

LPS: School Committee Strategic Objectives and Priorities 2020-2021

Evolve and Activate the Strategic Plan

In partnership with the Administration, ensure that the Strategic Plan is a) sound, b) in line with community needs and expectations, c) in line with State and Federal Regulations, d) in line with best practices - and that its activation is supported through our budget and policy decisions.

Strategic Priorities	Activities	Outputs and Measures (Outcomes)	Status	Who is Responsible	Timeframe
A1: Build community understanding of the District vision of creating high-quality instructional practices, adapted for instructional models during COVID, while balancing the health and safety of our community.	Communicate to community through direct email distribution, LincolnTalk, Squirrel, Hansconian, and through presentations in our School Committee Meetings.	Positive feedback through polling and other forms of outreach. Viewership of Open Meetings and email communications to the SC email address.	In Process - On Track	Susan Taylor	Ongoing
A2: Seek out and participate in learning opportunities in line with the District Strategic Plan involving Anti-Racism, Inclusion, Diversity and Equity.	Hold a Tri-District Sponsored event for the community using a grant through the Sudbury Foundation.	Webinar to enhance the community conversation on race and equity in education.	In Process - SPS Chair is taking the lead due to the Sudbury Foundation Grant. Original speaker too expensive, looking at other options.	Tara Mitchell (with SC Chairs from LS and SPS)	Spring 2021
	Participate in Training sponsored by MCC and PTO, grounded in the NCBI Training that the district is undertaking	Trainings scheduled for 10/26 6pm: exploring Identity w/Kathy Lopes; 11/9: Implicit Bias.	Completed	All School Committee Members	Fall 2020
	Seek additional training for SC members regarding handling/facilitating difficult conversations	Training identified, scheduled and completed.	In Process - Jess Rose and M. Hamilton will be providing AIDE training specific to SC Members. 3, 1.5 hour sessions have been scheduled with pre-work.	All School Committee Members	2/25/21 3/11/21 3/25/21
	SC Members sign up to attend/participate in community conversation opportunities offered by principals and other administrators.	SC participation in community conversations. Members are part of WIDE, LAAG, and have joined several programs offered by partnering organizations.	In Process - On Track 10/21 - Town Roundtable on Racism 1/15 and 2/22- Selma Discussion (METCO Parent Leaders) 1/27 - Lincoln Selects AID Planning Mtg 2/27 - I'm Not A Racist, Am I? WIDE Trainings: 3/25, 4/29, 5/13 SC attendance at town and parent zoom meetings.	All School Committee Members	Ongoing

Budget & Policy

Budget: The budget is built to reflect and support the District Strategic Plan and to responsibly manage Town resources.

Policy: School Committee policies provide a legal and philosophical framework for the operation of the Lincoln Public Schools.

Strategic Priorities	Activities	Outputs and Measures (Outcomes)	Status	Who is Responsible	Timeframe
B1: Work with administration and collaborate with other town agencies to advance and approve District Budget and bring to Town Meeting.	Actively participate in budget discussions during Open Meetings. Attend Lincoln Finance Committee Meetings as warranted. Bring final budget recommendation to the Town for approval.	Approved Budget for 2021-2022 school year.	In Process Presented three preliminary budgets (2 Lincoln, 1 Hanscom). Met with FinCom for budget hearings. Delay in Town Meeting has pushed back timeline but effort is on track	All School Committee Members	Winter/Spring 2021
B2: Create a schedule of policies to be updated and reaffirm or revise at least 20% every year.	Update spreadsheet of policies with last revised dates.	Complete list of policies that currently exist. Helpful for a baseline and for creating a review plan.	Complete - on SC Google Drive	Tara Mitchell	9/1/2020

	Find out the process and cost associated with working with MASC to do a policy review and bring the information back to the committee.	Have the information necessary to determine if this approach would be beneficial and financially feasible.	Complete - cost and process of using MASC does not seem to align with our goals at this point in time.	Tara Mitchell	10/1/2020
	Do training on how to review policies with an anti-racism/equity lens.	Seek out and share as a committee references and advisors to guide us in amending school policies that may reflect bias toward or assumptions based on perception of majority culture. Look into NCBI resources as a starting point. Attend Training.	Dovetails into other training sessions being conducted for SC. Will participate in training and then work on incorporating into Policy Review.	All School Committee Members	Spring 2021/Fall 2021
	Create a plan for reviewing policies with an equity lens.	Agree on a "check list"/ guiding principles of anti-racist values (and pro-inclusive) to apply to school policies craft and execute against a plan of how to redress/address	List of Policies prioritized, next step is agreeing to a checklist.	Peter Borden	Ongoing
	Continually place 2-4 policies for review at most SC meetings throughout the year.	20% policies updates this year.	List of Policies grouped for review. Timing based on availability of Central Office Administrators.	Peter Borden	Ongoing, but slowed due to Covid

Communications

Communication between the School Committee, families, and the broader community results in public participation, support of, and confidence in the Lincoln Public Schools.

Strategic Priorities	Activities	Outputs and Measures (Outcomes)	Status	Who is Responsible	Timeframe
C1: Continue to advance the communication plan and extend our communication methods, as especially required by the COVID environment.	Communicate to community through direct email distribution, LincolnTalk, Squirrel, Hansconian, and through presentations in our School Committee Meetings.	Community is informed of decisions made at SC meetings as well as general information about school activities and achievements.	In Process - On Track Significantly more articles and information sent out to the broader Lincoln community.	Susan Taylor	Ongoing
	Continue to "re-post" communications sent by the Administration to the community through Lincoln Squirrel, Lincoln Talk, and Hansconian.	Broader Lincoln community is aware of school topics.	In Process - On Track Significantly more articles and information sent out to the broader Lincoln community.	Susan Taylor	Ongoing
C2: Advance the communication plan to include greater community engagement regarding Race, Inclusion, Diversity and Equity.	Use existing outlets and participate in community networks seeking to advance anti-racist policies and programs in Lincoln.	Share reports of AIDE progress with Selects and other town groups, including submitting items for publication in BOS news and FB, WIDE newsletter, LS news, church bulletins as appropriate. Bring information back to the SC from other community programs and action. Participate in State of the Town discussions of DEI. Continue participation in Outreach Roundtable discussions. Share data on school DEI and its potential impact with town agencies including parks and rec, public safety, and planning.	In Process - On Track Ties with A2 Above	Susan Taylor - lead All School Committee Members	Ongoing

Administration

The Committee is responsible for the public oversight of the District, the hiring and evaluation of the Superintendent, and for contract negotiations with all relevant bargaining units.

Strategic Priorities	Activities	Outputs and Measures (Outcomes)	Status	Who is Responsible	Timeframe
D1: Provide oversight of school operations, instructional models, and execution of the District's COVID plan to meet or exceed State and Federal guidelines.	Actively participate in discussions during School Committee meetings to ensure plans are well vetted. Update the District COVID-19 Dashboard weekly.	Learning Models are implemented across the district. District Dashboard is reviewed weekly.	In Process - On Track	Tara Mitchell - Dashboard All School Committee Members	Ongoing
D2: Create inaugural contract with Paraprofessional Group as part of Lincoln Educators Association.	Participate in negotiation sessions as scheduled. Represent the interests of the district and the Town of Lincoln.	Progress made towards documenting current practices and discussion on key items. Draft contract created. Final terms agreed upon.	Have held 3 sessions with Paraprofessionals.	Adam Houge Tara Mitchell	Winter 2020/2021

D3: Continue to support the Lincoln School Building Project.	Participate in the School Building Project meetings. Help communicate expectations to the school community and raise awareness of project status and needs. Approve change-orders as needed.	School Building Project stays on time and on budget.	In Process - On Track FFE funding has been presented/discussed with CapCom and FinCom. Also met with CPC regarding funding for playground enhancements. Town Meeting/Budget votes have been postponed until May 15, 2021.	Tara Mitchell	Ongoing