the education COOPERATIVE

Strategic Plan

2022 – 2027

Together we create more possibilities.

July 1, 2026

Goals and Objectives

1. Student Achievement Goal:

To enhance and expand learning opportunities to meet the diverse needs of all students.

1.1 Use multiple sources of student data collaboratively to inform instructional programming and meet diverse student needs.

1.2 *To develop new opportunities for students by expanding community relationships and increasing post-secondary transition instruction for students.*

1.3 Continue to strengthen practices that promote student engagement and students' ability to successfully access learning.

1.4 Create a Professional Development Plan that supports educator growth and ability to implementation of goals

2. Professional Development Goal:

To create innovative learning opportunities for K-12 students and educators.

2.1 To sustain existing successful programs while examining areas for improvement and implementing appropriate updates.

2.2 To provide professional learning opportunities that support student learning, promote educator growth, a facilitate career advancement.

2.3 Maintain and expand services for TEC member and non-member districts.

3. Operations Goal:

Improve our ability to provide proactive support to TEC programs.

3.1 To evaluate and update (as needed) our operational systems to improve efficiency & eliminate redundancy.

3.2 To improve communications within the organization.

3.3 To ensure TEC's long-term financial health and program stability by expanding existing programs, cultivating additional revenue sources, and conducting a cost/benefit analysis of current programs.

3.4 To assess member district needs and continue to adapt programs and services to support them.

TEC Campus School

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.1: Use multiple sources of student data collaboratively to inform instructional programming and meet diverse student needs.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Maintain an ongoing focus on student data to identify patterns and trends that inform instructional and therapeutic practice.	Program Director, Asst. Program Director, Teachers, Therapists	8/31/26	6/30/27	
B. Design and implement integrated academic and functional curricula for students across ages and skill levels.	Program Director, Asst. Program Director, Teachers, Therapists	8/31/26	6/30/27	

Indicators of Accomplishment:

- Team discussions with clear goals and outcomes utilizing IEP/progress report data and Readtopia literacy progress monitoring data
- Clearly designed integrated units of instruction in all classes evidenced by student progress monitoring data

TEC Campus School

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.2: To develop new opportunities for students by expanding community relationships and increasing post-secondary transition instruction for students.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Ensure at least weekly classroom and/or community-based instruction in all areas of community access for students age 14+.	Program Director, Asst. Program Director, Teachers, Therapists, Nurses	8/31/26	11/30/26	
B. Increase community access and vocational experiences for students (ages 14+) by identifying and implementing a. Skills instruction for all students age 14+. b. A school-based or community-based vocational opportunity for every student age 14+.	Program Director, Asst. Program Director, Teachers, Therapists, Nurses	8/31/26	11/30/26	
Indicators of Accomplishment: ● Weekly transition-focused instruction for students ages 14+ ● Weekly community access log for students age 14+ (unless medically excused) ● Weekly vocational access log for students age 14+				

TEC Campus School

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.3 : Continue to strengthen practices that promote student engagement and students' ability to successfully access learning.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Develop teachers as the leaders of their integrated classroom-based team with increased abilities to maintain clear structures, processes, and outcomes for ongoing collaboration.	Program Director, Asst. Program Director, Teachers	8/31/26	6/30/27	
B. Increase opportunities for families to learn and connect by offering a series of events for families designed to support, provide resources, and increase connections with one another.	Program Director, Asst. Program Director	8/31/26	6/30/27	
C. Increase the number of classrooms (10 in 25/26, 11 in 26/27, 12 in 27/28) to meet students' needs across all ages and abilities.	Program Director, Asst. Program Director	8/31/26	9/1/27	

Indicators of Accomplishment:

- Team Time Agendas with curriculum-focused topics, clear action plans, and tracked accomplishment of tasks.
- Family event exit surveys will be issued and reviewed.
- Eleven classrooms in 2026-2027. Twelve classrooms in 2027-2028.

TEC Campus School

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

***Objective 1.4:** Create a Professional Development Plan that supports educator growth and ability to implement goals*

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Provide PLC time designated for teachers to meet by both age level and continuum, and for therapists to meet by discipline in order to provide consistent consistent delivery of educational and therapeutic interventions. B. Provide professional development focused on the development of collaborative teams that address the needs of the whole child, support the individual vision of each student, and provide students with access to their education. C. Provide a training series for teaching assistants to more fully understand and implement interventions with students. D. Provide professional development for staff in the use of AI in special education.	Program Director, Asst. Program Director, Nurse Leader, Teachers, Therapists, Nurses	8/31/26	6/30/27	
Indicators of Accomplishment: ● PD Agendas ● Communication/collaboration self-assessment staff surveys conducted and reviewed 3 times per year. ● Collection of processes/protocols/guidelines				

TEC High School

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.1: To collaborate on data collection from a variety of sources to analyze and design instructional programs to meet the diverse needs of all students.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Continue and refine the consistent use of DBT-informed student support strategies based on individual student needs, with a focus on increasing students' ability to remain in and return to class (implementation-refinement-student impact).	Clinicians, staff, and special education Liaison, Principal	9/15/2026	6/1/2027	Focus on continued use and refinement rather than creating additional documentation

Indicators of Accomplishment:

- Staff demonstrate consistent use of agreed-upon DBT-informed strategies and common language across classroom and clinical settings.
- Student data demonstrate increased ability to use strategies to regulate emotions and behavior during the school day.
- Students demonstrate increased success remaining in class when experiencing distress and returning to instruction following periods of dysregulation.
- Data related to time out of class, frequency/duration of classroom departures, and successful returns to class are reviewed to assess student and program-level progress.

TEC High School

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.2: To develop new opportunities for students by expanding community relationships and increasing post-secondary transition instruction for students.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes/
A. Provide students with opportunities for community service, career exploration, field study, or internship experiences. B. Implement the MEFA Pathways curriculum to guide and inform students' postsecondary planning. C. Engage parents/ caregivers in supporting students' post-secondary planning by offering hands-on workshops focused on the MEFA platform and opportunities for families to work collaboratively with students and TEC staff.	Principal, Counselors, Teachers, Career Internship Coordinator	9/15/2026	6/1/2027	Implementation began at the end of school year 2025-2026 with a hands-on MEFA Pathway orientation for students and families. Focus for 2026-2027 is continued curriculum implementation and family engagement

Indicators of Accomplishment:

- Students participate in developmentally appropriate community service, career exploration, field study, and/or internship experiences during the school year.
- At least one hands-on MEFA family workshop is offered during the school year, with additional opportunities for families to receive support in using the platform.

TEC High School

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.3: Continue to strengthen practices that promote student engagement and students' ability to successfully access learning.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Begin implementing TEC High school's school avoidance/re-entry framework with students who require this level of support.	Principal, TEC Administration	9/1/2026	6/30/2027	Consider staffing, curriculum, space, enrollment needs, program requirements, and fiscal impact
B. Develop a plan to expand TEC High School programming to serve students in grades, 6, 7, and 8.		11/2026	6/30/2027	

Indicators of Accomplishment:

- School avoidance/re-entry framework is documented and consistently understood by relevant staff.
- Students appropriate for the framework are identified and individualized re-entry plans are developed and implemented.
- Baseline and ongoing attendance/engagement data are used to monitor student progress.
- Evidence demonstrates increased attendance, time in school, or participation in instruction for students receiving re-entry support.
- Referral districts have a clear understanding of TEC High School's capacity to support students experiencing significant school avoidance.
- A viable middle school schedule/program model is developed for implementation in 2027–2028.
- Necessary staffing and space allocations are incorporated into FY28 planning and budgeting.
- Program materials and referral information are updated to communicate the availability of grades 6–8 programming to districts.
- Outreach is conducted with member districts and other referral sources to identify prospective students.

TEC High School

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.4: Create a Professional Development Plan that supports educator growth and ability to implement goals

Action Steps **(2026-2027)**	Person(s) Responsible	Begin Date	Completion Date	Notes/ Projected Expenses
A. Provide ongoing professional Learning and coaching to support staff implementation of the TEC High School Avoidance and Re-entry Framework. B. Provide training and ongoing support for teachers on the use of the MEFA Pathway platform to support effective implementation with students. C. Increase staff knowledge and understanding of artificial intelligence (AI) and explore appropriate and responsible uses of AI at TEC High School.	Principal, staff, counselors, and Special Education Liaison.	9/5/2026	6/1/2027	Focus on practical, ongoing professional learning that supports the implementation of current school initiatives.
Indicators of Accomplishment: ● Staff demonstrate increased understanding of the framework and their roles in supporting students experiencing school avoidance. ● Core practices from the framework are evident in student planning, staff responses, and team discussions. ● Staff report increased confidence in supporting students with significant school avoidance and re-entry needs. ● Teachers demonstrate the ability to use the MEFA platform's key features and incorporate them into college and career planning with students. ● MEFA Pathway is incorporated into appropriate courses, advisory activities, or individual student planning. ● Staff participate in professional learning addressing AI fundamentals, opportunities, limitations, and responsible use in educational settings.				

TEC Academy

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.1: To collaborate on data collection from a variety of sources to analyze and to design instructional programs to meet the diverse needs of all students.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Continue progress monitoring data system for ELA, Math, and SEL that formally collects and analyzes data 3 times per year (K-3, MS, HS.)	Program Director: academics, Counseling Coordinator: SEL	9/15/26	6/15/27	
B. Develop educator skills around collaborative examination of student ELA, Math and SEL data.	Program Director: academics, Counseling Coordinator: SEL	9/15/26	6/15/27	
C. Develop protocol for regular sharing and analysis of student behavior data in Kickboard.	Assistant Program Director	9/15/26	6/15/27	

Indicators of Accomplishment:

- ELA, Math, and SEL progress-monitoring data (Fastbridge) are collected for all applicable students at three established points during the school year.
- Staff review data following each collection period and identify students demonstrating progress, limited progress, or a need for additional support.
- Evidence demonstrates that progress-monitoring results inform instructional planning, interventions, and/or student goals.
- Staff participate in structured, collaborative data-review sessions following each progress-monitoring period.
- A consistent protocol is used to guide examination and discussion of student data.
- Staff demonstrate increased ability to interpret data, identify meaningful trends, and formulate questions about student learning and growth.
- Kickboard data are regularly reviewed by relevant staff to identify individual student and program-wide patterns and trends.
- Data discussions result in identified strategies, interventions, or adjustments to student supports.

TEC Academy

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.2: To develop new opportunities for students by expanding community relationships and increasing post-secondary transition instruction for students.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Implement use of MEFA pathways platform with all students middle and high school as well as MyCAP curriculum.	Counseling Coordinator	Summer 2026	6/15/27	
B. HS students work towards completion of portfolio.	Counseling Coordinator, Career Internship Coordinator	9/15/26	6/15/27	
C. Explore new a partnership to provide career experiences for seniors (e.g. HVAC, plumbing, OSHA certification, automotive, cosmetology, home health care, work with animals, military, police, fire, EMT).	Counseling Department, Career Internship Coordinator	9/15/26	6/15/27	
D. Explore dual enrollment with community college.	Counseling Depart.	9/15/26	6/15/27	
E. Parent/Caregiver workshop and other resources about MyCap to facilitate their ability to support their students.	Counseling Coordinator, Career Internship Coordinator			

- Advisory and transition curriculum redesigned to include MEFA pathways
- All high school students maintain a portfolio that includes evidence of academic, career, and personal/social development.
- Potential partners and career pathways aligned with student interests are identified and evaluated. At least one new viable partner is established or positioned for 2027-2028.
- The feasibility and appropriateness of dual enrollment for TEC High School students are assessed. A recommendation and, if viable, implementation plan are developed for 2027–2028.
- At least one parent/caregiver workshop is offered to explain MyCAP, MEFA Pathway, and the role of families in students' college and career planning. Accessible resources are developed and shared with families for use beyond the workshop.

TEC Academy

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.3: Continue to strengthen practices that promote student engagement and students' ability to successfully access learning.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
Enhance and expand continuum of therapeutic and academic programming by:				
A. Continue to refine the advisory program with a shared understanding of the purpose of advisory in the context of TEC Academy's program model (SEL skill development, community belonging, building self knowledge (towards transition) etc.	Counseling Coordinator	Summer 2026	6/15/27	
B. Strengthen the counseling program to support the integration of social emotional skills across the therapeutic milieu, including: a. Further develop counselor skills within TF-CBT curriculum. b. Build greater familiarity with counseling handbook with articulated expectations for the counseling program. c. Increase communication between counseling staff and academic staff regarding student interventions, behavior plans, and counseling goals. d. Develop counselor knowledge of MEFA pathways platform as it relates to post secondary counseling.	Assistant Program Director	9/15/26	6/15/27	
C. Increasing off campus learning experiences; inter-disciplinary learning.	Counseling Coordinator	9/15/26	6/15/27	
D. Cross grade mentorship and collaboration: middle school and high school students working with younger students.	Counseling Coordinator and BCBA	9/15/26	6/15/27	

E. Implement Collaborative Problem Solving to shift primary behavior intervention to teacher with additional intervention by administrators as needed.	Assistant Program Director	Summer 2026	6/15/27	
F. Strengthen parent/caregiver ties to the program through Open House, Newsletters, learning opportunities.	Program Director	9/15/26	6/15/27	
G. Deepen student engagement in learning through improved instructional practices and expanded repertoire. a. Active, student-centered learning b. Follow CASEL lesson protocol i. Opener/Warm-up (SEL related) ii. [Agenda on the board] iii. Main lesson iv. Closer/Exit Ticket/Point System	Program Director and Assistant Program Director	9/15/26	6/15/27	

Indicators of Accomplishment:

- Revision of advisory program to include MEFA and transition assessments
- Monthly student meetings focused on Habits of Effective Teenagers: support from ELA and advisory program to read the text
- Revision of counseling handbook to include more transition work (MEFA and transition assessments)
- Weekly counseling meetings for counselors with Director of Counseling; monthly counseling meetings with Dr H.
- Greater teacher accountability for following CASEL lesson protocol with expectations outlined to admin before school starts, informal class observations by all three admin and formal teacher evaluation system
- CPS training, revision of student referral system to include practices

TEC Academy

Goal # 1: To enhance and expand learning opportunities to meet the diverse needs of all students.

Objective 1.4: Create a Professional Development Plan that supports educator growth and ability to implement goals

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Support the strengthening of the therapeutic milieu by engaging the full staff in PD focused on developing students' SEL skills including Collaborative Problem Solving and Character Strong.	Program Director, Asst. Program Director, Counseling Coordinator	Summer 2026	6/15/27	
B. Provide training to staff around supporting student use of MEFA platform.	Counseling Coordinator	9/15/26	1/15/27	
C. Professional development around effective instructional strategies.	Program Director	9/1526	6/15/27	
D. Professional development around protocols/strategies for looking at student data (ELA, math & SEL).	Program Director	9/15/26	6/15/27	
E. Developing professional development for staff on educational uses for adults and students of AI.	Program Director	9/15/26	6/15/27	

Indicators of Accomplishment:

- CPS training for staff
- Revision of referral system for students to include CPS
- Advisory program revision to include MEFA activities
- Professional development for staff around looking at student data
- Professional development for staff on AI

Professional Development

Goal # 2: To create innovative learning opportunities for PreK-12 administrators, educators, support staff, and paraprofessionals.

Objective 2.1: To expand access to existing programs while consistently/regularly examining areas for improvement and implementing relevant revisions.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Develop and offer instructor-led asynchronous graduate level courses to meet demand for increased student autonomy while maintaining course rigor; assess effectiveness of model.	Director of Professional Learning	7/1/26	9/30/27	
B. Redesign the TEC Assistant Superintendent convenings to build a strong, trusted professional network that fosters relationships, encourages the exchange of ideas and challenges, and creates opportunities for ongoing collaboration and peer support throughout the year.	Director of Professional Learning and Leading	9/15/26	6/30/26	
C. Continue to broaden TEC's internship program to include TEC HS and TEC Academy students.	Career Exploration Coordinator (in collaboration with Program Directors)	9/15/26	6/30/26	
D. Revise TEC's Career Internship Program to incorporate linking internship goals to their MYCap portfolio.	Career Exploration Coordinator	9/15/26	6/30/26	

Indicators of Accomplishment:

- Pilot different structure and frequency for Assistant Superintendents; gather input and feedback to ensure course topics, and courses quality, meet district expectations
- Survey course participants to identify areas of success and areas in need of improvement
- Review internship placements and MyCaps with TEC HS and TEC Academy Program Directors

Professional Development

Goal # 2: To create innovative learning opportunities for PreK-12 administrators, educators, support staff, and paraprofessionals.

Objective 2.2: To provide professional learning opportunities that support student learning, promote educator growth, and facilitate career advancement.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Provide training for staff in trauma-sensitive, de-escalation strategies.	Director of Student Services	7/1/26	9/1/27	Funding through the DESE grant to implement the new Time-Out and Seclusion regulation
B. Provide consultation and coaching to guide review behavior support plans, review behavior data, and ensure implementation of strategies.	Director of Student Services, consultant	9/15/26	6/30/26	
C. Train all adjustment counselors in the MGH Think Kids CPS model.	Director of Student Services	7/1/26	9/1/27	
D. Provide advanced QBS training for elementary behavior program staff.	Director of Student Services	7/1/26	9/1/27	

Indicators of Accomplishment:

- Incorporate Safety Care training for all new staff into summer orientation
- All adjustment counselors certified in the first level of CPS; advanced training for the counseling coordinator, Assistant Program Director, Elementary Behavior BCBA
- Advanced QBS certification for at least 2 staff members
- Implementation of behavior plans, CPS model, and deescalation strategies

Goal # 2: To create innovative learning opportunities for K-12 students and educators.

Objective 2.2 Maintain and expand services for TEC member and non-member districts.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
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A. Develop two new self-paced courses to ensure TEC provides cost-effective high-quality PD that meets DESE's license PDP renewal requirements for SEI and Special Education.	Director of Professional Learning	9/15/26	6/30/26	
B. Increase the number of non-TEC districts buying annual licenses to our self-paced courses by 20%.	Director of Professional Learning	7/1/26	6/30/26	
C. Continue to respond to member districts' desire for additional job-alike groups.	Director of Professional Learning	9/15/26	6/30/26	

Indicators of Accomplishment:

- Active participation in job-alike meetings
- Increased enrollment in self-paced courses
- Increased sale of annual licenses to our self-paced courses

Finance & Operations

Goal # 3: Improve our ability to provide proactive support to TEC programs.

3.1 Objective: To evaluate and update (as needed) our operational systems to increase efficiency and improve communication.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Automate the hiring and onboarding process, including providing training to operations staff.	Dir. of Finance & Operations HR Manager	7/1/26	10/31/26	
B. Find a cost effective solution to upgrade Microsoft Dynamics accounting software and migrate to a new server.	Dir. of Finance & Operations Contracted IT	10/1/26	6/30/27	Upgrade to Dynamics 365 or Business Office
C. Provide staff with digital access to all HR resources including benefits and wellness.	HR Manager	7/1/26	10/31/26	

Indicators of Accomplishment

- Hiring and onboarding process system created and implemented within ADP in time for the hiring season in April.
- Upgrade of Microsoft Dynamics 365 or Business Office, including necessary server upgrades to support the transition.
- Digital access created and staff notified.

Goal # 3: Improve our ability to provide proactive support to TEC programs.

Objective 3.2: Ensure TEC's long-term financial health and program stability by expanding existing programs, cultivating additional revenue sources, and conducting a cost/benefit analysis of current programs.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Engage in a 3-5 strategic planning processes that addresses member district needs, focuses on financial stability, and considers significant changes, such as the growth of SDPA.	BOD, Executive Director Administrative Leadership Team	1/1/27	5/1/27	
B. Create a budget plan for FY28 that responds to the challenges presented with the end of the TECCA sponsorship and sublease and increased personnel costs.	Executive Director, Director of Finance and Operations	7/1/26	3/1/27	
1. Plan for the addition of a middle school cohort at TEC High School by addressing scheduling, staffing, and space needs; communicate the new option to member districts; and actively recruit through the referral process with the goal of enrolling at least three middle school students for the 2027–2028 school year.	Director of Student Services, THS Program Director	7/1/26	1/15/27	
2. Utilizing newly available space, open an additional classroom at TCS in 2026-2027; plan to add another classroom in 2027-2028.	Director of Student Services, TCS Program Director	7/1/26	6/30/27	
3. Increase budgeted TEC SDPA revenue by 20% (FY27 to FY28) while strengthening the program's long-term sustainability by analyzing the financial and operational impact of direct-service and partner-delivery models; exploring opportunities for tiered or differentiated service offerings; using these analyses to inform the FY28 pricing and service structure; cultivating new and existing partners to expand the program's reach; and identifying opportunities	Executive Director, Director of TEC SDPA	7/1/26	5/1/27	

to increase participation and revenue within current and prospective states. 4. Conduct a cost/benefit analysis of TEC's online learning program for member districts and incorporate findings into the FY28 budget development.	Executive Director, Director of Finance and Operatons	9/1/26	1/15/27	

Indicators of Accomplishment:

- A viable program model for serving students in grades 6–8 is developed, including scheduling, staffing, curriculum, clinical supports, and space. At least 3 MS students are enrolled for 2026-2027.
- An additional TCS classroom is staffed, equipped, and operational during the 2026–2027 school year; Enrollment/referral activity supports the need and financial viability of the additional classroom in 27-28.
- The FY28 budget reflects at least 20% growth in projected SDPA revenue over FY27.
- The full cost of providing online learning—including course costs, administrative expenses, and staff time—is identified.
    - Member district participation and utilization are analyzed, including differences in use across districts.
    - The financial cost is considered alongside the program's value as a TEC membership benefit and its contribution to student opportunities.
    - Findings are shared with relevant leadership/Board stakeholders and used to determine the appropriate scope and funding model for online learning in FY28.

Goal # 3: Improve our ability to provide proactive support to TEC programs.

Objective 3.3: To provide and maintain cost-effective infrastructure that supports all aspects of TEC.

Action Steps (2026-2027)	Person(s) Responsible	Begin Date	Completion Date	Notes
A. Assess the effectiveness of managed IT services in order to determine whether or not to return to in-house IT.	Executive Director Director of Finance and Operations	9/1/26	4/30/27	
B. Analyze current employee health benefits and implement strategies to contain rising costs while continuing to support employee needs.	Executive Director Director of Finance and Operations	10/1/26	1/31/27	As part of the FY28 budget process

Indicators of Accomplishment:

- A recommendation regarding TEC's IT service model for FY28 is developed and incorporated into budget and staffing planning.
- At least one strategy to mitigate future health benefit cost increases is identified and, if appropriate, incorporated into FY28 benefit and budget planning.