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education
COOPERATIVE



Together we create more possibilities!

FY 2022 Annual Report

We proudly dedicate this Annual Report to two outstanding members of the TEC Leadership Team who retired this year after contributing so much to the success of so many TEC students!

Director of Student Services, Susan Donelan and Phoenix Academy Principal, Sheila Thomas

Thank you for your many years of service and for the joy you brought to TEC! On behalf of the entire TEC learning community, we say thank you for dedicated service and wish you both a very healthy, happy retirement! Congratulations! You will be missed!



Susan Donelan
Director of Student Services



Sheila Thomas
Principal, Phoenix Academy

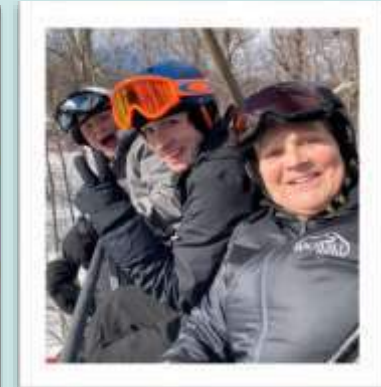


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TEC Board of Directors and District Leadership

Board of Directors:

Derek Folan, Canton
Ian Kelly, Dedham
Kathleen Smith, Dover-Sherborn
Beverly Hugo, Framingham
Susan Kustka, Holliston

Carol Cavanaugh, Hopkinton
Jeffrey Marsden, Medfield
Armand Pires, Medway
Robert Mullaney, Millis
Henry Haugland, Natick

Matt Spengler, Needham
David Thomson, Norwood
Nancy Gallivan, Walpole (Chair)
Jeanne Downs, Wayland
Emily Parks, Westwood

Superintendents:

Derek Folan, Canton
Michael Welch, Dedham
Kathleen Smith, Dover-Sherborn
Robert Tremblay, Framingham
Susan Kutska, Holliston

Carol Cavanaugh, Hopkinton
Jeffrey Marsden, Medfield
Armand Pires, Medway
Robert Mullaney, Millis
Anna Nolin, Natick
Daniel Gutekanst, Needham

David Thomson, Norwood
Bridget Gough, Walpole
Omar Easy, Wayland
Emily Parks, Westwood

SPED Steering Committee:

Dianna Mullen, Canton
Elizabeth O'Connell, Dedham
Kate McCarthy, Dover/Sherborn
Laura Spear, Framingham
Kelly Camp, Holliston

Karen Zaleski, Hopkinton
Mary Bruhl, Medfield
Kathleen Bernklow, Medway
Nealy Urquhart, Millis
Timothy Luff, Natick

Mary Lammi, Needham
Lori Cimeno, Norwood
John Queally, Walpole
Richard Whitehead, Wayland
Abby Hanscom, Westwood

Assistant Superintendents for Curriculum and Instruction:

Derek Folan, Canton
Ian Kelly, Dedham
Elizabeth McCoy, Dover-Sherborn
Amy Bright, Framingham
Joanne Menard, Holliston

Jennifer Parson, Hopkinton
Christine Power, Medfield
Gabrielle Abrams, Medway
Maureen Knowlton, Millis
Susan Balboni, Natick

Terry Duggan, Needham
Alexander Wyeth, Norwood
William Hahn, Walpole
Parry Graham, Wayland
Allison Borchers, Westwood

TEC Administrative Leadership:

Elizabeth McGonagle
Executive Director

Dan Shovak
Director of Finance & Operations

Susan Donelan
Director of Student Services

Jean Kenney
Director of Professional Learning & Leadership

Deborah Caligaris
Principal, TEC High School

John Spears
Director of Information Technology

Meredith Faletra
Principal, TEC Campus School

Sheila Thomas
Principal, TEC Phoenix Academy

Michelle Fusco
Human Resources, Manager

Letter from The Executive Director



Dear TEC Community Members,

It is my pleasure to present TEC's 2021-2022 Annual Report to you. We had hoped this would be a year of recovery and rediscovery as we longed to move past the fear and despair of the pandemic to regain a sense of normalcy and optimism for the future. Yet, the uncertainty lingered. The entire TEC staff showed courage, determination and dedication to our mission and their efforts resulted in a successful year for our student programs, district services, and ultimately TEC's fiscal performance.

I must thank the entire TEC staff for everything they did to keep our programs and services operational during an extended challenging period of time. Every member of our team---the facilities staff, instructional staff, central office and leadership team, went above and beyond their duties as we worked together to navigate the choppy waters of the pandemic. In the words of Maya Angelou, "Do the best you can until you know better, then when you know better, do better." Together we learned so much over the past few years and started this year even more prepared and knowledgeable about how to keep our community healthy and safe. We maintained our strict mitigation protocols and our student programs consistently remained open for in-person instruction. We also improved our efforts to support the social-emotional needs of both our students and staff with stress-reducing social events, celebrations, and outdoor gatherings needed to counter balance the many pressure filled days.

From the classroom to the conference room, our experiences operating virtually prompted us to establish new innovative approaches to teaching, learning, and meeting to achieve our mission. We introduced new online options to connect mentors and students in our career internship programs and expanded online access to our job-alike network meetings and professional development opportunities. We saw growth in participation from grateful educators and administrators across our regional learning community.

In this annual report you will find detailed cost saving information about TEC's student programs and professional services we provide to our regional learning community. Despite the unforeseen and disruptive challenges faced throughout the year, TEC remained financially secure during this turbulent period of time. *Together we created more possibilities* and found ways to move forward.

We are so appreciative of the support and encouragement of the many people who helped us through this unusual school year, particularly the TEC Board of Directors, our district Superintendents and school leaders, the resolute TEC Staff, and all of our devoted educators, school committee members, students and families across our resilient regional collaborative community. We thank you all!

A handwritten signature in black ink that reads "Elizabeth McFadden". The signature is written in a cursive, flowing style.

Executive Director



About The Education Cooperative

The Education Cooperative (TEC) develops and coordinates educational and organizational programs to meet the needs of our member communities and their students in a way that complements and strengthens their school programs and expands opportunities for their students, educators and communities in the most cost-effective manner.

TEC was Massachusetts' first educational collaborative, established in 1968 by a group of visionary educational leaders. Today, TEC members include the following communities:

Canton, Dedham, Dover, Dover-Sherborn, Framingham, Holliston, Hopkinton, Medfield, Medway, Millis, Natick, Needham, Norwood, Sherborn, Walpole, Wayland, and Westwood.

Our Programs and Services

TEC provides a continuum of outstanding public special education day programs for students ages 3-21. Each of TEC's programs provide a highly supportive, engaging and personalized environment specifically designed to meet each student's individual learning, physical, social-emotional and health care needs. We offer families a range of educational choices taught by caring, experienced and certified Massachusetts teachers, therapists and specialists. Our primary goal is to promote student growth and independence in order to reintegrate students into their home school and community whenever possible.

TEC also provides a range of services for our districts including:

- Educator professional development and job-alike networking groups
- TEC Online Academy - providing supplemental online courses to high school students
- The sponsoring organization of TECCA, the Commonwealth Virtual School
- Student Internship and Career Exploration Program and College Fairs
- A statewide cooperative purchasing program supporting over 100 school districts
- TEC Student Data Privacy Alliance—protecting students in MA, NH, RI, ME & VT

You can read more about the exciting work of TEC on our website www.tec-coop.org.

TEC Progress Toward Reaching Our Goals

The Education Cooperative actively develops and coordinates educational and organizational programs to meet the needs of our member communities and their students. Below is an overview of the objectives established in the TEC Collaborative Agreement that were accomplished during the 2021–2022 school year. These objectives are embedded in the TEC Annual Strategic Plan and progress is monitored throughout the year through updates provided by TEC Administrators at Board of Directors meetings.

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

- All TEC programs continued to implement student Individualized Educational Programs (IEP) through in-person, remote and hybrid learning environments.
- TEC High School students participated in the pre-employment transition services program (Pre-ETS) where they focused on job exploration, work readiness training, work-based learning experiences, options in post-secondary education, and self-advocacy.
- TEC High School implemented a Community Service curriculum for students, engaging them in weekly, ongoing volunteer experiences including: [Cradles to Crayons](#) in Newton, [Wakefield Arboretum](#) in Milton, and [New Life Furniture](#) in Walpole.
- TEC High School teachers and counselors partnered with clinical psychologist Dr. Naami Turk for an on-going professional development.
- TEC Phoenix Academy Staff participated in multiple sessions with Jeffrey Benson, to develop and incorporate social and emotional learning (SEL) into K–12 lesson planning.
- A Floyd Family Foundation grant enabled TEC Phoenix Academy to purchase high interest student reading materials for each of their classrooms.
- TEC Phoenix Academy students continued with attending a series of outings at Hale Reservation’s challenging ropes courses and other outdoor activities designed to promote the development of self confidence, life and communication skills.
- We celebrated as 17 seniors graduated from our programs: Phoenix Academy (7) and TEC High School (10) programs; 2 Campus School students aged out of our program.
- TEC Phoenix Academy provided weekly trips to Unity Farm Animal Sanctuary where the students performed chores for the resident animals. Student’s developed new life skills as well as increased self-confidence through this experience.
- TEC Phoenix Academy has established a partnership with Bill Rehills’ Driving School, providing students with the opportunity to partake in a driver’s education program to develop safe driving skills.
- Transition II Students reopened the TEC Café in the expanded café at the Mansion Drive facility, offering snacks and coffee. The students were able to learn and apply vocational and communication skills.
- TEC Campus School promoted the ubiquitous use of assistive technology tools and augmentative and alternative communication by providing access to in-classroom coaching from an Assistive Technology Specialist and AAC consultant.
- The TPA Culinary Program continued to provide lunch to seniors through the Norwood Senior Center partnership.

2. Professional Development Goal: To create innovative learning opportunities and address, identify, and maintain operational and educational needs.

- Coordinated an ongoing series of regional SEI endorsement courses for teachers and administrators.
- Secured a partnership with Amy Lucenta and Grace Kelemanik, mathematics experts, consultants, renowned presenters, and co-authors of *Routines for Reasoning: Fostering Mathematical Practices in All Students* (Heinemann).

TEC Progress Toward Reaching Our Goals

(Continued from previous page)

2. Professional Development Goal: To create innovative learning opportunities and address, identify, and maintain operational and educational needs continued:

- Coordinated an ongoing series of regional SEI endorsement courses for teachers and administrators.
- TEC's PD website was improved to include color coded legend to enable efficient searches as well as by course name, a category, and a variety of filters to enable a better user experience.
- Aligned with the theme of ensuring equitable access to learning for all students, TEC continues to work with Jennifer Edge-Savage and Mike Marotta, experts in Assistive Technology and UDL.
- Career Exploration and Internship Program coordinated summer and school year experiences for rising high school juniors and beginning college students.
- TEC's Fall 2022 College Fair was announced it will return in-person at Waltham High School in October.
- Expanded the TEC Student Data Privacy Alliance to support school districts in MA, NH, RI, ME and now VT, promoting understanding and accelerating the protection of student data.
- Facilitated monthly virtual job alike meetings to support our regional learning community including: Food Service Directors, Guidance Counselors, Higher Education Committee, School Adjustment Counselors/Social Workers, Superintendents, Assistant Superintendents, Special Education Directors, Technology Directors, Technology Information Specialists
- Developed online self-directed workshops to support teachers working remotely due to the COVID-19 pandemic including: Building Your Basic Skills for Remote Learning series in: Google Classroom, Choice Boards, Padlet, Hyper-docs and Meet and Engaging all Students with Differentiated Instruction.
- Developed and administered a survey and conducted 4-8 Focus Groups with Cohort 1 & 2 of the Fuse Fellow alumni in order to reconnect and re-establish our regional network connect and invest in Fuse network for SY 2022-2023.

3. Operations Goal: To improve our ability to provide proactive support to TEC programs.

- Bi-monthly staff meetings and budget meetings are conducted to enable more effective internal communication.
- Institutionalized health and safety protocols identified in the TEC COVID Strategic Plan which allowed TEC to successfully remain open for in-person instruction for all TEC student programs and offices.
- Continuously review and revise TEC's COVID-19 Manual, Guidelines for Employees and Families, and provide a comprehensive staff training program providing multiple resources to mitigate the spread of COVID-19.
- Collaborated with TECCA to support their offering of online student learning supplemental courses and bundles for students across TEC districts.
- Coordinated a regional TEC Virtual Legislative Breakfast. Keynote speakers included Senate President Karen Spilka, Education Chairs Senator Jason Lewis and Representative Alice Peisch with attendance of elected officials from all of the TEC communities.
- Continued to revise the TEC website through an organizational-wide strategic planning process, posting updated COVID-19 information for families and staff members.
- Continued to prepare and post cooperative purchasing bids to support the procurement needs of participating districts.
- Provided Zoom access to all TEC staff members, allowing remote interaction for instruction, professional development, administration, Board meetings and finance and operations.

Strategic Planning

TEC's 2021—2026 Strategic Plan is the culmination of analysis and planning done by the Strategic Planning Committee consisting of the Administrative Leadership Team, TEC staff members representing all of our programs and services, and educators and leaders from our regional learning community. This plan establishes a long-range direction for TEC and provides a clear focus for future pursuits by identifying priorities for improvement. Each May, all staff are invited to participate as we convene to review and update the plan. TEC Administrators report out our progress achieving these goals at the TEC Board of Directors meetings.

Strategic Plan Goals and Objectives:



1. Student Achievement Goal:

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

- 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.
- 1.2 To develop new opportunities for students by expanding existing and seeking new community relationships.
- 1.3 Create a Professional Development Plan that is specific to each program.

2. Professional Development Goal:

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

- 2.1 To maintain successful programs and create additional innovative learning opportunities to promote student growth.
- 2.2 To sustain successful programs and create additional innovative learning opportunities to promote the growth of PreK-12 educators.
- 2.3 To maintain successful programs and create additional opportunities and services for TEC 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 provide & maintain a safe cost-effective infrastructure that supports all aspects of TEC.



Vision, Mission and Guiding Beliefs

Vision Statement:

The Education Cooperative in partnership with its member Districts is a proactive, innovative, agile organization that anticipates and meets the collective needs of its learning centered members more effectively and efficiently than its member districts can do individually.

Mission Statement:

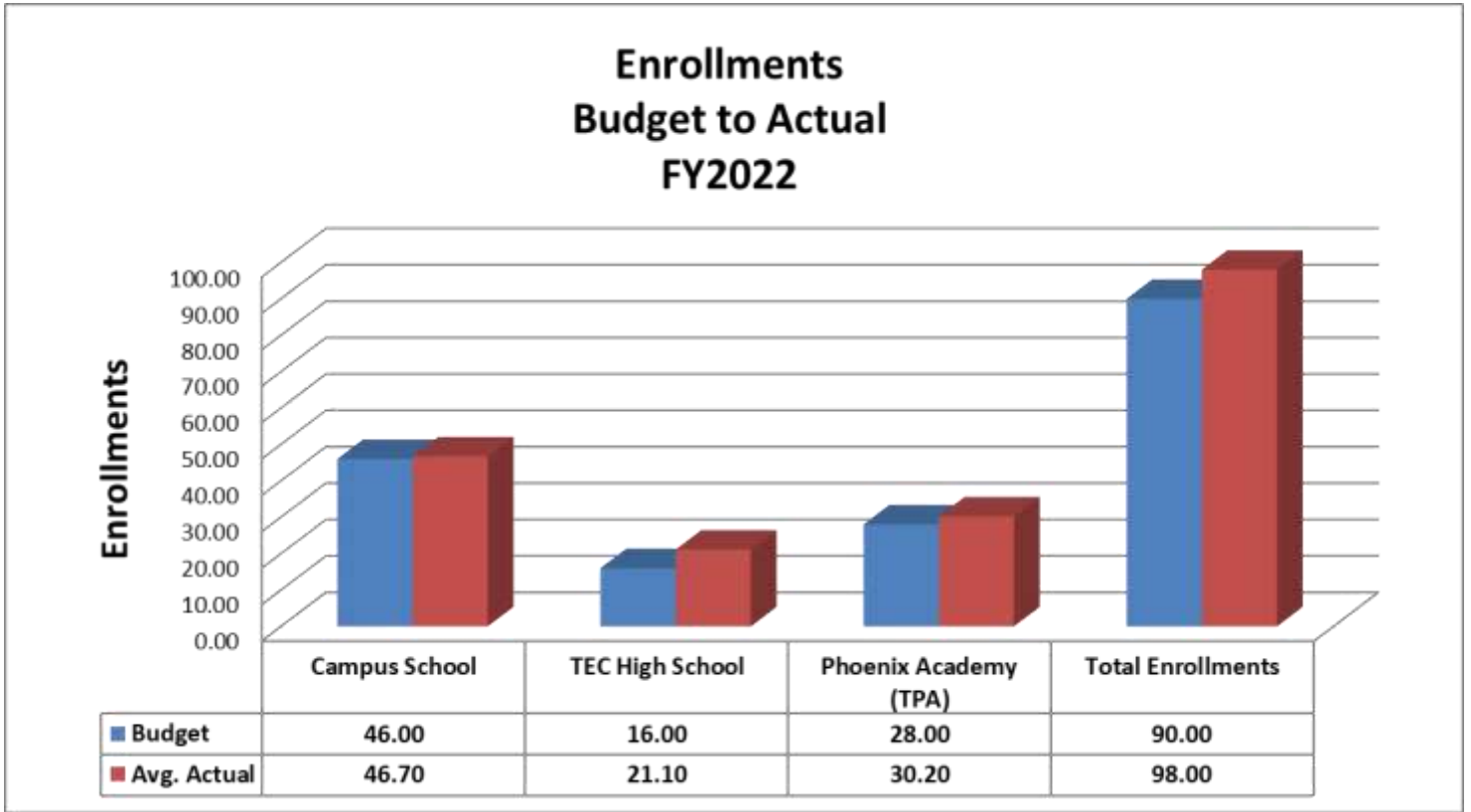
The Education Cooperative (TEC) actively develops and coordinates educational and organizational programs to meet the needs of member communities and their students.

Guiding Beliefs:

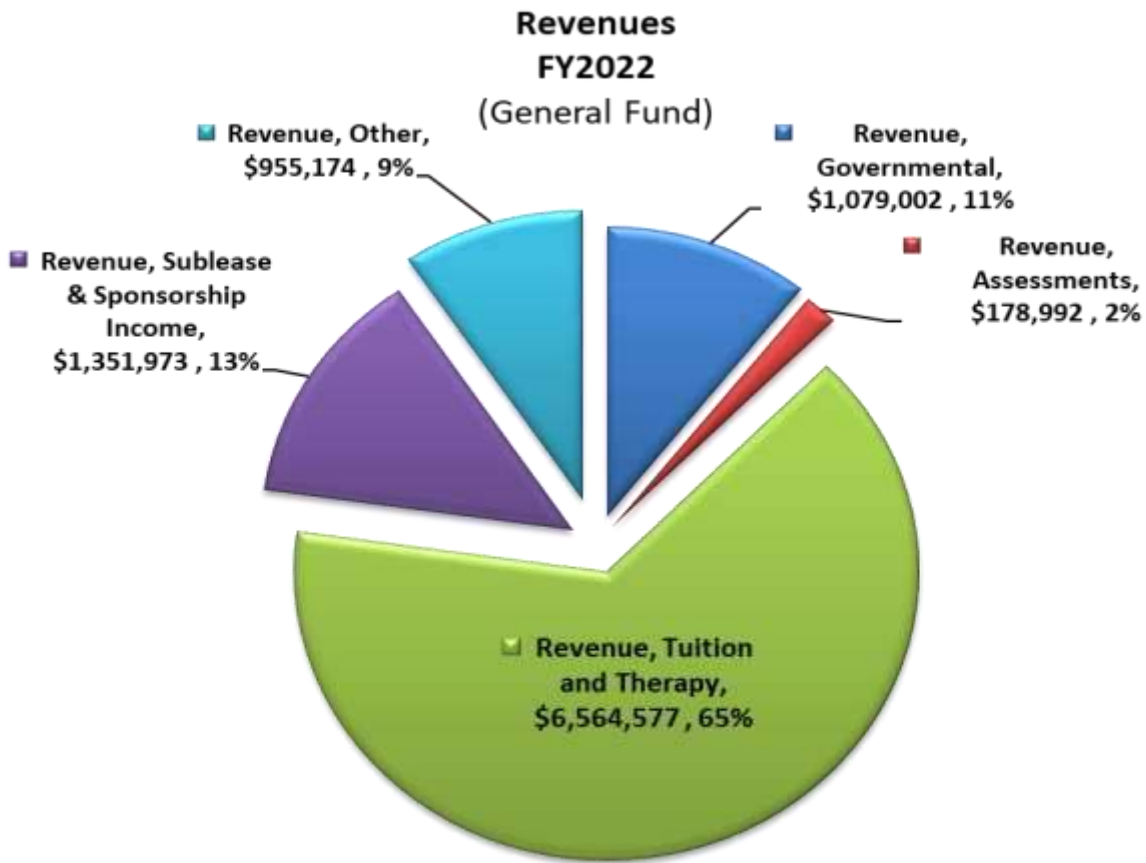
We believe...

- Inter-district collaboration strengthens all participants and offers the opportunity to do more than one district can do individually;
- Each student learns differently and should be provided with personalized learning experiences designed to optimize individual potential to meet their goals;
- Data driven student-centered-collaboration should guide planning and practice;
- High expectations are integral to student achievement;
- It is our responsibility, along with students and families, to prepare our students to be life-long learners as contributing members of a global 21st century society;
- Education is the shared responsibility among the student, the family, the school and the communities;
- Hard work, effort and responsibility are fundamental to academic success;
- The catalyst for change evolves from a school culture, which embraces diversity, change, equity, risk-taking and shared decision-making;
- TEC and its member districts work in a proactive partnership to anticipate and address emerging needs;
- TEC's responsibility is to provide the environment for positive academic, physical, social, emotional and aesthetic growth of our students;
- In supporting educators with a comprehensive array of professional development opportunities to improve student outcomes.





Revenues	Amount	Percentage
Tuition and Therapy	\$6,564,577	65%
Governmental	\$1,079,002	11%
Sublease and Sponsorship	\$1,351,973	13%
Other	\$955,174	9%
Assessments	\$178,992	2%
Total	\$10,129,718	100%



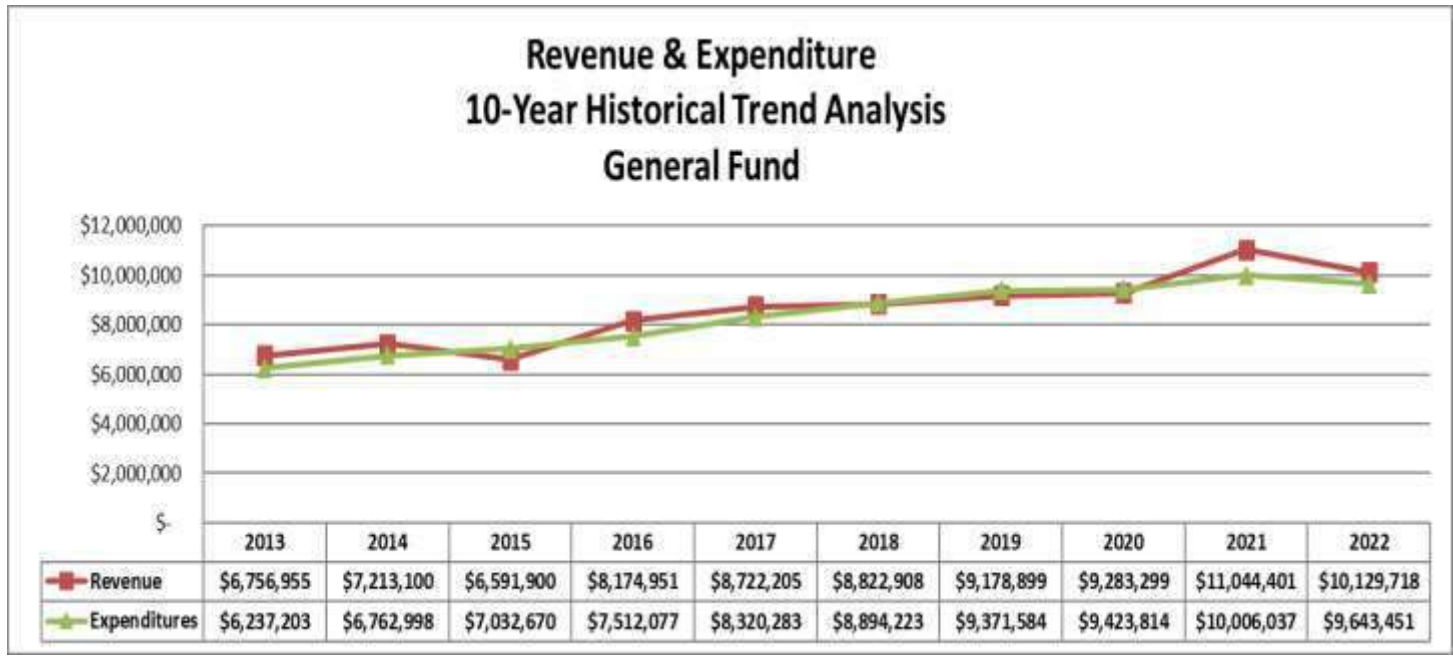
Expenditures	Amount	Percentage
Salaries	\$5,223,386	54%
Benefits	\$1,763,099	18%
Rent	\$912,373	10%
Contracted Services	\$600,404	6%
Other	\$718,934	8%
Instructional	\$304,232	3%
Capital Outlay	\$121,023	1%
Total	\$9,643,451	100%

Historical Trend Analysis

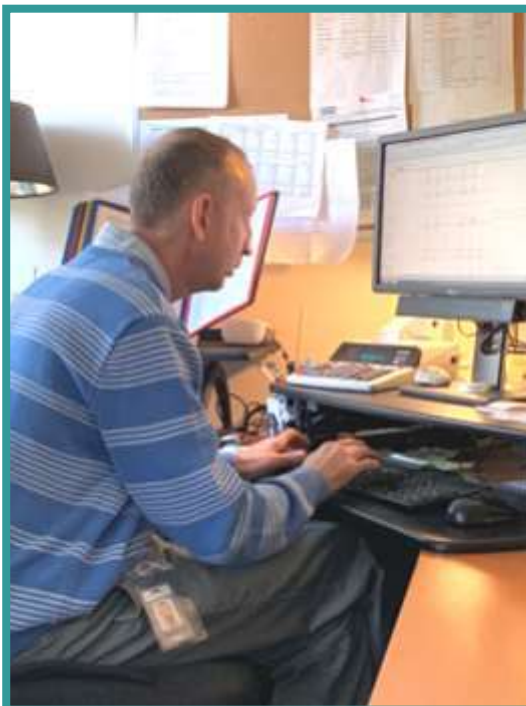
FY 2013-2022

Revenues/Expenditures

General Fund



FY22 State Grant Awards:	
American Rescue Plan	\$1,244
COVID-19 Summer Program Reimbursement	\$91,856
ESSER II:	\$90,717
Comprehensive School Health Services (CSHS)	\$14,000
Total State Grant Funding	\$197,817
FY22 Private Grant Funding	
Floyd Family Foundation Grant	\$2,500
MIIA Risk Management Grant	\$1,747.61
Total Private Grant Receipts:	\$4,247.61



TEC Special Education Services

TEC provides member and non-member school districts with an array of specialized services designed to address the needs of students with moderate to intensive disabilities ages 3-21 in an engaging and supportive learning environment. Our DESE licensed, experienced and caring educators work as an integrated team to empower students to embrace their dreams and goals, take control of their lives, and be actively involved in their own learning process in order to reach their full potential.



TEC utilizes an integrated team approach to provide comprehensive instruction based on the unique needs of the student. Students join a cohort of similar peers based on their level of academic, functional and social skills. Our skilled educational and therapeutic staff members seamlessly collaborate to ensure consistency of instruction is embedded throughout each student’s day, across all settings, to maximize student potential and promote growth and independence.

TEC works in partnership with each student’s home district to create a purposeful and engaging educational plan based on the student’s personal learning, health, and behavioral needs. This includes access to differentiated instruction provided by skillful, experienced educators and therapists supported by the latest educational resources, strategies and assistive technologies and natural movement within TEC programs based on the emerging needs and interests of the student.



All TEC programs are purposefully designed to provide meaningful and authentic inclusion opportunities in the least restrictive engaging educational environment. Our programs are fully approved DESE Public Day Schools. TEC Campus School and TEC High School are located on our beautiful 8 acre campus located in East Walpole with a satellite transition program at Westwood High School for students aged 14-18. TEC Phoenix Academy is located in the historic Plimpton Building on the campus of Walpole High School. TEC offers students access to a comprehensive team of educational specialists and services including:

• Speech and Language Therapy	• Board Certified Behavior Analyst	• Fully Accessible Playground
• Occupational Therapy	• Nursing	• Therapeutic Pool Onsite
• Physical Therapy	• Certified Reading Instruction	• Fitness Center
• Adapted Physical Education	• Counseling - Licensed Social Workers	• Augmentative and Alternative Communication
• Vision Therapy	• Assistive Technology	• Field Trips
• Music Therapy	• Community-Based Instruction	• Orientation and Mobility
• Vocational Training	• Pragmatic Language Instruction	• Inclusion Opportunities
• Social Skills Training	• Deaf & Hard of Hearing Services	• Transition Planning & Services

TEC Campus School DESE Approved Public Day School

Summary of Focus Areas:

Functional Academics	Prevocational & Vocational Training	Motor Skills Development
<ul style="list-style-type: none"> • Increase functional and age-appropriate academic skill • Engage in meaningful, individualized instruction connected to MA curriculum frameworks 	<ul style="list-style-type: none"> • Follow directions and complete routines with increased independence • Expose students to a variety of prevocational and vocational tasks in multiple environments 	<ul style="list-style-type: none"> • Develop fine and gross motor skills to increase independence in school and community settings • Use of therapeutic pool, accessible playground, and fitness center • Daily living skills (i.e. simple meal preparation and self-care)

Community Living, Recreation & Leisure	Communication & Social Skills
<ul style="list-style-type: none"> • Increase independent living skills • Provide opportunities for students to learn and generalize skills in natural environments • Access age-appropriate recreational opportunities in school and community settings • Increase students' repertoire and independence in individual group leisure settings 	<ul style="list-style-type: none"> • Increase receptive and expressive communication abilities utilizing all modes of low and high tech in order to give students the ability to communicate and replace challenging behaviors • Promote the development of conversation, age-appropriate social skills, and expected behavior outcomes across environments





Potential – Opportunity – Success

We Believe in Your Child

Creating personalized pathways to individual student success for over 50 years!

TEC's Philosophy:

Flexible schools provide and promote individualized learning paths for students (ages 3 to 21).

SCHOOL	STUDENT POPULATION SERVED	SCHOOL DESCRIPTION
<p>TEC CAMPUS SCHOOL (Ages 3-21)</p> <p><i>Location:</i> 141 Mansion Drive East Walpole Satellite Program @ Westwood High School</p>	<p>Students with:</p> <ul style="list-style-type: none"> • Developmental Delay • Intellectual Impairment • Autism • Complex Medical Conditions • Multiple Disabilities • Neurological Impairment • Vision Impairment • Cerebral Palsy • ADHD • Anxiety Disorder 	<ul style="list-style-type: none"> • Small classroom settings with highly trained staff • Individualized multisensory instruction, medical support, and behavioral support • Strong focus on communication and functional living skills • Field trips and community inclusion opportunities to maximize student success in larger natural settings <p>TRANSITION SERVICES</p> <ul style="list-style-type: none"> • Real-world learning opportunities and individualized support to prepare students for further education, employment and independent living
<p>TEC PHOENIX ACADEMY (Grades 7-12)</p> <p><i>Location:</i> Plimpton School 319 Common Street Walpole</p>	<p>Students with:</p> <ul style="list-style-type: none"> • Academic, emotional and/or behavioral challenges • Depression • Anxiety • ADHD • Oppositional Defiance Disorder 	<ul style="list-style-type: none"> • Small structured educational setting • Access to mental health counselors • Collaboration with outside support services • Collaborative and Proactive Solutions (CPS) Model
<p>TEC HIGH SCHOOL (Grades 7-12)</p> <p><i>Location:</i> 141 Mansion Drive East Walpole</p>	<p>Students with:</p> <ul style="list-style-type: none"> • Anxiety • Depression • Mood Disorder • Trauma History • School Phobia • Social Challenges 	<ul style="list-style-type: none"> • Small group instruction and inclusion opportunities • Strong academic content at or above grade level • Emotional support and behavior modeling • Access to mental health counselors • Dialectical Behavior Therapy

TEC Campus School Intensive Continuum Ages 3-11

TEC Campus school provides multisensory instruction in a supportive setting to meet the individual learning, communication, motor, behavioral, daily living, health care, and transition needs of students ages 3-21.

The Early Childhood and Elementary Programs are designed for students age 3 through age 11 at the beautiful TEC Campus School in E. Walpole, offering students a warm and engaging learning environment specifically designed to support their social, learning and medical needs.

All classrooms are staffed throughout the day with DESE licensed teachers, Registered Nurses, Therapists, and paraprofessionals who seamlessly integrate their instruction into daily classroom experiences. Assistive Technology, as well as Augmentative and Alternative Communication are authentically integrated of each child's educational experience.



Typical disabilities served in this program are:

- Multiple Disabilities
- Neurological Impairment
- Sensory Impairment
- Cerebral Palsy
- Developmental Delays
- Medical Fragility
- Physical Disabilities
- Autism

Program Highlights:

- Small classroom setting with highly trained, caring and supportive, DESE licensed staff
- DESE licensed teachers, registered nurses and licensed therapists in the classroom
- Field trips and community inclusion opportunities
- Assistive technologies and augmentative and alternative communication integrated daily
- Onsite fitness center, therapeutic pool, accessible playground, art room and music room
- Onsite integrated team of expert licensed therapists



TEC Special Education Services

TEC Campus School Intensive Continuum Ages 12-21

Middle & High School (also see Transition Services)

These programs focus on explicit instruction in academic and social skills across multiple settings, including an emphasis on community instruction.

The academic curriculum is aligned with the state curriculum frameworks and modified to meet the individual student's needs. Students often work on skills with the support of therapists as well as behavioral strategies to increase their independence across environments. Functional life skills are fully embedded into the curriculum as well.

Our program includes:

- Increased functional and age-appropriate academic skills
- Engagement in meaningful, individualized instruction aligned to MA Curriculum Frameworks
- Focus on Communication and Social Skills supported by assistive technologies
- Motor Skills Development with in-house therapeutic pool, accessible playground, fitness center
- Life skills and personal management including simple meal preparation, self-care, self-advocacy skills

Satellite program: Westwood High School

The satellite program is embedded at Westwood High School, providing students with a typical high school experience while concentrating on developing needed skills for independent living. Students aged 14-18 strengthen their social skills and behaviors appropriate for the workplace and are provided with daily opportunities to practice and apply new skills in authentic situations. Academic instruction is focused on functional vocabulary, writing and math skills for daily living, and classroom activities concentrate on living skills such as cooking and independent self-care. Students are provided supervised internships in pre-vocational settings to apply and practice their skills and appropriate behaviors in a workplace setting.



TEC Special Education Services

TEC Campus School

Academic Behavioral Learning Environment (ABLE)

The TEC ABLE Class provides multisensory instruction utilizing the principles of ABA to develop communication and functional skills in a supportive setting meeting the individual learning, physical, behavioral, and health care needs of each student. TEC's ABLE Class incorporates a flexible program structure based on individual student needs and skills. The principles of ABA are applied throughout each student's school day. Individualized behavioral support plans are also an essential part of students' daily lives. Licensed special education teacher, in-class BCBA support, Registered Behavior Technician and Safety Care Trained Staff are in classroom.

Our Students:

- Autism
- Neurological Impairment
- Cerebral Palsy
- Multiple Disabilities
- Sensory Impairment
- Medical Fragility
- Intellectual Impairment

Program Highlights:

- Small classroom setting
- Personalized, highly supportive learning environment
- Experienced, certified staff
- Individualized multisensory instruction and medical support
- Focus on communication and functional living skills
- Field trips and community inclusion opportunities to maximize student success in natural settings
- Assistive technologies, augmentative and alternative communication integrated daily



TEC Campus School Transition Services

Our Transition Services provide real-world learning opportunities and individualized support to help students shape their lives, understand their unique capabilities, and take an active role in preparing to accept the responsibilities of being an adult. Our talented, experienced and caring educators work as an integrated team with the family and student to define and embrace their dreams and goals, take control of their lives and be actively involved in their own learning process to reach their full potential.

This program focuses on students ages 18-21 (17 based on individual) and includes a functional skills curriculum and vocational/transition skills. Our classrooms emphasize an Integrated Related Service Approach *to maximize student learning involving a cross section of people, places, and situations*. Students are encouraged to assume emergent adult roles in their communities through: life skills, employment, independent living, social skills and technology application.

Program Highlights:

- Career Development Activities
- Work-Based Learning Experiences & Internships
- Social & Recreational Opportunities
- Activities of Daily Living
- Learning Lab Apartment
- Functional Academics
- Community & Real World Settings
- Job Coaching Support



TEC Celebrating Individual Accomplishments

Our students are all unique and achieve success in individualized ways.

Parent Testimonials 2021-2022

"As a parent of a child who has been a student of TEC since 2009 we are happy with the choice we made. The program has been successful in so many aspects. Learning, life skills, behavior and job readiness. The staff are people whom I feel happy and blessed to know that my daughter is in good hands. She has grown to be a wonderful young lady and that is with the curriculum she follows. Thank you TEC for being the best program around."



"Our family has had the pleasure of working together with the most kind, loving and caring staff at TEC for the past six years. You will not meet more dedicated individuals. Through encouragement and positivity, they will always meet the needs and have the best interest for your child TEC is family to us, and we feel incredibly lucky our son is in such an amazing school!"

"Our ten year old son just transitioned to TEC this past August from the public school in our town. He is a sweet, happy intelligent boy who also is nonverbal, uses a wheelchair, and depends on a g-tube for nutrition. While he was happy attending our local school, with lots of wonderful friends and caring specialists, his needs were simply not being met.

Most significantly, he struggles with communication. He understands his environment, but his lack of speech and proper coordination to use a device limits his ability to tell us what he knows or make requests. From our first visit to the campus, we knew it would be the right place for our son. The staff were welcoming and enthusiastic about the program, and when we saw the classroom we were convinced.

Every student in his class has devices and buttons and switches in accessible locations so that they can easily communicate, answer questions, make choices—the degree of AAC fluency at this school is outstanding, and exactly the kind of support our son needs, as do we so that we can communicate more easily as a family. He is excited to get on the bus every morning, and he is exhausted and happy at the end of each day, and when we talk about his school day, he smiles. We have never once questioned this move to TEC Campus!"

TEC Phoenix Academy

At The Plimpton School on the campus of Walpole High School

DESE Approved Public Day School



TEC Phoenix Academy’s main goal is to prepare our students in Grades 7-12 for post-secondary education and training in an atmosphere of high expectations, strong support and personal responsibility. Designed for students who have found it difficult to cope with the large high school academic and social demands, TEC Phoenix Academy (TPA) provides support for students who prior to enrolling have experienced behavioral challenges that are not limited too:

- Anxiety
- Depression
- ADHD
- Mood Disorders
- Oppositional Defiance Disorder

TPA engages students and supports their development of adaptive and academic skills that will allow them to return to their local high school.



- Academic curriculum aligned with curriculum frameworks
- Serving students in grades 7-12
- Online and blended courses
- Students receive the diploma of their own high school
- Graduating students are prepared for college admission and/or career
- Short term 45-day placement available

Phoenix Academy’s integrated team of skilled teachers, therapists, and adjustment counselors assist students to develop a sense of self awareness and effective personal decision-making that will enable them to acquire knowledge and skills needed to be successful in school, college and career. Licensed social workers provide ongoing counseling, clinical consulting, and case management. College and career counseling prepare students for success in school and beyond through goal development, interest assessment and internship opportunities within the community.

What’s Unique About TEC Phoenix Academy?

We have small classroom sizes and individualized plans for each student that goes beyond the IEP. We offer vocational training in culinary arts as well as various community involvement opportunities; our “whole person” approach provides the necessary educational, emotional, social connectedness and therapeutic learning environment where students can thrive.

Academic Curriculum	Instructional Technology	Community Service
<ul style="list-style-type: none"> • Vocational Electives Include: Culinary Arts, Computer Repair, Car Detailing, Woodworking, Coding and Photograph 	<ul style="list-style-type: none"> • 1:1 Chromebook Computer Program • Computer Lab with 3-D printing 	<ul style="list-style-type: none"> • Students volunteer in our community including Unity Farm Sanctuary, Norwood Senior Center, Earth Day, and Agricultural Projects
<ul style="list-style-type: none"> • On-line Courses • Physical Education 	<ul style="list-style-type: none"> • Resource rich classrooms equipped with interactive projection systems 	<ul style="list-style-type: none"> • Students participate in quarterly volunteering days, contribute to the community & participate in team building

TEC Special Education Services (TPA-cont)

TPA students have access to hands-on learning experiences and vocational opportunities including Service Learning Projects, Culinary Arts, Car Detailing, Graphic Design Programs, Computer Repair, Digital Audio Music Production and Woodworking as a part of the elective offerings. Students are also exposed to a variety of physically engaging activities such as hiking and biking. Students focus on developing good health habits at LA Fitness and participate in groups that focus on DBT Skills (Dialectical Behavior Therapy), Smoking Cessation, Social Pragmatics and Transition Skill Development.



TPA Students pursue a wide range of career exposure including two and four year colleges/universities, post-secondary training programs and employment. Field trips are offered regularly to provide both community service opportunities and exploration of college and career options for students upon graduation.



TPA Testimonials from our families:

TEC Phoenix Academy allowed challenges that came up to be experienced; and experience could be the stepping stone to the next experience. The staff at TEC Phoenix Academy...allowed our son to just be who he is going to be and to learn to find the best part of who he was. I think the students at TEC Phoenix Academy find acceptance and that may be a new feeling for many of them. They find a road map to the future that allows them to navigate the bumps and roadblocks.

Mike and Linda Berard

Thank you...that was the best and most thorough IEP meeting [our son] has ever had and I am comforted with your positivity and clear direction...

Mrs. A.

I want to thank you ALL for your hard work! Sheila [and] the team you have assembled [are] top notch! The only way this works is with all of you and all the moving parts...Truly appreciate all your efforts!

Megan and Kenny



Congratulations to TEC's Shining Stars!

TEC proudly recognized two very special members of our TEC Phoenix Academy staff members, **Andrew Bevilacqua** and **Diane Holloway-Carnes** who throughout the pandemic continued to make MEALS TO GO for the Norwood Seniors to make sure that everyone had access to a healthy meal during a very challenging time.

Thank you Andrew and Diane!

Culinary Arts Chef Andrew Bevilacqua
and Culinary Aide
Diane Holloway-Carnes



TEC High School:

141 Mansion Drive, E. Walpole

DESE Approved Public Day School

TEC High School’s objective is to support and educate students in Grades 8-12 for post-secondary education and employment. Designed for students who have found it difficult to cope with the comprehensive high school academic and social-emotional demands. TEC High School provides support for students who, prior to enrolling, have experienced emotional challenges that are not limited to:

• Anxiety	• School Avoidance
• Depression	• Social/Interpersonal Challenges
• ADHD	• Obsessive Compulsive Disorder
• Mood Disorders	• Autism Spectrum Disorder
• Trauma History	

TEC HS engages students and supports their individual development of adaptive and academic skills that will allow them to return to their local high school and/ or set them up for post-secondary success.

<ul style="list-style-type: none"> • Serving students in grades 8-12 • Academic curriculum aligned with state & national frameworks • Utilize personalized learning and universal designed learning 	<ul style="list-style-type: none"> • Students receive the diploma of their sending high school • Graduating students are prepared for college admission and/or career • Short-term 45-day placement available
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The administration, teachers, and staff at TEC High School are dedicated to the success of their students and foster that success by meeting students where they are. Staff have diverse backgrounds and bring their unique experiences into the classroom.

Each student is a member of a small Academic Time Management (ATM) group with a dedicated advisor to help them develop and strengthen executive functioning skills such as organization, time management, task initiation, and general study skills.

TEC Special Education Services

TEC High School:

141 Mansion Drive, E. Walpole

DESE Approved Public Day School

What's Unique About TEC High School?

We have small classroom sizes and individualized plans for each student that goes beyond the IEP. We also foster a spirit of community engagement and service learning. Students spend Thursdays volunteering in the community with organizations like Community Servings, New Life Furniture Bank of MA, Cradles to Crayons, Friends of the Blue Hills, Wakefield Arboretum, the Walpole Council on Aging, and more.



Academic Curriculum

- 8-12 direct instruction in all core subjects with personalized learning , using the UDL Model
- Facilitated online courses available
- Physical Education

Instructional Technology

- 1:1 Chromebook Computer Program
- Use of i-Pads and desktops with video editing technology
- Classrooms equipped with interactive projectors



Counseling

- Licensed Clinicians provide tailored support to students to meet their personal and educational goals based on their Individualized Education Program.
- Clinicians collaborate with families, community providers, and other educators/ team members to best meet students' needs.

TEC High School:

141 Mansion Drive, E. Walpole

DESE Approved Public Day School

What's Unique About TEC High School?

We have small classroom sizes and individualized plans for each student that goes beyond the IEP. We also foster a spirit of community engagement and service learning. Students spend Thursdays volunteering in the community with organizations like Community Servings, New Life Furniture Bank of MA, Cradles to Crayons, Friends of the Blue Hills, Wakefield Arboretum, the Walpole Council on Aging, and more.



Dialectical Behavioral Therapy

- Students receive direct instruction in Dialectical Behavioral Therapy Skills/ Personal Development. The Four Skill Modules DBT Skills training is made up of: core mindfulness, distress tolerance, emotion regulation, and interpersonal effectiveness. They are designed to specifically assist individuals in better managing behaviors, emotions and thoughts.



Seminar/transition skills

- Provides an opportunity for students to explore possible careers and/or college majors
- Provides direct instruction in workplace readiness, such as how to navigate common situations at work
- Students are given an opportunity to learn about and practice their executive functioning skill

Community Service

- Student participate in weekly volunteering days in a variety of placements that foster teamwork, leadership and crucial communication skills

Testimonials:

“Our son Aidan spent four years at TEC and the strength of the program and the care given by the staff literally saved him. ..The small, intimate environment was just what he needed to progress academically and the many productive therapeutic interventions brought him to a far healthier place psychologically. Four years ago we were not sure he would get through high school at all given his many complex issues. Now we couldn't be happier that he graduated from TEC, and Aidan feels a real sense of gratitude and connection to the people who helped him there.”

Scott and Christine Butchart

“At TEC, I experienced a truly welcoming community. It was a joy to complete my high school journey there, making great friends along the way. In an always entertaining voyage, I found myself opening up like I never had before, creating connections with classmates and teachers I never thought possible. You never really know what can happen, your best friend could be sitting across from you on your first day and you will never even know it. At least, that's what happened to me.”

Aidan Butchart, Class of 2022

TEC Self-care: Winterpalooza!



We are so thankful for the incredible TEC Staff! Throughout the pandemic they have given so much of themselves to our students and families despite many challenges. What better way to shake off the COVID blues on a cold February afternoon than to turn the Mansion Drive campus into a snowy celebration? The entire staff enjoyed a much needed afternoon full of collegiality, laughter and fun!





Self-care: March Madness!



TEC Staff came together for another social event— our own March Madness staff basketball game! The competition was fierce and made for a fun filled afternoon with a display of an entire new set of staff skills including a game day analyst, passionate cheerleaders on the sidelines, and talented hoopsters on the court!



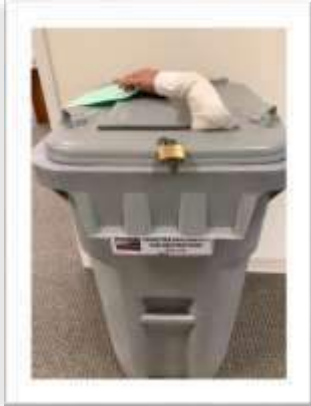
TEC

Self-care: Central Office Staff Fun!

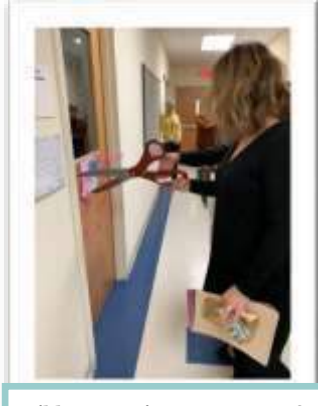
TEC's dedicated Central Office Staff works hard all year long to support the mission of TEC. Thank you to our talented team who quietly work all year long to provide so many important services to the TEC staff and our member districts! It was so wonderful to be able to meet in-person again after many long months of masking during the pandemic!



Just another one of Liz's activities—the Central Office Team loves to get creative with crayons!



Who's that in the recycling bin?



Ribbon Cutting Ceremony for the new PD, Online Learning and Career Internship Staff offices.

Our Holiday Cookie Decorating Contest Winners! Jean Kenney, John Spears and Michelle Fusco!





Legislative Breakfast

For more than 50 years TEC has engaged and informed our elected officials about the challenges facing public education. Each year the TEC Board of Directors and our district educational leaders sponsor a Legislative meeting to bring together legislators and school officials from across our regional learning community to meet and discuss important educational issues. We are so grateful for their responsive support, encouragement and ongoing commitment to partnering with us.

On February 4, 2022 our annual event was once again held virtually via Zoom. Organized and facilitated by TEC’s Executive Director, Liz McGonagle. TEC was honored to welcome keynote speakers Senate President Karen Spilka and Education Committee Co-chairs Senator Jason M. Lewis and Representative Alice Peisch.

The event was attended by educators, school committee members, and we want to thank the following local elected officials for participating:



Senate President Spilka presenting via Zoom.

Senator Karen Spilka	Senate President	Framingham, Holliston, Hopkinton, Natick
Senator Paul Feeney	State Senator	Medfield, Walpole
Senator Jason Lewis	Senate Chair, Joint Education Committee	Reading, Stoneham, Wakefield and Winchester,
Senator Becca Rausch	Senator	Dover-Sherborn, Millis, Natick, Needham, Wayland
Senator Walter Timilty	Senator	Canton
Rep. Alice Peisch	House Chair, Joint Education Committee	Wayland
Rep. Shawn Dooley	State Representative	Medfield, Millis, Walpole
Rep. Jack Lewis	State Representative	Framingham
Rep. David Linsky	State Representative	Dover-Sherborn, Millis, Natick
Rep. William Galvin	State Representative	Canton
Rep. Denise Garlick	State Representative	Dover-Sherborn, Medfield, Needham
Rep. Paul McMurry	State Representative	Dedham, Walpole, Westwood
Rep. Jeff Roy	State Representative	Medway
Rep. Lipper-Garabedian	State Representative	Malden, Melrose, Wakefield

TEC’s virtual legislative meeting format expanded access to the event and we welcomed over 75 participants including school and district leaders, Superintendents, School Committee members and elected officials from all of the TEC member districts.

We want to acknowledge and thank the following TEC colleagues for their wonderful presentations:

- Liz McGonagle, Executive Director, Event Coordinator and Facilitator
- Nancy Gallivan, Chair, TEC Board of Directors, *Opening Remarks*
- Dr. Robert Tremblay, Superintendent, Framingham Public Schools, *Framingham Public Schools Welcome Center Health Clinic*
- Dr. Carol Cavanaugh, Superintendent, Hopkinton Public Schools, *Supporting the Social-Emotional Needs of Students*
- Representatives Kate Lipper-Garabedian and Jeffrey Roy, *House Bill 127, An Act Relative to Student & Educator Data Privacy*
- Ramah Hawley, Administrator, TEC Student Data Privacy Alliance and Felicia S. Vasudevan, Murphy, Hesse, Toomey & Lehane, LLC—*Understanding Student Data Privacy Issues in our Schools*



TEC Student Data Privacy Alliance

The **TEC Student Data Privacy Alliance (SDPA)** continues to lead the way in student data privacy. TEC is the Massachusetts statewide Alliance in the national Student Data Privacy Consortium (SDPC). In cooperation with SDPC, we developed statewide Student Data Privacy Agreement (DPAs) for 5 states, Massachusetts, New Hampshire, Rhode Island, Maine and Vermont, which articulate the vendor duties and responsibilities required to protect student data in compliance with all applicable federal and state privacy statutes, including the FERPA, PPRA, and COP-PA. Our 5 state Alliance provides significant leverage to our capacity to negotiate with vendors of all sizes.



Student Data Privacy Alliance Member

By working together we have achieved powerful economies of scale and leveraged our negotiating strength in order to protect student data privacy. TEC's annual service offers districts access to expert legal counsel and our experienced contract administrator, Ramah Hawley, who initiates the vendor agreements on their behalf. The alliance has grown to be a national leader in data privacy and has expanded to protecting over 530,000 students in 224+ districts in 5 states: for MA, NH, RI, ME and VT. TEC's talented team has negotiated 1,500 signed, legally enforceable DPAs, and 18,000+ "Exhibit Es" — attachments that enable members to sign onto the protections of the original data privacy agreements with a quick electronic signature.

TEC also develops and shares Student Data Privacy Training Materials and offers webinars to support member districts as they implement data privacy standards.

A special thanks to our TEC Technology Directors and Steering Committee members for their leadership and support they provide. They have contributed to this solution and promoted the program at regional conferences and webinars to support their public school colleagues.

TEC SDPA Steering Committee Members:

- Don Langenhorst (Dedham)
- Ashoke Ghosh (Hopkinton)
- Eoin O'Corcora (Medfield)
- Dennis Roche (Natick)
- Leisha Simon (Wayland)
- Steve Ouellette (Westwood)
- Ramah Hawley (TEC Contract Administrator)
- Felicia Vasudevan (MHT&L)
- Liz McGonagle (TEC)
- Steve Smith, (Cambridge) Founder, SDPC

TEC has already secured MANY agreements... for the Maine districts using their services and I've heard that they continue to add more each day (...it's pretty amazing). They are an incredible service and if you are still considering having assistance in managing your student data privacy agreements, I strongly urge you to consider them. As a technology director, I can tell you that they are a "life saver"!

Thomas P. Martellone, Ed.S.

Director of Innovation & Instructional Technology. Lexington

The Education Cooperative provides high quality Professional Development to support districts, schools, teams and individual educators, and support staff to improve their professional practice and enable student success by offering a variety of opportunities: facilitated synchronous and asynchronous online courses, courses that cover a breadth of topics and content areas and are appropriate for all types of educators, administrators, support personnel and paraprofessional staff. Many of these courses offer graduate credit as well as Professional Development Points (PDPs) for licensure renewal.

Examples include:

SEI Teacher Endorsement courses that fulfill DESE licensure requirements: 67.5 PDPs and optional 3 graduate credits.

- SEI Administrator Endorsement courses: 15 PDPs and optional 1 graduate credit.
- Self-paced online courses, several of which can be used to meet state requirements for license renewal; participants can earn PDPs upon successful completion. TEC's self-paced online courses include:
 - Strategies to Enhance Instruction of ELLs in the Classroom (15 PDPs)
 - Engaging All Learners with Differentiated Instruction (15 PDPs)
 - Connecting Behavioral Health & Social Emotional Learning to Success in School (15 PDPs & 1 optional graduate credit)
 - Introduction to Coaching in Schools: Supporting Professional Development and Growth through Coaching (15 PDPs)
 - Building Basic Skills for Remote Learning (various PDPs)
 - Inclusive Classroom Design with Technology (15 PDPs for DESE license renewal special education requirement)
- Orton Gillingham Associate Training, a year long program for district educators aligned with the Massachusetts Dyslexia Guidelines,
- Workshops that address discrete, current issues in education: Title IX, LGBTQ+, and Special Education updates
- School-based and district-wide initiatives developed to address specific areas of interest for a school / district.
- TEC continues its partnership with Grace Kelemanik and Amy Lucenta to provide professional learning in mathematics.

- Cross-district initiatives that bring multiple districts together to address issues shared by TEC participating districts, collaborating to further each district's approach to the issue. This professional development typically can be designed as a multi-session offering throughout the course of a year.
- American Sign Language
- Beyond the Basics: Specialized Assessment for Specialists
- The What, Why, When and How of Standards

TEC's online courses have generated renewed enrollment in 14 TEC member districts. Seven non-member districts have also purchased district licenses in order to secure annual access for these exceptional courses. These courses have been reviewed and updated to include current resources, ensuring viability and application for the future. The offerings described above are available throughout TEC's member districts and to other districts across the state. Over 1025 educators enrolled in TEC's self-paced online courses during the year.

During Fiscal Year 2022, TEC's Professional Development team members collaborated on multiple graduate level courses in partnership with area educators, colleges and uni-



versities. The courses addressed all areas of the MA PreK-12 curriculum frameworks and DESE initiatives and were designed to provide educators with relevant, cost effective access to the high quality professional development required for Massachusetts licensure and licensure renewal. Although many educators were experiencing continued "pandemic fatigue" which impacted anticipated enrollment, TEC developed webinars, workshops, and courses that aligned with their needs.

Sheltered English Instruction

To enable educators to meet DESE's mandatory SEI Endorsement requirement, TEC offered multiple 45 hour teacher endorsement courses. These courses focus on strategies to support English Learners, enabling them to access content instruction through evidence based reading, writing, and vocabulary interventions. The SEI courses were offered virtually throughout FY22. TEC worked closely with DESE to update the course content and requirements for successful course completion. TEC enrolled **40** participants in Fall 2021 and Spring 2022 RETELL SEI courses leading to DESE SEI Endorsement.

Varied Professional Development Offerings

During the **Summer of 2021**, TEC offered multiple workshops for PreK-12 educators and administrators that included curriculum content, special education instruction strategies, and literacy support programs, and differentiated instructional pedagogy to enable all learners to succeed. Examples of the diverse workshops included: Wilson Language Training, Supporting Learners with Autism, What is Mathematical Thinking?, Pathways to Happiness, Promoting Student Engagement, Wellbeing, and Safety, Strengthening Social Competencies, and supporting new teachers by offering Mentor Training.

Summer of 2021: TEC enrolled a total of **98** participants in eight courses. The most popular courses were focused on mathematical strategies and standards for practice, followed by enrollment in three courses that emphasized social emotional learning for educators.

Fall 2021: Offerings included such courses and workshops as continuing SEI courses, AT & UDL, Facilitating Meaningful Discourse, and Essential Strategies for Mathematics instruction to name just a few. TEC's partnership with Amy Lucenta and Grace Kelemanik enabled TEC to provide webinars, workshops, and full courses to educators across the country; **93** participants who successfully completed these courses.

Spring, 2022: The PD staff collaborated with multiple agencies and educators to provide workshops in

elementary math and literacy for grades K-2 and 3-5. Responding to school counselors' needs, TEC partnered with DESE Safe Schools staff to offer webinars regarding LGBTQ+ issues, focusing on transgender information and post-pandemic student behaviors. TEC also provided an informative webinar on eating disorders, that was well received. These webinars supported **48** educators. Overall, there were **106** participants in TEC's workshops and webinars.

TEC continues to offer professional learning opportunities in the areas of Social Justice, social emotional learning, project based learning and instructional design, Universal Design for Learning (UDL), and personalized learning strategies.



The Professional Development team enthusiastically welcomed Megan Smallidge, formerly of Highlander Institute. Megan facilitated a project to "Reignite Fuse MA", which included the alumni from two cohorts (2018-2020) across TEC member districts whose plans for inter-district collaboration and support were impacted by the pandemic. The TEC PD team collaborated to engage educators by providing informal gatherings to share their successes, challenges, and effective strategies for student engagement and personalized learning. We are excited to continue to expand this opportunity for relevant and meaningful professional learning.

TEC's Professional Development team delivers high quality training and multiple opportunities for collaboration to support educators' professional learning needs in all areas. Consultation with special educators, administrators in multiple districts, and expert facilitators provides guidance for workshops, webinars, and courses that are most important for TEC staff and our member districts.

Job Alike Network Meetings

Another highly effective means of professional learning is through job-alike collaboration and TEC brings our regional learning community together both in-person and via Zoom. TEC facilitates Job Alike Groups to facilitate more opportunities for collaboration and sharing of best practices. Monthly network meetings are offered free of charge to TEC members. The agendas are developed by participants and TEC team members.

The following are TEC’s current Job Alike Groups:

Group	Facilitator
Superintendents	Liz McGonagle, TEC
Assistant Superintendents	Jean Kenney, TEC
Technology Directors	Liz McGonagle, TEC
Instructional Technology Specialists	Judy Foley, Dedham Neal Sonnenberg, Medfield
Special Education Directors	Susan Donelan, TEC
High Education Committee	Emily Manz, TEC
Guidance Directors	Emily Manz, TEC
Food Service/School Nutrition Directors	Patricia McKim, TEC



TEC is a regional leader in online learning and the proud sponsor of TECCA, the TEC Connections Academy Commonwealth Virtual School. TEC and our member districts continue to learn from the experience of supporting the successful growth of this innovative alternative school that is benefitting students across Massachusetts.



Currently Enrolled
2785
Total YTD Enrolled
3341
Enrollment Services Complete (Stage 4)
3653

TECCA: TEC Connections Academy

TEC sponsored TECCA in its application to be a Commonwealth Virtual School which was approved by the Board of Elementary and Secondary Education in 2014. TECCA is accountable directly to the Department of Elementary and Secondary Education (DESE) and is autonomous of all other public bodies, including TEC.

The mission of TECCA is to offer Massachusetts students a quality online alternative to the traditional classroom by providing a supportive, individualized program of study; effective instruction; engaging learning experiences; and diverse curriculum offerings to stimulate curiosity, advance personal growth, and promote academic achievement.

TECCA continues to pursue excellence and has been accredited by North Central Association Commission on Accreditation and School Improvement (NCA CASI), the Northwest Accreditation Commission (NWAC), and the Southern Association of Colleges and Schools Commission on Accreditation and School Improvement (SACS CASI), an accrediting division of Cognia, formerly AdvancED.

Online Learning Options for TEC-Member District Students

Each year TEC provides free online course seats to each TEC member district. TEC's Online Learning Coordinator works closely with TEC-member district guidance departments to support this initiative and facilitates the student enrollment process. In FY 2022 TEC enrolled students from the TEC districts in 708 online courses through TECCA.

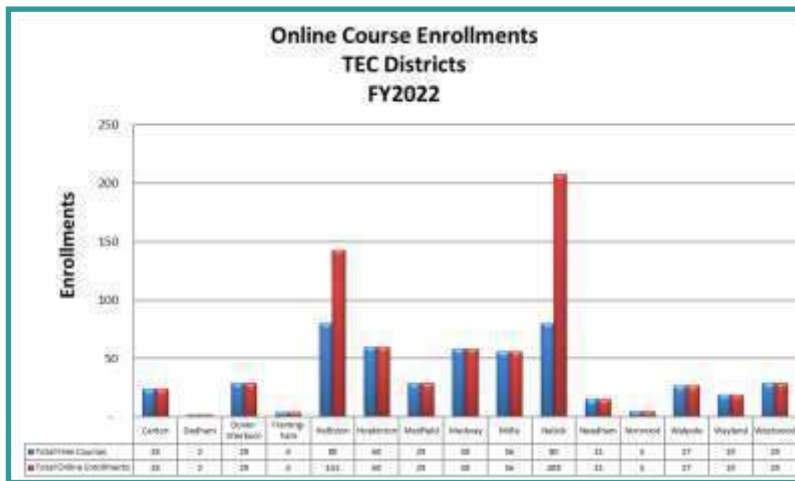
TECCA Board of Trustees

The TECCA Board of Trustees is comprised of talented educational leaders with representation from the TEC member communities as well as business and community members who volunteer their time to ensure that TECCA continues to reflect the high standards and expectations of our regional learning community. Their work has contributed to the success of TECCA and provided access and equity to students across Massachusetts.

- o Peter Sanchioni, Ph.D., Board President, Natick Superintendent of Schools (retired)
- o Jean Kenney, Ed.D., Board Vice President/Treasurer, Walpole Assistant Superintendent (retired)
- o Grace Magley, Board Secretary, Director of Digital Learning, Natick
- o Bob Maguire, Board Member, Medfield Superintendent (retired)
- o Ed DeHoratius, Board Member, Teacher, Wayland
- o Sandra Einsele, Ph. D., Director of Special Education (retired)
- o Jerry Helsing, Parent Representative
- o Liz McGonagle, Sponsor Representative (non-voting)

Online Course Enrollments

Each year TEC member districts, through TEC’s sponsorship of TECCA, have the benefit of receiving 80 free online courses. These courses are taught by credentialed, MA certified teachers who provide synchronous instruction through weekly LiveLesson sessions, student- and teacher-initiated direct instruction. In FY2022 TEC member districts enrolled in 708 courses of which 517 were free. The graph and chart below shows the number of enrolled courses and free courses by District. Please visit: <https://tec-coop.org/tec-online-learning/>



Costs Savings per TEC Member District FY22		
Member District	Free Online Courses	Total Savings
Canton	24	\$7,908
Dedham	2	\$600
Dover-Sherborn	29	\$8,700
Framingham	4	\$1,200
Holliston	80	\$24,000
Hopkinton	60	\$18,000
Medfield	29	\$8,700
Medway	58	\$17,400
Millis	56	\$16,800
Natick	80	\$24,000
Needham	15	\$4,500
Norwood	5	\$1,500
Walpole	27	\$8,100
Wayland	19	\$5,700
Westwood	29	\$8,700
Total TEC District Free Courses	517	\$155,100

The Education Cooperative’s Internship Program is an inclusive, highly personalized career exploration placement program open to students from any high school or college. For more than 20 years, we have developed outstanding relationships with highly sought after businesses, organizations and public sector employers. The TEC Career Exploration & Internship Program offers students the opportunity to explore a variety of career paths by learning about their interests, strengths, and skills. Students intern at local businesses where they are mentored by a professional and experience the real world of work, gain employability skills, and are able to make well-informed career choices in the future.

The internship program supports students’ career exploration and college readiness by allowing students to hone in on their interests before entering college. The internship program benefits districts by offering opportunities to their students that may not be available within their community. Our program is designed primarily for rising high school juniors and seniors and works closely with our over 150 sponsor organizations where they are placed under the supervision of dedicated career mentors. In 2021-2022 a total of 95 students participated in summer and academic (school year) internships through TEC. During their internship, students receive one-on-one career counseling from an Internship Coordinator and learn new skills including: resume development and writing, interviewing, career exploration and self-reflection, professional networking, and attend college admission and essay writing workshops.

What our interns and parents are saying:

INSPIRE | NURTURE | SHARE

All of our staff enjoy hosting TEC interns and we continue to be impressed with how mature and eager to learn each student has been thus far.
Stephanie Godbout, Mentor,
The Boston Ability Center

“My mentor was AMAZING and cares so much about her patients. I learned so much at my placement and enjoyed every day. This internship completely re-affirmed the fact that I love medicine now.”
Kyra, Wayland High School,
Longfellow Holistic Health Center

“The internship exceeded my expectations. I did not expect to learn so much about policy and how environmental issues are addressed at a state and federal level. I learned how nonprofit organizations work and how they can influence elections and community funding. I definitely recommend it. The people in charge of the intern team are so helpful and organized. It is clear that they really value educating and mentoring interns. Most of them started as interns at similar organizations and credit their jobs now to their early experience at other nonprofits.”
Elena, Concord Carlisle Regional High School
Clean Water Action

“When I first started, I thought that I would not learn and get too much out of my internship. However, I could not have been more wrong. At the law firm I learned a lot of interesting information and my mentor was very willing to share information about his job and take some time out of his busy work day and mentor me. I feel as though I got a lot out of this internship and I would definitely do it again or recommend it to another prospective student willing to learn.”
Ryan, Xaverian Brothers High School,
Kams Law Group



Career Exploration & Internship Participation by District

Canton	-
Dedham	-
Dover-Sherborn	5
Framingham	-
Holliston	3
Hopkinton	9
Medfield	3
Millis	1
Natick	4
Needham	11
Norwood	-
TEC Phoenix Academy	4
Walpole	5
Wayland	11
Westwood	5
College, Non-member	30
Total	90



TEC Student Career Exploration & Internships

TEC College Fairs

The college search process can be both confusing and time consuming. The Education Cooperative's (TEC) college fairs are a convenient way for students and parents to have direct access to a multitude of schools while exploring the many options available. It is a great way to kick-off your college search or "visit" your targeted schools before incurring travel expenses.

Each year, TEC brings together a large selection of colleges, community colleges, universities, military and gap year programs from around the world to showcase their program offerings to hundreds of potential college applicants. Students are encouraged to attend and speak to representatives and gather information. Our college fairs are free and open to all students, families and guidance counselors. Typically, TEC hosts two college fairs each year, which are FREE to attend and all interested students and families are welcome!



TEC Higher Education Committee

TEC Higher Education Committee Guidance Counselors from all TEC districts participate in this successful monthly job alike group and share best practices and resources such as curriculum, testing, college admissions, etc. During the 2021-2022 academic year, this job alike discussed relevant timely topics including how best to support LGBTQ+ students and questions around gender identity, the college application process, immigration policies and procedures, and much more. Discussion of these topics informed professional learning opportunities that were developed and provided by TEC.



TEC Cooperative Purchasing & AEPA

Cooperative Purchasing

In fiscal year 2022 TEC continued its commitment to improve efficiencies and increase cost savings through the facilitation of TEC Bids. By utilizing collective volume purchasing, participating school departments are able to obtain the best possible pricing from vendors while taking advantage of a streamlined bid process. TEC bids continue to evolve to better reflect the needs of all participating school departments throughout Massachusetts.

TEC Bids for FY22:

- o Custodial Supplies
- o Athletic and Physical Education Equipment and Supplies
- o Office and Classroom Supplies – Copy Paper, Office, Classroom and Art Supplies, Computer Related Supplies
- o Food Service Supplies – Groceries, Bread, Milk, Ice Cream, Vending and Paper
- o Fuel Oil

Non-Member Annual Participation Costs:

Bid Category	Non Member Participation Cost
Custodial Supplies Bid	\$500
Athletic and Physical Ed Bid	\$500
Office Supplies Bid	\$750
Food Service Supplies Bid	\$1000

Bid Overview FY2022

- **Food Service Bid**
 - o 51 School districts participated in Massachusetts
 - o \$10,728,561 bid value based on district estimates
 - o 613 items bid
- **Custodial Supplies Bid**
 - o 17 school districts participate in Massachusetts
 - o \$881,798 bid value based on district estimates
 - o 427 items bid
- **Athletic and Physical Education Bid**
 - o 13 school districts participate in Massachusetts
 - o \$188,744 bid value based on district estimates
 - o 271 items bid
- **Office Supplies Bid**
 - o 58 school districts participate in Massachusetts
 - o \$8,498,414 bid value based on district estimates
 - o 1,285 items bid
- **Fuel Oil Bid**
 - o 3 school districts participate in Massachusetts

Association of Educational Purchasing Agencies (AEPA)

In addition to our Cooperative Purchasing program TEC has partnered with the Association of Educational Purchasing Agencies (AEPA) to offer volume discount purchases to school districts in the Commonwealth. The AEPA contracts offer savings through bids in such categories as office and classroom furniture, interactive classrooms, industrial arts, technology, printer and digital copiers and many others. Through AEPA each member state agency determines which vendor contracts that are signed to best serve eligible clients within their state.

AEPA at a Glance

Total bid categories for FY22: 11



Bid Categories Offered FY2022:

- ⇒ Digital Multi-Function Devices, Printers
- ⇒ Digital Resources & Instructional Materials
- ⇒ Custodial Supplies & Equipment
- ⇒ School and Instructional Supplies
- ⇒ Office Supplies & Equipment
- ⇒ Furniture
- ⇒ Athletic Equipment and Supplies
- ⇒ Technology Catalog
- ⇒ Facility Management Solutions
- ⇒ Industrial Arts & Career & Technical Education
- ⇒ Security Solutions

“At the Wellesley Public Schools we have been extremely happy with the TEC Bid process for our athletic program. The process is clean and simple and the bidding is done for us. Ordering is done with the vendors on preprinted requisition sheets that are sent electronically and the business office turns into purchase orders. It is easy to use and the savings on supplies and equipment help to save our program quite a bit of money. I strongly recommend that all High School Athletic Programs look to join.”

*John Brown
Athletic Director
Wellesley Public Schools*

TEC Cooperative Purchasing & AEPA

Cost-Effectiveness of Programs: Cooperative Purchasing FY 2022

TEC facilitates Cooperative Purchasing bids that offer significant savings to participating School Districts as a result of volume purchasing. The benefits that TEC provides are measurable and cost-effective. The following is a list of bid offerings for larger quantity items that were awarded by TEC in FY2022 with estimated annual savings based on highest to lowest bid pricing. The TEC Food Bid items are in comparison to the Massachusetts School Buying Group.

Bid	Number of Participating Districts	Bid Items Awarded	Annual Savings Percentage*
(POCAS-21) Office, Classroom Supplies & Copy Paper	58	1,285	24% Paper & 35% Office
(FSB-21) Food Service	51	613	13%
(A-PE-21) Athletic & PE	13	271	26%
(C-21) Custodial Supplies	17	427	21%

TEC Bid for Paper & Classroom Supplies (58 participants)

Sampling of Bid Items	TEC Winning Bid	Highest TEC Bid	Savings per Unit
Paper Bid			
White, 8.5" x 11", sub 20: Purchase by PALLET only (40 cases)	\$1055.60 (pallet)	\$1,320.00	\$264.40
White, 8.5" x 11", sub 20: Purchase by case only (10 reams)	\$29.48 (case)	\$50.75	\$21.27
Classroom Supplies Bid			
Construction Paper 76# 9x12 (50pkg)	\$.67	\$1.11	\$.44
Markers, Crayola (8 color set, broad)	\$1.39	\$3.71	\$2.32
Pencils #2 Ticonderoga with Eraser (1dz)	\$1.38	\$2.66	\$1.28
Post it Notes Self Stick Removable (3x3, 12/pk)	\$3.48	\$3.54	\$.06



Cost-Effectiveness of Programs: Cooperative Purchasing

TEC Bid for Food Service (51 participants)			
Sampling of Bid Items	TEC Food Bid Comparison with Massachusetts School Buying Group		
Chicken Patty, Whole Grain White and Dark	\$57.15	\$58.76	\$1.61
Chicken Nuggets, Whole Grain Home-Style Bites (3.9 oz)	\$94.98	\$97.48	\$2.50
Frankfurter, Low Sodium Beef Frank	\$35.88	\$38.91	\$3.03
Deli" Beef, Thin "n" Trim Roast Beef Rare	\$48.24	\$50.28	\$2.04
TEC Bid for Athletic & PE Equipment & Supplies (13 participants)			
Sampling of Bid Items			
Field Hockey Penn Monto Tournament Ball	\$23.95	\$43.97	\$20.02
Baseball: Game Ball (D1 Pro Diamond)	\$72.95	\$80.14	\$7.19
Basketball: Game Ball Girls Spalding TF-1000	\$49.00	\$63.30	\$14.30
TEC Bid for Custodial Supplies (14 participants)			
Sampling of Bid Items			
Clean-Up Vomit Kit, 24 Bag Case	\$38.95	\$52.56	\$13.61
Sponges, Cellulose Large (4.3" x 7.8" x 1.5") Heavy Duty	\$20.99	\$22.80	\$1.81
Cleaners, Graffiti, Vandalism mark Remover, (15 oz)	\$41.98	\$69.22	\$27.24
Barrels, Wastebasket, 44 qt. Round, Plastic	\$8.19	\$20.82	\$12.63

*Annual savings percentage based on an analysis of TEC bid pricing with Massachusetts state contracts.



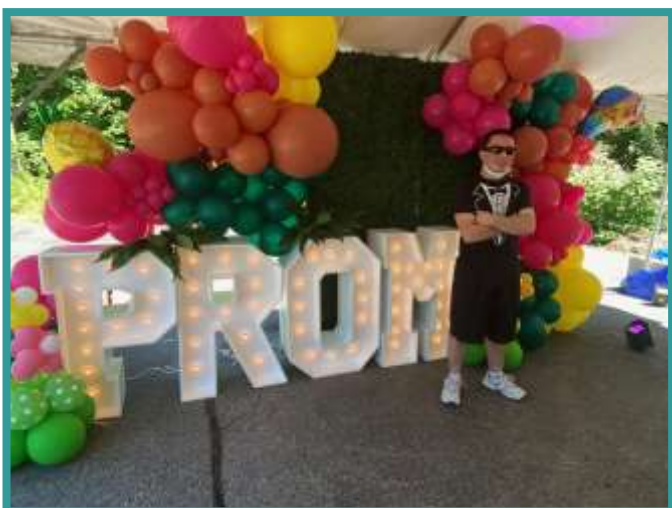
Cost Effectiveness of Programs

This section offers quantitative and qualitative data to help readers understand the cost-effectiveness of utilizing the Special Education, Cooperative Purchasing and Professional Development and Online Learning programs offered at TEC.

Special Education focuses on the comparable costs incurred by School Districts' placement of students at TEC programs compared to those at comparable private schools that offer substantially similar programs. Comparisons are made with the TEC Campus School and with our two public day schools: Phoenix Academy and TEC High School.

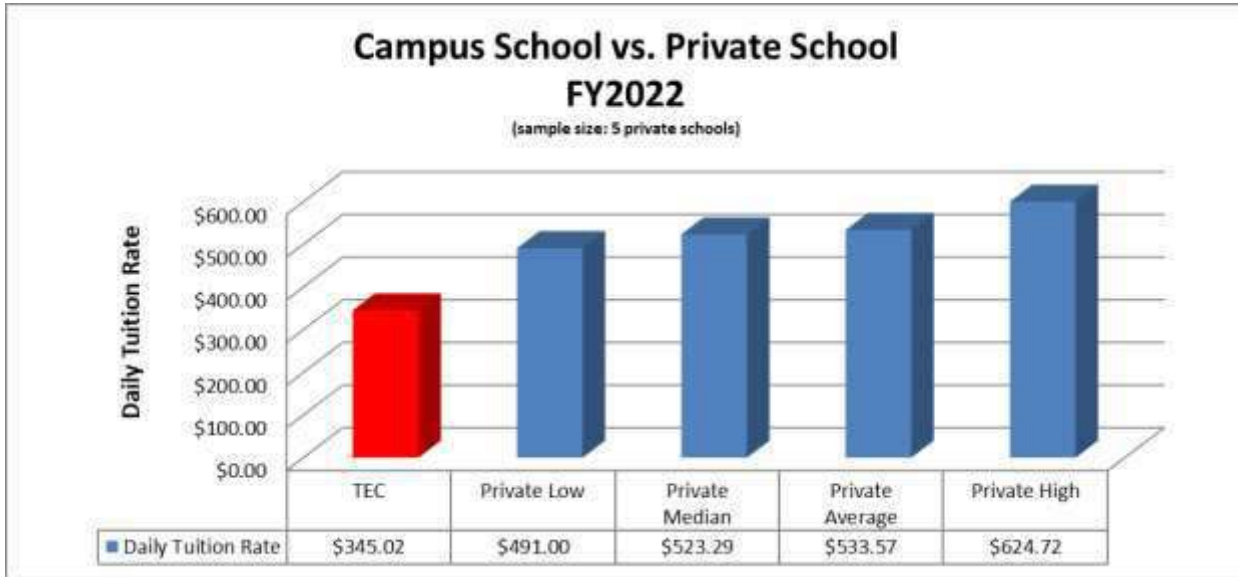
Additionally, our Cooperative Purchasing program will evaluate the savings realized from increased bargaining power associated with pooled purchases in the different bid categories offered at TEC. The evaluation focuses on costs savings realized by choosing to utilize our Cooperative Purchasing services and buying from one of TEC's six bids.

Our Professional Development and Online Learning program cost-effectiveness evaluation will focus in the comparable costs associated with professional development and online opportunities being offered at institutions of higher learning.



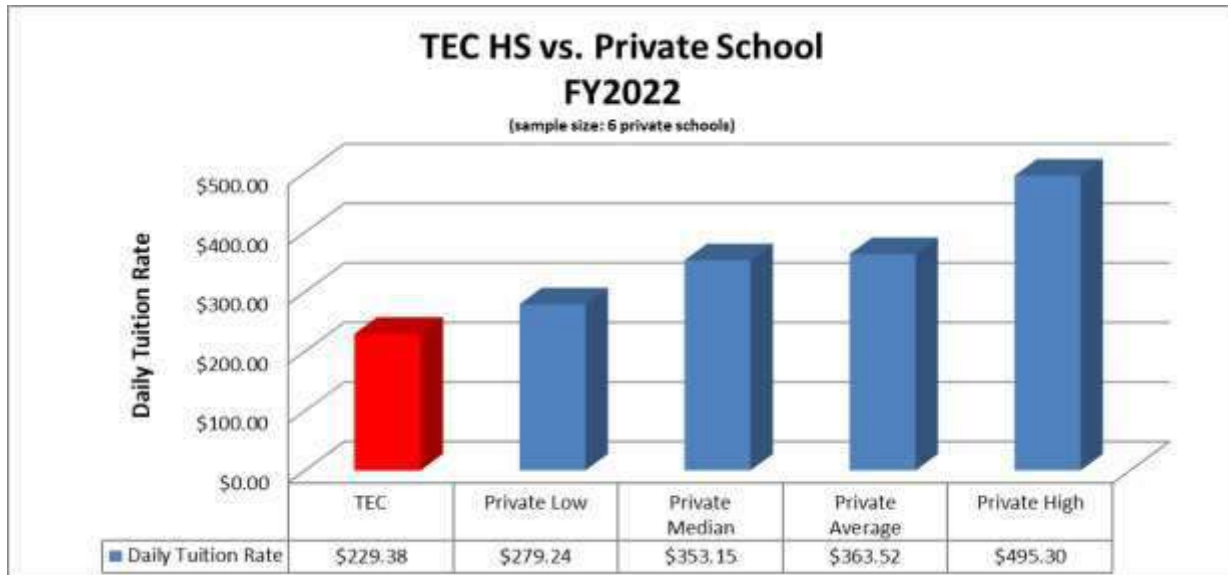
Campus School, 141 Mansion Drive, E. Walpole, MA

The Campus School program provides high quality, cost-effective educational programs that maximize the growth and development of children, adolescents, and young adults diagnosed with intensive special needs through highly specialized and eclectic teaching methodologies within substantially separate classrooms of public school environments. The Campus School program at TEC has an annualized in-district tuition rate of \$62,103 or \$345.02 per day. This rate is 34% lower than the median and 35% lower than the average rate of similar private school programs.



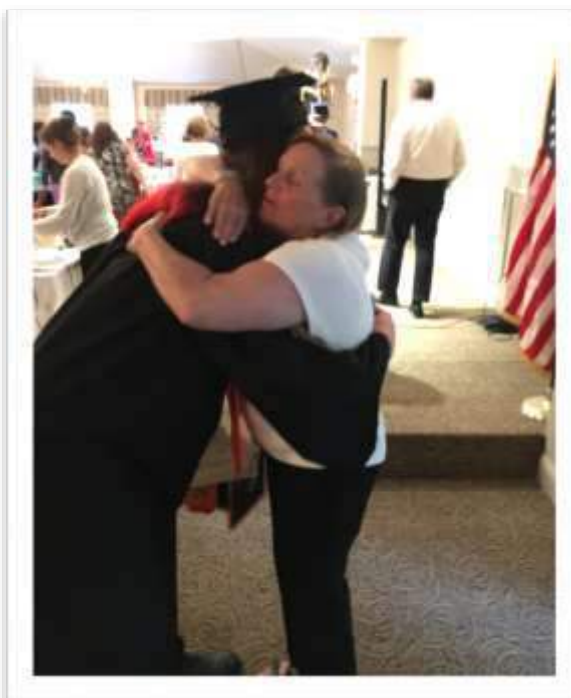
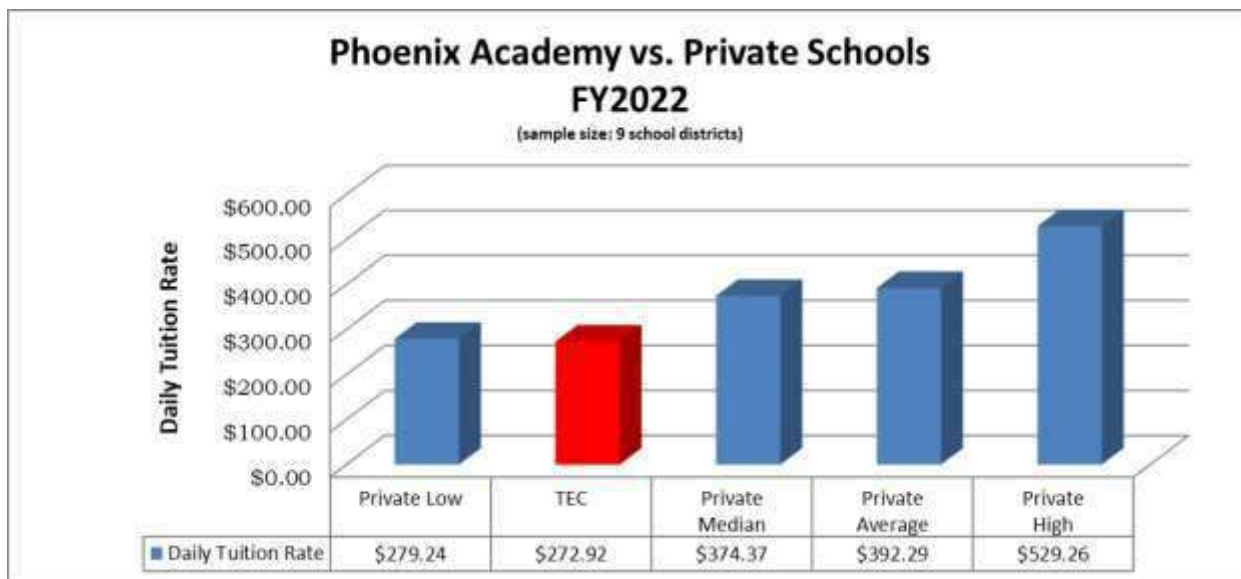
TEC High School, 141 Mansion Drive, E. Walpole, MA

The goal of TEC High School is to enable students to overcome academic, social, emotional, and personal issues which have been a source of interference in their past school experiences and to begin to establish positive habits of academic study and improved self-esteem which can result in a substantial pattern of successful functioning for each student. The school functions in a cost-effective manner to provide services to students throughout the metro-west area of the state. The annualized tuition rate at TEC HS is \$41,289 or \$229.38 per day for in-district placements. This rate is 35% lower than the median and 36% lower than the average rate of similar area private schools.



TEC Phoenix Academy (TPA) The Plimpton School, 319 Common St., Walpole, MA

Phoenix Academy provides a safe, supportive, and structured environment in which students with complex emotional, behavioral and academic issues are assisted in improving their basic skills, earning credits toward a high school diploma, and developing strategies to improve their ability to function successfully in their communities. The in-district annualized tuition rate is \$49,126 or \$272.92 per day. This rate is 30% lower than the median and 27% lower than the average rate of similar private school programs.



TEC Campus School Cost Savings Overview

Average Annual Cost Savings per Student FY 2022:

TEC Member District: \$33,939

Non-member District \$20,402

TEC Member District	No. of Students	Total Savings
Canton	1.00	\$33,939
Dedham	3.00	\$101,817
Dover-Sherborn	1.00	\$33,939
Framingham	4.00	\$135,757
Holliston	3.00	\$101,817
Hopkinton	3.25	\$110,303
Medfield	No Students	NA
Medway	1.00	\$33,939
Millis	No Students	NA
Natick	No Students	NA
Needham	4.00	\$135,757
Norwood	6.75	\$229,089
Walpole	3.50	\$118,787
Wayland	2.00	\$67,878
Westwood	No Students	NA
Total TEC Member District Savings	32.50	\$1,103,022
	No. of Students	Total Savings
Non-member District	14.20	\$289,710
Extended Total Savings	46.70	\$1,392,732

Cost Savings Per District - TEC vs. Private Schools

TEC Phoenix Academy (TPA) Cost Savings Overview

Average Annual Cost Savings per Student FY 2022:

TEC Member District \$21,487

Non-member District \$16,650

TEC Member District	No. of Students	Total Savings
Canton	3.75	\$80,575
Dedham	No Students	NA
Dover-Sherborn	1.50	\$32,230
Framingham	1.00	\$21,487
Holliston	No Students	NA
Hopkinton	No Students	NA
Medfield	No Students	NA
Medway	1.75	\$37,602
Millis	1.00	\$21,487
Natick	No Students	NA
Needham	.25	\$5,371
Norwood	1.50	\$32,230
Walpole	3.00	\$64,460
Wayland	No Students	NA
Westwood	1.50	\$32,230
Total	15.25	\$327,672
	No. of Students	Total Savings
Non-member District	14.95	\$248,912
Extended Total Savings	30.20	\$576,584

Cost Savings Per District - TEC vs. Private Schools

TEC High School Cost Savings Overview

Average Annual Cost Savings per Student FY 2022:

TEC Member District \$24,144

Non-member District \$11,569

TEC Member District	No. of Students	Total Savings
Canton	1.20	\$28,973
Dedham	No Students	NA
Dover-Sherborn	2.60	\$62,774
Framingham	No Students	NA
Holliston	No Students	NA
Hopkinton	1.00	\$24,144
Medfield	No Students	NA
Medway	No Students	NA
Millis	1.00	\$24,144
Natick	.25	\$6,036
Needham	1.10	\$26,558
Norwood	1.75	\$42,252
Walpole	.10	\$2,413
Wayland	No Students	NA
Westwood	3.00	\$72,432
Total	12.00	\$289,726
	No. of Students	Total Cost
Non-member District	9.10	\$105,277
Extended Total Savings	21.10	\$395,003

Cost Effectiveness Professional Development

TEC continuously works to negotiate with entities with which we form partnerships to present our professional development offerings at the most affordable rates for teachers. Additionally, we seek out grant opportunities that enable us to have the costs defrayed or underwritten, further reducing the direct cost that teachers and/or districts have to pay to secure high quality, current, and relevant professional development.

In FY2021-22, TEC designed and offered over 50 professional development workshops, with many online learning courses. Emphasis was placed on SEI teacher and Administrator endorsement courses as well as supporting teachers transitioning to an online teaching environment due to the pandemic.

We also shared low and no cost courses to member districts and partnered with other Education Collaboratives. As a result more teachers were able to take advantage of TEC's professional development opportunities at reduced rates.

The Impact of Negotiated Reduction in Costs Per University Credit Hour for TEC-based Courses:

College/University	On Campus Cost/ Credit	TEC Cost/Credit
Worcester State University	\$383	\$125





Together we create more possibilities...



The Education Cooperative

141 Mansion Drive, Suite 200

East Walpole, MA 02032

Elizabeth McGonagle, Executive Director

Phone: 781-352-5700 www.tec-coop.org