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# TOWN OF LINCOLN

## ARPA Funding Request Form

SUBMISSION ARE DUE BY DECEMBER 9, 2021

**DATE:** December 8, 2021

1. **DEPARTMENT / COMMITTEE:** Lincoln Public Schools

Submitting Official, title: Becky McFall, Superintendent

Contact Phone: 781 259-9409

Contact Email: bmcfall@lincnet.org

2. **ARPA ITEM / PROJECT REQUESTED:**

Antiracism Inclusion Diversity and Equity (AIDE) and Deeper Learning Coach Faculty Residency

3. **ARPA ELIGIBLE SPENDING CATEGORY:** Address Negative Economic Impacts

- a. All eligible projects must fall under one of the federal categories. If you are unsure of the spending category, town administration will complete.

4. **EXECUTIVE SUMMARY OF THE PROJECT (including how it responds to the effects of the pandemic):**

In addition to the COVID-19 pandemic, the George Floyd, Breonna Taylor and Ahmaud Arbery murders pushed every community to face the racial inequities in our nation and our individual communities. The Lincoln Public Schools made AIDE work the primary focus of the district in the 2020-2021 school year. This included conducting an equity audit and providing our employees with foundational training related to racism and identity. In the 2021 – 2022 school year, we are continuing our work to include more in-depth race and equity training and a focus on Deeper Learning with an equity lens to ensure that we are providing every student with high quality instruction. The merging of training and professional development on race and equity with instruction and coaching on culturally responsive teaching and learning practices is essential in order to meet the needs of all of our students but especially our Black, indigenous, People of Color (BIPOC) students. Our BIPOC students have not only been impacted by the COVID-19 pandemic but they have also been traumatized by the racial injustice and violence taking place in our country. Together the impacts on student learning are magnified. We are requesting a faculty residency to create greater capacity in the district to move our AIDE work forward for the benefit of all of our students. This position is described below.

**Faculty Residency: a 1-year residency in which a single faculty member pauses their work in their usual position to take on a full year's worth of critical work for the district, partnering with whichever administrators are leading that particular set of projects.**

Our intention for the 2022 – 2023 school year of a faculty residency is for the faculty member to directly coach teachers to achieve more AIDE-centered, Deeper Learning in their classrooms. The resident will help teachers plan, observe and give feedback, model Deeper Learning and culturally responsive pedagogies, and support ongoing professional development and resource-creation. The

coach would work closely with principals, the Assistant Superintendent, and METCO Director to provide resources and support the teachers on their coaching caseload, with clear and measurable benchmarks for growth.

As a very small district, there are many positions we cannot create a full-time position for - but having a year-long residency could allow us to utilize a teacher best suited to support this work. We envision an incredibly eye-opening growth opportunity for our faculty, who often crave a challenge and a new experience to use their knowledge and skills in more impactful ways. Since we do not have as many "ladder" opportunities to gain leadership experience because of our size.

A faculty residency position allows us the opportunity to be a learning organization, in which we capitalize on capable faculty who would like a growth opportunity. It is a win-win for the district and the faculty member who is interested in developing their leadership experience.

This proposal relates to LPS Strategic Priorities.

5. **POPULATION TO BENEFIT FROM PROJECT:** ALL faculty and students, especially our BIPOC students.
6. **FISCAL YEAR IMPACT: FY23**
  - a. **Does project affect multiple fiscal years?** It could. We are asking for FY23 but are hopeful that this would be a position that could span several years with an evolving AIDE centered, Deeper Learning focus. The success of this proposal would likely lead to building a permanent residency position into our school budget.
  - b. **If so, please indicate all fiscal years impacted:** We are requesting FY23 but if funds were available would gladly accept additional years.
7. **DOES REQUESTED PROJECT INVOLVE A THIRD-PARTY? NO**
  - a. **If yes, please provide third party name:**
  - b. **Are you able to establish reporting requirements for third-party distributions?**
8. **TOTAL AMOUNT REQUESTED:**
  - a. **Is the request for a capital item/project or for operations?**  
Operations – cost of a teacher to fill in for the teacher on residency. \$71,999 + benefits
  - b. **If a capital request, are soft costs included in requested amount above? No**
  - c. **If yes, enter amount of estimated soft costs:**
  - d. **If the request is an operating request, will it result in recurring expenses?** Only if we continue the position into successive school years.
  - e. **If yes, please state plans for future funding:** Build into LPS operating budget
9. **ENTER ANY OTHER AVAILABLE FUNDING SOURCES FOR THE PROJECT, INCLUDING AMOUNT:**  
We have prioritized the Faculty Residency position as a high priority on our list of Budget Improvement Initiatives for FY23. If ARPA funds are not available, we will fund this position in our operating budget. If ARPA funds are provided, we will be able to fund another Improvement Initiative in our operating budget which is a Communications and Community Engagement Specialist.
10. **IS PROJECT TIMELINE ESTIMATED TO BE COMPLETED WITHIN ARPA TIMELINE (December 2024, except for construction projects which have a deadline of December 2026):**YES

**11. IF NOT FUNDED THROUGH ARPA, WILL PROJECT BE REQUESTED IN FUTURE CAPITAL OR OPERATING REQUESTS: YES**

**QUESTIONS?**

Contact Colleen at 781-259-2673 or [wilkinsc@lincolntown.org](mailto:wilkinsc@lincolntown.org) OR Tim at 781-259-2604 or [higginst@lincolntown.org](mailto:higginst@lincolntown.org)

**SUBMISSION ARE DUE BY DECEMBER 9, 2021**

**Please complete a separate form for each request. This form should be completed, saved as a PDF, and submitted to Tim AND Colleen at the above email addresses, with all supporting documentation.**