <p>* The Coordinated Program Review overlaps all goal areas. The review will provide feedback on our programs and assessments, staffing, policies, and facilities.</p> | | | |