

# LYNN PUBLIC SCHOOLS

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Superintendent of Schools*

Superintendent's Report  
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Clear in the strategy for increasing the racial and linguistic diversity of the Lynn Public Schools staff is a year one action item calling for administration to “Partner with the Lynn Teachers Union to explore means to hire candidates earlier”. Historically, all available positions were posted on June 1<sup>st</sup> and then again on June 15<sup>th</sup> internally, thus allowing for teachers based on seniority to bid on available positions. One challenge with this process is the timing. The internal process normally concludes in late June, which results in building principals and directors beginning their hiring for the ensuing school year in early July. Many districts, both urban and suburban, engage hiring processes much earlier, typically between the months of February and May. Needless to say the candidate pool is much smaller in the late summer months. I am pleased to share that we have reached an agreement with the Lynn Teachers Union that will allow for outside hiring process to begin much sooner.

Beginning this school year, the first posting is tentatively scheduled for March 16<sup>th</sup> and the second posting is tentatively scheduled for March 23<sup>rd</sup>. We suspect that this process will be complete by early April allowing for the hiring process for known openings to begin nearly three months earlier than in previous years. This is a significant change, one that will require lots of attention to detail. It will also necessitate a budget timeline that allows us a clearer view of potential openings by early spring. It is my plan to present to you a timeline, much as I did last year, on or before the December 14<sup>th</sup> meeting.

It is our view that beginning the early hiring process will allow us to seek and hire the best candidates for our students, and that includes bilingual or multilingual candidates and candidates of color. It will take time for us to refine this early hiring process, but the ability to engage in that aspect of our work much earlier will be impactful immediately. There will be a more formal reporting as the process takes shape.

Also, relative to meeting the needs of our professionals, the Lynn Public Schools has become a site for interested paraprofessionals to take the ParaPro Assessment. Currently, to become a permanent paraprofessional, a candidate needs at least 48 college credits. Successful performance on the ParaPro Assessment will suffice in lieu of the college credit requirement. Further, successful performance would allow a candidate to earn a seniority date and become eligible for benefits.

In recent months, there has been some discussion around a means to digitally capture parent participation at school events. Doing so could generate useful data as it relates to how we engage parents, the nature and substance of events they attend, and areas in need of improvement. At present, as part of compliance requirements, all Title One sponsored parent engagement events require a sign in sheet. The sign in sheets are kept on file in the event of an audit. The proposal is to bring that data collection into the 21<sup>st</sup> century in some sort of way. Strategic initiative 4.4 calls for the district to engage families to increase opportunities for family enrichment programs that support student learning. Rather than create a separate initiative, work of this sort could be placed neatly as part of this initiative and the action planning therein. I will see to it.

Finally, in the September 26, 2019 Superintendent's report I informed you that we applied for a Department of Elementary and Secondary Education grant the focus of which was to do some in-depth thinking and planning to formalize the afterschool vocational offerings. I'm pleased to report to that the effort was successful. We will receive \$100,000 to dedicate toward the effort. As the ideas take shape, I will communicate via this platform.

Respectfully submitted,

Patrick Tutwiler, PhD  
Superintendent