

LYNN PUBLIC SCHOOLS

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Superintendent of Schools*

Superintendent's Report May 30, 2024

As we approach June and look forward to graduation ceremonies, we remember that these mark a significant milestone in our students' lives, symbolizing the culmination of years of hard work, perseverance, and dedication.

As our graduates prepare to walk across the stage next week, receive their diplomas, and step into the next chapter of their lives we want to congratulate them in advance for a job well done. Yesterday, I had the privilege of celebrating with the Promise Year students and issuing their diplomas. These ceremonies are steeped in tradition, English and Classical comrades, LVTI, and Fecteau Leary graduates all have one thing in common. Our students are gritty, resilient, and full of hope for their futures. As we think about them, we must re-examine The Portrait of a Lynn Public School Graduate. As educators, it is an awesome responsibility to be entrusted with shaping the K-12 student experience. Therefore, graduation time brings with it much reflection on the challenges overcome and the knowledge gained, as well as a celebration of achievements and potential for the future.

As the district teams reflected on the Portrait of a LPS (Lynn Public Schools) Graduate, it was essential to review and evaluate this school year's accomplishments. We started with the needs of students and have also embedded this goal in our incoming District Strategic Plan 2024- 2029 which will be completed this summer and in effect for the fall. We have referenced Coherence (Fullan, M., Quinn, J., 2016) and what that means concretely for each of our departments. In theory, Coherence achieves educational improvement and organizational coherence. There is a need for coherent and aligned strategies for achieving systemic change in our field. This is the framework consisting of four components shared in the Superintendent's Entry Plan, October 2023:

- **Focusing Direction:** Establishing a clear purpose and direction to ensure everyone in the organization understands and commits to shared goals.
- **Cultivating Collaborative Cultures:** Encouraging collaborative and inclusive cultures where teachers, leaders, and other stakeholders work together to achieve common objectives.
- **Deepening Learning:** Emphasizing the importance of capacity building and continuous learning to enhance the skills and competencies required for achieving desired outcomes.

- **Securing Accountability:** Ensuring that there are systems in place to monitor progress, provide feedback, and hold individuals accountable for their contributions towards achieving the set goals.

In the adaptive daily work process, we understand that this is truly ‘Equity in Action.’ We have many assignments ahead of us, but we will continue to diligently address each process and challenge until all our systems are aligned and working well. This will allow each student in Lynn to reach their fullest potential and leave LPS with the skills and academic knowledge they need to navigate their next journey.

Therefore, I would like to share the many structures and processes that have been addressed to improve the student, parent, teacher, and staff experience in preparation for a year (SY25) with new strategic goals and measurable objectives:

Superintendent’s Office

- Formed strategic partnership with Rosetta Stone for language acquisition in 25 languages for students, teachers and all staff, and parents
- Entered strategic partnership with Bellwether for District Strategic Planning 2024-2029
- Established the *Centering Youth Voices*, the Superintendent’s student cabinet which provides invaluable student feedback on several topics. These students have also made themselves available on multiple occasions to offer their insight to numerous focus groups and policy and procedure committees
- Met monthly with Elementary Teacher Cabinet and Secondary Teacher Cabinet using TEAMS to advise on all aspects of school operations
- Reduced budgetary spending by \$3,233,404 for SY25
- Provided guidance for innovative curriculum and design thinking for the STEAM (Science, Technology, Engineering, Arts, and Mathematics) Academy which will be online in SY26
- Expanded Pre-K Programs for SY24 and SY25
- Supported the expansion of student seats at LVTI for SY25 with a Biotechnology Research Program
- Improved compliance of IEPs (Individualized Education Plan) resulted in 87% by November 30, 2023, from 62% on September 1, 2023
- Added the following departments: Diversity, Equity, and Inclusion (DEI); Data, Assessment, and Accountability (DAAT); Innovation and Grants Management
- Created a new district website

Data, Assessment, and Accountability

- Analyzed Comprehensive Data Sets:
 - Conducted comprehensive data analysis, covering multi-year attendance, behavior, graduation trends, and enrollment, serving as a cornerstone for informing strategic planning, Student Opportunity Act, district prioritization, school improvement initiatives, grant applications/initiatives, and policy changes
- Built Internal Capacity:
 - DataWise- Implemented DataWise to develop the skills of the Lynn Public School leadership team to organize their teams for collaborative work through effective meeting practices and increase their team member’s individual and collective effectiveness through data-informed coaching and coach skill development
 - Strategic Data Harvard Fellowship- Fellow receives training, professional development, and mentorship from the Strategic Data Project team at Harvard. Fellows are trained to advance strategic initiatives, uncover valuable insights, and build a strong data culture

- Project Management- Introducing project management principles and training for DAAT staff, alongside the utilization of Monday.com software, will streamline workflows and enhance collaboration across teams. Staff will be equipped with the skills to efficiently plan, track, and manage projects, resulting in heightened productivity, improved communication, and expedited project delivery
- Created Access with Data Dashboards:
 - Pioneering the implementation of visually intuitive, dynamic dashboards marking the district's initial foray into utilizing real-time, interactive data visualization tools to monitor and analyze various aspects of their operations or performance with Open Architects
 - This initiative signifies a shift towards more agile and data-driven decision-making processes, enabling educators and administrators to access and interpret data quickly, leading to more informed and responsive actions
 - District and/or school staff now have dashboard access to the following information all in one place
 - State Assessments
 - World-class Instructional Design and Assessment (WIDA)
 - Massachusetts Comprehensive Assessment System (MCAS)
 - Attendance
 - Behavior Incidents
 - My Student Explorer
 - College Board
 - Student Climate Survey
 - District-wide Assessments (4)
 - Course Grades
- Cultivated a culture that Centers All Voices:
 - Partnered with the Departments of DEI (Diversity, Equity & Inclusion) & SEL (Social and Emotional Learning) to research and select a survey instrument tool
 - Implemented a student climate survey designed for students to reflect on their school environment and experiences to help educators learn more about how to support student needs
 - Piloted in six LPS schools winter 2024 with plans to scale across all schools in multiple languages, grades 3-12 Fall 2024 and Spring 2025
 - Fostered strategic university partnerships: Established a strategic partnership with Northeastern University to support two Data Analytics graduate students for a 6-week project that will propel LPS forward, focused on data quality and capacity
- Implemented a Framework towards Data Literacy:
 - Leveraging [PCG's framework](#) for building a data-driven district that prioritizes data quality, capacity building, and fostering a culture to inform programs, policies, practices, and placements, will result in focused improvements in student achievement
- Restructured for Strategic Data Integration & Analytics:
 - Streamlining data management processes and enhanced data-driven decision-making across the district
 - Introduced newly designed roles, Executive Director of Data, Assessment and Accountability and a Data Analyst to bolster analytic capabilities and harness the power of data informed decision making
- Strengthened LPS Decision Making by Structuring Collaborative Research Engagement:

- Enhance the district's capacity for rigorous and informed decision-making, ensuring that LPS has a structured and collaborative approach for how we engage in research and the development of a Research Review Committee

Diversity Equity and Inclusion

Developed and Implemented:

- Inclusivity Program
 - 8 secondary school clubs / 3 elementary school clubs
 - Group attendance increased over 40% between October 2023 and April 2024
 - Boys & Girls Club of Greater Lynn Inclusivity Summit sponsorship
- No Place for Hate Campaign
 - The Department of Diversity, Equity, and Inclusion, utilizing the *DESE FC0794 Hate Crime Prevention Round 2 Grant*, is presently planning a district wide *No Place for Hate* campaign
 - Multiple student groups will be spearheading this campaign, including our Inclusivity Teams and Superintendent's Student Cabinet
- Superintendent's Teacher Cabinets
 - 22 Early Childhood & Elementary Teachers
 - 22 Middle School & High School Teacher (General Ed, MLE, SPED)
 - Monthly meetings with Dr. Alvarez, Deputy Superintendents, and Executive Directors
- Superintendent's Student Cabinet
 - 10 high school students
 - Quarterly meetings with Dr. Alvarez, Department of DEI, & Staff of Color Affinity Group
 - Monthly preparatory meetings with Department of DEI & Staff of Color Affinity Group
 - Ongoing consultation with Department of DEI and Office of Compliance regarding policy and procedure (Student Dress Code, School Schedule, Protective Sweeps)
- DEI Student Consultants Pilot Program
 - 6 high school students
 - Monthly meetings with Office of DEI to review district DEI initiatives and future
 - Conducted extracurricular/school club audit
- Best Buddies
 - Regular meetings with regional Best Buddies representative & school Best Buddies leaders
 - Collaboration with Department of Innovation & Grants Management
 - Promoted to Future Teachers Program
- Gender & Sexuality Alliance (GSA)
 - Spring 2024 GSA Changemakers Gathering (all secondary schools)
 - Five active clubs in LPS
 - 2024 Pride Walk
- Muslim Student Association
 - Initial planning for district-wide collaboration between existing Muslim-centered student clubs and future expansion
- Staff of Color Affinity Groups
 - Partnership with Dr. Darnisa Amante-Jackson surrounding Affinity mentorship and enrichment
 - Administrators of Color Affinity Group representation and participation Bellwether
 - Staff of Color Affinity Group mentorship of Superintendent's Student Cabinet
 - Monthly group gatherings
 - Ongoing meetings with Dr. Alvarez and Department of DEI

- Strategic Partnerships
 - Dr. Lee Teitel executive coaching for Executive Director of DEI
 - Dr. Lee Teitel and Dr. Danisa Amante Jackson to provide DEI coaching for the Superintendent, Executive Leadership Team, Principals, and the Staff and Administrator Affinity groups
- Staff Diversification & Support
 - Massachusetts Partnership for Diversity in Education membership
 - MPDE Conference
 - Spring 2024 Job Fair attendance
 - 2023-2024 Massachusetts School Administrators' Association / William James College Teacher Diversification Professional Learning Community Lynn project
 - Latinos for Education
 - Aspiring Latino Leaders Fellowship & Latinx Teachers Fellowship
- Professional Development & Learning
 - AMSEL (Association of Massachusetts School Equity Leaders)
 - MASS (Massachusetts Association of School Superintendents) REDI (Racial Equity Diversity Inclusion): Equity in Action Series
 - Mass Partnership for Diversity (MPDE) membership & events
 - Department of Justice Uniting Against Hate Forum
 - Teacher Diversification Professional Learning Community (DESE)
- Communications & Social Media
 - DEI event promotions
 - Faith-based and cultural celebrations
 - National Day to Combat Islamophobia
 - Black History Month (series)
 - Asian American and Pacific Islanders (AAPI) Heritage Month (series)
- Community Partners
 - Boys & Girls Club partnership and collaboration
 - Inclusivity Summit sponsorship
 - Teen Career Chat
 - Education District
- DEI Cross-Departmental Collaborations:
 - DEI & Office of Compliance collaboration and consultation:
 - Disproportionate Discipline for Students with Disabilities Corrective Action
 - Policy and Procedure: School Discipline
 - Policy & Procedure: Protective Sweeps
 - Policy & Procedure: Dress Code
 - Policy & Procedure: Maximum Age for School Admission & Attendance
 - Tiered Focused Monitoring Corrective Action
 - Voluntary Desegregation Plan
 - Pickering Building Plan
 - DEI & Social Emotional Learning
 - School emergency responses and ongoing support
 - Trauma-informed and culturally sensitive practices as they pertain to protective sweeps
 - Culturally Affirming Spaces Focus Group (development of School Climate Surveys)
 - Restorative Practices PD (Professional Development) planning (joint cost-share)
 - PBIS (Positive Behavioral Interventions and Supports) joint oversight
 - DEI & Curriculum & Instruction

- Alternative/Acceleration Pathways Research Group
- Bellwether/LPS Steering Committee
- Black History Month & AAPI History Month classroom resources
- AAPI classroom resources & social media content
- Student Opportunities Act Report Development group
- DEI & Data, Assessment, & Accountability
 - School Climate Survey Pilot 2023-2024
- DEI & Multilingual Learner Education
 - Teacher Diversification Professional Learning Community (DESE)
- DEI & Innovation & Grants Management Collaboration
 - Early College Enrollment Committee (collaborated; Frederick Douglass Collegiate Academy and Salem State University equitable outcomes)
 - High School Schedule Planning Committee (participation)
 - STEAM (Science, Technology, Engineering, Arts, and Mathematics) Academy Development Committee (collaborated and organized student and family panels)
 - MSAP (Magnet Schools Assistance Program) Magnet School Grant

Innovation

- Developed multi-year Innovation Plan
- Engaged with PBLWorks for project-based learning professional development for district and school administrators and teachers which began in May and continues through June
- Organized phase 1 of designing a STEAM Academy for Lynn Public Schools with formation of STEAM Design Team in partnership with multi-stakeholder group and Center for Artistry and Scholarship
- Led Frederick Douglass Collegiate Academy Enrollment Committee to collaboratively form recruitment and admissions recommendations
- Organized Early College/Advanced Coursework enrollment committee to analyze existing processes and form the basis for future recommendations
- Organized high school schedule multi-stakeholder committee
- Collaboratively developed and submitted the Magnet Schools Assistance Program Grant application from the Office of Innovation and Improvement, Department of Education. The Request for Assistance supports themed education for Classical, English, and the future STEAM Academy at Fecteau Leary
- Secured competitive grant for summer Acceleration Academies
- Participated in a panel for Lynn's Early College partnerships which included Mayor Jared Nicholson, President John Keenan, and President William Heinemann, discussing "How a City has Embraced Early College and Its Importance and Impact"
- Formed partnership with Salem State University, Latinos for Education and Smith Family Foundation to increase the number of credits students can earn in the Early College Educator pathway, develop our future educator workforce, and diversify our teaching staff
- Developed partnership with Affiliated Manager's Group (AMG), corporate sponsor of Frederick Douglass Collegiate Academy (FDCA); AMG career speakers commenced visiting with students in May
- Implemented cross-district collaboration on My Career and Academic Plan (MyCAP) to support students grades 6-12 in exploring their skills, values, and related career clusters so they can set post-secondary goals: 18 advisories each for grades 6, 7, 8; and 21 advisories each for grades 9,10,11,12
- Began building out the infrastructure for work-based learning experiences (career speakers, job shadows, internships, and work-site visits); establishing partnerships for 2024-2025 school year with a long-term goal of offering college credit

- Piloted career-speaker engagements this Spring in FDCA, Classical, English, and LVTI
- Coordinated with MassHire to schedule resume writing workshops in Lynn Classical and Lynn English
- Celebrated graduating seniors who have been avid and successful participants in the LPS/KIPP/Boston Celtics partnership, Pursuing Pathways

Curriculum Office

- Developed a high school Program of Studies streamlined at the district level, with the addition of new courses and expansion of advanced placement courses
- Formed a team to develop Student Progression Plan
- Created Standards Based Progress Reports and Report Cards for early elementary
- Developed a team to review equitable grading practices and procedures
- Partnered with Boston College's Lynch Leadership Academy
- Built out MTSS (Multi-Tiered System of Support) for Tier 1 instruction and identification of scaffolds

Art, Theatre, Dance

- Won the Mass Cultural Council (MCC) award
- Developed the following partnerships: Sara Ting, The Sun Poem Project, Crocodile River Music Company, Company 1
- Developed Beyond Walls Classroom to the Streets 2.0, Art Educator fellowship and artist in residencies for Fall 2024
- Won Massachusetts Educational Theater Guild (METG) Drama Festival Top Awards in LPS Secondary Schools: Breed and Thurgood Marshall Middle School Drama, Silver Medals
- Collaborated with Raw Arts to create art projects
- Held the All-City Art Exhibition: 20th Anniversary of successful student art, displayed from all LPS schools, displayed thematically with over 2000 visitors on opening night
- Performed Lynn City Halliday Dance Recital by LCHS Dance Team with LEHS Drama performances at Lynn Auditorium
- Celebrated Black History Month and Hispanic Heritage Month with Fine Arts projects across all LPS schools
- Expanded course offerings in high schools added Advanced Placement Art (AP Art) at LEHS: implemented September 2024
- Provided professional development
 - Addison Gallery of American Art. Vertical and horizontal alignment for assessing the response cluster of the MA Curriculum Frameworks for the Arts
 - The Art of Education University
 - Digital Theatre+

Early Childhood

- Awarded the Coordinated Family and Community Engagement Expansion Grant to increase funding for our Parent Child Plus Home Visiting Program
- Awarded the Commonwealth Preschool Partnership Initiative Expansion Grant to expand to the Demakes YMCA. The CPPI (Commonwealth Preschool Partnership Initiative) grant gives us funds to design and pilot a program that is focused on expansion of access of affordable quality preschool, building locally aligned quality and providing equitable access to special education and inclusion

- Partnered with Families First to provide the “Power of Parenting” family workshops in Spanish and English
- Collaborated with 36 early childhood providers to host the Early Childhood Literacy Event with over 240 people in attendance
- Hired a Special Education Itinerant Team to provide special education services to 3- and 4-year-olds in their least restrictive environment. The team currently provides services at the Leo Jack Robinson Childcare Center, the Gregg House Preschool and will soon be working with the Demakes YMCA Preschool

English Language Arts

- Implemented HQIM in grades K-2
- Implemented Advanced Foundational Skills in grade 3
- Collaborated with DESE, The Hill for Literacy and Literacy Leaders from several GLEAM schools to support curricular implementation through an MTSS framework
- Offered professional development from The Hill for Literacy in MTSS and The Science of Reading
- Facilitated Keys to Content Writing in grades 3-5
- Received DESE grant to fund the adoption of a new literacy screener
- Adopted a Middle School ELA (English Language Arts) Curriculum, including pilot
- Joined the DESE Evaluating and Selecting Network
- Participated in DESE Leadership Institute with high school team
- Facilitated ELA/Math Summer Workshop
- Created Open Labs for LEHS & LCHS Cohorts
- Implemented Keys to Content Writing at LCHS
- Implemented HQIM for grades 11 and 12
- Facilitated Fecteau-Leary PLCs (Professional Learning Communities)
- Piloted HQIM in cohort 9 and 10 classes at LEHS and LCHS

Health / Physical Education

- Received Cycle Kids Grant and implemented the program at several elementaries
- Held Elementary Cross-Country Club and State Meets
- Continued Health Advisory Committee work to reduce vaping and pregnancy
- Implemented iDecide Program/ Curriculum with MGH (Massachusetts General Hospital) implemented as an alternate suspension program in many MS/HS this year
- Collaborated with the youth prevention coalition to provide I Can Help professional development with Michelle Lipinski (Northshore Recovery High School)
- Continued the Play Ball Grant Program for the second year in all Middle schools- expanded to three seasons (flag football, volleyball, soccer)
- Developed middle school ice hockey and golf programs successfully- first year
- Facilitated 5th Grade Track Meet at Manning 9-12 on 5/24, 5/31, 6/14

History

- Awarded the following grants:
 - Genocide Education Grant
 - Provided professional development for secondary history staff on the Cambodian Genocide, Guatemalan Genocide, and the Holocaust through the Salem State University Center for Holocaust and Genocide Studies
 - Funded planning of new genocide semester elective

- Funded 500+ students with access to the “Auschwitz: Not Long Ago. Not Far Away.” Exhibition in Boston throughout Spring 2024
 - Funded Experiential learning of “Hate Ends Now” Cattle Car replica and artifacts from the Holocaust at LCHS
 - Civic Teaching and Learning Grant
 - Funded Civic Lead Teacher Training, Professional Development through Generation Citizen
 - Provided funding for Civics Day Planning Committee
 - Provided funding to revise Civics Project Curriculum to meet the needs of Level 1 and 2 Cohort students in Grades 8 and 10
 - Financial Literacy Planning and Implementation Grant
 - Provided training and course development for new personal Finance Elective
 - Financial Education Innovation Fund Grant (from Mass Office of Economic Empowerment for Credit for Life Fairs to be held in Fall 2024 at LVTI, LCHS, LEHS)
- Partnered with MLE in presenting on scaffolding for multilingual learners in social studies at the National Council for Social Studies Conference 2024
- Revised grade 6-12 History curriculum maps
- Created and met monthly with Curriculum Council for History 6-12
- Created three new history semester electives for Fall 2024: Personal Finance, Global Genocides, and Indigenous and Immigrant Experience in the United States
- Brought over 1,000 grade 3 students to participate in the Lynn Museum History Detectives program
- Conducted pilot of grade 6 & 7 Investigating History at Breed and TMMS (Thurgood Marshall Middle School)
- Successful Civics Days held at LCHS, LEHS, LVTI, Breed, Pickering, Marshall, and FDCA as of May
- Expanded City-Wide Civics Day and moved to larger venue
- Engaged over 60 community partners with Civic Action projects throughout all secondary schools
- Celebrated two LPS history teachers for being recognized by the Massachusetts Council for the Social Studies

Instructional Technology

- Brought a team of 18 educators to MassCUE (Massachusetts Computer Using Educators) conference for a day of learning – first time educators attended
- Won the CS Engage Grant - worked with a team of middle school teachers, DESE, and CSforMA to enhance the technology offerings at our middle schools with HQIM
- Invited by DESE to apply for the CS Engage Grant Continuation which will work with DESE and CSforMA to enhance curriculum at the elementary level
- Registered more than 25 educators to take Computer Science workshops with CSforMA this summer
- Expanded course offerings in technology (High School) including Artificial Intelligence, HelpDesk, Cybersecurity

Math

- Won DESE HQIM Implementation Grant including strategic partnerships - [DESE HQIM Implementation Grant Summary.pptx.](#)
- Developed strategic partnership between the [LPS Math Department and Student Achievement Partners \(SAP\)](#)

- Partnered with Multilingual Learner department partnership to develop Intellectual Preparation Guide
- Facilitated teacher PLCs after school
- Provided teacher professional learning opportunities (February break, Saturdays & June)
- Continued year 2 Implementation of HQIM –Illustrative Mathematics K-8 with supports
- Collaborated on Lesson Study at TMMS and Callahan

Music

- Organized over 130 student concerts across all LPS schools this year. This includes Veterans Day Assemblies, Winter Concerts, Memorial Day Celebrations, and Spring Concerts
- Launched a new high school music program at LVTI. The courses have been a hit, and the LVTI students have been performing at many community events and concerts. Several students are continuing to study music in college
- Represented LPS at the:
 - MMEA District Festival Concert circuit
 - Annual Massachusetts Music Educator Association Conference
- Celebrated Music in Our Schools Month (March) with all High School Music Ensembles traveling out to our Elementary and Middle Schools to engage the younger students in Music “Informances”
- Held student-centered performances, with our high school musicians taking leadership and showcasing the Music Learning process
- Held 14 Informances throughout the month, featuring performing ensembles from Classical High School (Band, Chorus, String Quintet), Lynn English High School (Band, Concert Choir, String Quintet), LVTI (Music Club and small chamber ensemble groups), and the All-City combined groups (Orchestra, Marching Band, Jazz Band)
- Designed and implemented new updated course offerings for next year, including Developing Musicianship, World Music Ensemble, Music Exploration, Modern Band, Music Technology & Sound Production, and AP Music Theory High School Music Teachers and Music Director
- Led the City of Lynn in the Annual City Hall Tree Lighting Ceremony with student performers from all LPS High Schools
- Entertained educators and politicians from across Massachusetts at the state AFT Conference in Dorchester
- Facilitated the planning and implementation of Thematic Music Units on topics such as STEAM Week and Black History Month
- Managed over 600 4th and 5th Grade students as they performed in the Annual All-City Elementary Band & Orchestra Concert series
- Engaged the greater Lynn Community with the LPS All-City Marching Band performing at all home football games at Manning Stadium
- Entered High School Music Students in the George N. Parks Drum Major Academy at UMASS Amherst
- Prepared high school music students to join in the Salem State and UMASS Amherst Honors Bands
- Engaged the City of Lynn in Culturally Relevant Performances, preparing 10 Music Groups in Grade 2-12 to participate in the City Hall Hispanic Heritage Month Celebration

Science

- Hosted a STEM (Science, Technology, Engineering and Mathematics) night at Thurgood Marshall Middle School where students and educators created interactive exhibits and engaging

demonstrations, fostering a deeper appreciation for science, technology, engineering, and mathematics

- Placed first in placed first in the North Shore Science League meet in March, with LEHS Science Team further exemplifying our district's commitment to excellence in scientific inquiry
- Held a district-wide viewing of the solar eclipse in April, as the district provided every student from Pre-K through grade 12th with protective glasses for safe viewing
- Hosted the Therapeutic Learning Center / Life Skills Program Science Fair at Breed Middle School, where students will display their projects integrating science with real-life applications
- Visited Northeastern University's Marine Lab in Nahant to tour the lab, meet Marine Science Center scientists, learn about coastal habitat and animals, and collect scientific data from our local tidepools. This enriching experience expanded student's understanding of their coastal ecosystem and advanced their marine biology knowledge through authentic, real-world experiences

World Languages

- Awarded more than 100 seniors the Seal of Biliteracy including 7 with distinction at graduation
- Awarded more than 160 Pathways to the Seal of Biliteracy to 5th and 8th graders
- Created Spanish for Spanish Speakers which will begin in the 24/25 school year for 7-12 appropriately challenging our Spanish Speakers and preparing them for advanced coursework
- Participated district wide, both 5th and 8th grades in STAMP (Standards-based Measurement of Proficiency) language testing which will qualify many for the Pathways to the Seal of Biliteracy awards and will place them in appropriately challenging Spanish classes for Spanish Speakers
- Awarded 75 employees the bilingual stipend
- Facilitated LEHS student trips to:
 - Greece
 - Spain
- Celebrated Hispanic Heritage Month with
 - Staff created videos highlighting the many Latinx staff in LEHS
 - Assemblies that included dances, music, and drama representing several countries and cultures at LCHS
- Organized National Latin Exam and all students who took it passed

Compliance Department

- Led working group processes that resulted in adoption or revision of the following School Committee Policies:
 - Athletic Eligibility High School Transfer Policy
 - Attendance, Absences and Excuses Policy
 - Graduation Requirements Policy
 - Health Education Policy
 - School Meals Policies
 - Student Dress Code
 - Maximum Age for School Admission and Attendance Policy
 - Protective Sweeps, Students Searches, Questionings, and Interrogations Policy
 - Technology Policies
- Created and delivered various trainings to district staff and leaders, including:
 - Secondary Level Student Discipline Compliance
 - Elementary Level Student Discipline Compliance
 - Public Records Law
 - Open Meeting Law
 - Confidentiality of Student Records

- 51A Mandated Reporting
- FERPA (Family Educational Rights and Privacy Act) and HIPAA (Health Insurance Portability and Accountability) Compliance for School Nurses
- 504 Coordinators Annual Training
- Student Study Team Annual Training
- Additionally, utilized Canvas to provide for the first ever asynchronous staff wide start of the year training suite to efficiently deliver all state and federally required trainings
- Participated in the Magnet Schools Assistance Program Grant
 - Drafted and School Committee passed Amendment to Voluntary Desegregation Plan
 - Drafted and School Committee passed Magnet Schools Assistance Program Grant Resolution
- Participated in Tiered Focused Monitoring Civil Rights Criterion 10C (Student Discipline)
 - Successfully completed DESE Tiered Focused Monitoring Corrective Action regarding Civil Rights Criterion 10C (Student Discipline) through collaboration with Superintendent, Deputy Superintendents, DEI, Nursing, SEL, DAAT, Curriculum, Special Education, and all Principals, Vice Principals and Program Specialists. Released from corrective action 10C by DESE in February 2024
- Created Staff Handbook
 - Under the supervision of Deputy Superintendent Ruggiero and in partnership with HR, all departments, and the Lynn Schools Administrator Association and Lynn Teacher's Union, the Compliance Department is in the final stages of completion of the first known LPS District Staff Handbook, to be published ahead of September 2024 to support, clarify, and guide staff
- Facilitation of Student Study Team
 - Building upon the Compliance Department's past work to update the 504 Plan process in LPS, the Student Study Team process received a full overhaul, including an updated Student Study Team Manual, updated Student Study Team (SST) materials and newly developed training/support opportunities
- Communicated Templates and Process Charts
 - Collaborated on the creation of standardized communication templates for principals. Examples: Lockdowns, Medical Holds, Media Requests for Comment, Fire Drills, School Threats, and Outside-of-School Incidents
 - Collaborated on the creation of standardized process charts. Examples: Bullying, Discrimination, Harassment, 51A Mandated Reporting, and Missing/Eloped Children
- Facilitated Translation and Interpretation
 - Arranged for 2,871 meetings to be interpreted and translated legal documents
 - Provided training to Special Education Chairpersons, 504 Coordinators and Student Study Teams(SST) to ensure that qualified interpreters/translators are utilized as required by law
 - Aligned LPS practices with recommendations from DESE, including the implementation and usage of a pre-session script to enhance the quality of interpretation and cultural competence during meetings
 - Worked with Special Education Department to begin usage of automatic translation for IEPs to provide translated documents more efficiently and cost-effectively as part of the IEP process

Food Services

- Partnered with City Fresh out of Boston, MA for our elementary school meals, an employee-owned company that makes meals fresh daily
- Partnered with City Fresh has increased participation in breakfast by 5% and lunch by 6%
- Conducted student surveys monthly to get feedback on meals and adjust menus accordingly
- Increased secondary school participation - breakfast by 30% and lunch by 15%.
- Introduced Halal certified meals in secondary schools
- Won \$25,000 grant for supporting local farmers
- Won \$350,000 grant for the Fresh Fruit and Vegetable Program at all elementary schools
- Provided programming to introduce nutrition education and students to fruits and vegetables with samples

Human Resources

- Partnered as one of five districts in Massachusetts with Salem State University for the Teacher Development Pipeline Initiative
- Continued efforts for recruiting and retaining diverse staff through the Department of Elementary and Secondary Education (DESE) Teacher Diversification Pilot Program Grant
- Participated in recruitment fairs throughout the school year including Massachusetts Education Recruiting Consortium (MERC) and Massachusetts Partnership for Diversity in Education (MPDE)
- Implemented and promoted LPS career fairs at TMMS
- Collaborated with the Benefits and Nursing Departments in an effort towards retention, to host wellness events and promote employee health
- Streamlined the HR process for hiring, onboarding and other standard HR processes to paperless and most importantly a positive experience for new hires
- Supported over 50 LPS teachers to complete licensure internships in Special Education and English as a Second Language

Multilingual Learner Education

- Awarded the following grants:
 - 181: This summer, the first cohort of Lynn teachers will begin taking courses with Salem State University in their Graduate Certificate in Teaching English to Speakers of Other Languages. The five graduate courses and materials are funded through the 181 Grant awarded to the Multilingual Education Department this year. Over the two cohorts, 50 Lynn educators will be able to earn this certificate, and the 15 credits can be applied towards a Master of Arts in Teaching English to Speakers of Other Languages. This partnership benefits our students by increasing the knowledge of the teachers working with Lynn's multilingual population, and it offers Lynn's teachers the opportunity to begin their Master of Arts coursework in a pathway that could reduce the cost of their master's degree by 50 percent.
 - Title 3 Grants
- Continued implementation of English Language Parent Advisory Council (ELPAC) with over 100 parents attending Zoom and in-person meetings
- Continued implementation of Dual Language Parent Advisory Council (DLPAC) with in-person meetings with parents and activities for children
- Collaborated with History to present at the National Council for Social Studies annual 2024 council on 9th Grade Thematic Units: US History for Multilingual Learners

Nursing

- Instituted new field trip procedure to promote health and safety of students while off campus. As of 5.13.24, 382 field trip requests have been received.
- Streamlined training of unlicensed school staff by adding them to Canvas. Trainings include seizure precautions, life-threatening allergies & EpiPen training, Stop the Bleed, health & wellness, and medication delegation
- Instituted a mentor program for new school nurses
- Developed comprehensive training for nursing assistants on healthcare screenings
- Developed a continence training plan for principals, nurses, and school staff to reference on young students who are not continence trained
- Hired 9 School Nurses, 13 School Nurse Substitutes, 4 Agency Nurses, and 1 Nursing Assistant
- Trained 153 school staff and 23 students in CPR
- Enlisted LVTI Health Tech. students in collaboration with HR to take blood pressures at the Employee Health Fair
- Supported LVTI Health Tech students with mentorship and weekly clinical experiences with school nurses
- Enlisted at Boston Children's Hospital to present at Aborn and Drewicz on injury prevention
- Collaborated with North Shore Community College, Salem State University, and UMASS Boston offering weekly clinical placements with 11 LPS school nurses
- Developed lice procedure to support student learning and prevention of unnecessary lost time
- Developed nurse delegation procedure for nursing assistants at the LVTI Teams Program to support students in collaboration with the Compliance Department and school nurses at the program
- Offered 5 professional development series (71.5 hours) for school nurses
- Contributed to the Nursing Corner in monthly HR newsletter
- Worked with MGH to institute SBIRT screening at LEHS and LCHS by Youth Wellness Coach for better results/support for students
- Developed a KG admission brochure in collaboration with the preschool administrator and Welcome Center administrator that is given out at the time of registration at the Welcome Center
- Completed the School Nurse Leadership Academy through Northeastern University School of Nursing and received a Northeastern University Digital Leadership badge

Social Emotional Learning (SEL)

- Implemented new clinical model
- Developed an extensive trauma and grief in-district response protocol
- Immersed SEL in secondary Curriculum Councils
- Won the Alliance for Inclusion and Prevention/ Substance Abuse and Mental Health Services Administration (AMSHA) Grant which focuses on clinical professional development to support evidence-based trauma and grief treatment
- Trained clinical team in new IEP protocols
- Supported and developed SEL nights in our schools
- Partnered with Curriculum Department around embedded SEL practices into content of elementary curriculum, Caring Schools Community
- Developed crisis response partnership with Elliot
- Developed system of data collection of student support by clinicians and clinical supervisors

Special Education

- Received grant funding for the new IEP and conducted multiple professional development sessions for all special education staff in preparation for the New IEP rollout
- Fell in the 2023 Special Education Determination under Part B of the Individuals with Disabilities Education Act (IDEA) for the first time in 10 years
- Held professional development for Paraprofessionals participated in monthly PD from January – May
- Created the Special Education Procedure Manual and sent out to all special education staff
- Began sending a monthly Special Education newsletter
- A Transition Fair was held for students and families in the fall at Lynn English High School
- Provided professional development opportunities and collaboration time for school psychologists and team chairs
- Received circuit breaker extraordinary and reserve relief

Technology

- Expanded our network - Successfully opened and created (4) new network sites for school\office buildings (Special Education Office, Welcome Center, Virginia Barton Early Childhood Center, Administration (Friend Street location))
- Upgraded Servers - Migrated to new Hyper-V Servers, which hosts and manages our virtual server environment
- Replaced and distributed over 6,000 student devices, including laptops for year 4 devices, as well as iPads for all kindergarten students
- Purchased and distributed protective cases to all newly distributed devices Additional distributions for previously purchased devices in progress
- Purchased and distributed new student headsets to all students
- Installed Verkada Security System
 - We have purchased and are in the middle of a district wide implementation of a new Security Ecosystem (Verkada). This Ecosystem consists of high-quality cameras, environmental sensors, intercom, door access, guest sign in system, which includes mailroom delivery system
 - Verkada guest sign in system – 28 active sites
 - Environmental Sensors - purchased for all secondary schools, installation completed at LVTI, LCHS, and LEHS
- Purchased intercom (air phones)
 - Installations have been completed in all secondary schools, including Sisson, Brickett, and Hood
- Installed door access (badge readers)
 - Purchased for all schools, installations have been completed in all secondary schools, Sisson, Brickett, and Hood elementary
- Purchased Cameras
 - All secondary schools, installed in LVTI, LCHS, and LEHS
- Installed audio enhancement paging system
 - New district wide, Internet Protocol (IP) based paging system, which incorporates with the new classroom audio lift system in all school-based buildings. This system also includes the SAFE ALERT security alerting feature, which allows for two-way communication between the classroom and main office kiosk
- Upgraded software

- Successfully updated and rolled out all current year versions for statewide testing applications to over 17,000 student laptops
- Implemented a new certificate-based Wi-Fi authentication system
- Enhanced the Help Desk ticketing system, established Improved efficiency to our existing process, providing end user ease of use, while also enhancing data collection and reporting capabilities
- Continues to provide technical support by troubleshooting and maintaining support to approximately 20,000 end users, and over 30,000 devices, including computers, tablets, printers, phones, audio, and paging system, as well as critical network equipment for over 30 sites

Welcome Center

- Moved to **2 State Street**, a location that offers greater accessibility for families Additionally, we have expanded the community closet, available to new students and their families
- Enrolled 1582 new students for the 2024 school year
- Conducted orientation for all newcomer families with a welcoming orientation upon enrollment with all resources necessary for academic success until graduation
- Partnered with the Attendance Department, offering case management weekly at the Welcome Center for high school students seeking re-admission after dropping out
- Conducted office hours with North Shore Community College twice a week at the Welcome Center to provide families with information on adult higher education Office hours are on Mondays from 9 AM to 11 AM and Tuesdays from 4 PM to 6 PM
- Collaborated with the City of Lynn, Pathways and MassHire ESOL (English for Speakers of Other Languages) (English for Speakers of Other Languages) class for youth 17 to 24 to be held at the Washington Community School
- Partnered with Pathways and McKinney-Vento funds a summer ESOL class was provided to unaccompanied minors
- Partnered with Lynn Vocational Technical, a guidance counselor conducted orientation, sign-up, and interviewing sessions for new families arriving in Lynn. This initiative aims to guarantee equitable access to the lottery system
- Connected new students and their families with food vouchers, through a partnership with a local supermarket and the Lynn Rapid Response Network
- Established Welcome Center Facebook page in 2022 with the goal of engaging families with resources and enhancing communication and family involvement in a more accessible manner. Over this school year, our followers have doubled, and we have 1.3K followers: [Welcome Center - Centro de Bienvenida Facebook](#)