

Lincoln Middle School Opportunity Culture

Innovative Practices:

Over the past four years, Lincoln Middle School (LMS) has been in a cycle of growth. LMS has moved to focus more on individual student learning. We work to accelerate students who are currently exceeding and reduce the achievement gap among all students, with a focus on personalized learning where students meet or exceed personal growth goals. Lincoln Middle School has implemented several options into their school day to increase student engagement. LMS provides students with voice and choice in their school week. Students are given different options to pick and pursue their passions- we call this choice class. Students also have control over their pace in our curriculum through the Summit Learning platform. Summit Learning also includes a mentoring program, which means that every student in our school has a mentor, and these one-on-one relationships are what makes our school thrive. Our school week includes embedded personalized learning time so that students can meet their goals. In addition, we strive to take students outside the classroom walls as much as possible, making use of the spaces on and near our campus such as a hammock park, outdoor classroom, bike pump track, indoor climbing wall, and Lincoln Lake. All of these things are possible because of the support provided to our teachers through Opportunity Culture. Opportunity Culture has given us the flexibility to reach more students by growing and empowering teachers to reach their full professional potential.

Moving forward we desire to continue to re-imagine "schooling". We will continue with a unique partnership within the school building and within the community. As we continue the shift from teacher-centered to learner-centered, our focus is on co-creating personalized paths, designing authentic learning experiences, planning meaningful learning opportunities in the community, and engaging learners in explicit work self-management and self-awareness. Data-driven instruction combined with multi-grouping instruction is the vehicle that helps us get to our end goal. We believe that these strategies allow us to serve all learners in their path to mastery. We want students to continue to have choice and voice in how they show mastery of their learning. We know that schools must continue to innovate to meet the needs of their learners, and LMS is committed to research and innovation by using strong sustainable actions that result in student advocacy. Developing curiosity, purpose, and self-direction in order to help students chart a course for life that is meaningful and will have an impact on the world is why we want to move to the next level.

Salary Changes:

Lincoln Middle School was able to add opportunity culture stipends by repurposing existing funds without increasing their current staffing budget. They were able to reallocate 2 classroom teacher vacancy salaries and an instructional facilitator salary for \$132,000 and add Opportunity Culture positions for \$88,500 saving the district \$34,500. Through this Opportunity Culture model Lincoln Middle School was able to add one Direct Reach teacher stipend \$4,500; one ½ day Multi Classroom Leader stipend \$9,000; two full release Multi Classroom Teachers stipend \$12,000 each; and two Reach Associate Paraprofessional stipends \$1,500 each.

Lead Professional Educator Licensure Designation:

Lincoln Middle School participated in the Arkansas Lead Professional Educator Licensure Designation pilot program. Two of their current OC staff completed the teacher micro-credentials through Teaching Matters.