

# *the* education COOPERATIVE



*Together we create more possibilities!*



FY 2020 Annual Report



### **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, 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 and RI

You can read more about the exciting work of TEC on our website [www.tec-coop.org](http://www.tec-coop.org).

# Letter from The Executive Director



Dear TEC Community Members,

It is my pleasure to present TEC's 2019-2020 Annual Report to you. In this report you will find detailed cost saving information about TEC's student programs and an overview of the professional services we provide to our regional learning community. This year it also includes the story of how our staff, students, and families coped with the unique and disruptive COVID-19 health crisis that impacted our world.

The pandemic emerged as a health emergency in early March and lingered longer than anyone anticipated. As schools across the state were mandated to close, instruction abruptly shifted from in-person to remote. TEC, like our member districts, was forced to adapt instruction and therapies for our diverse learners to a fully online format with little time for planning or preparation. As the initial weeklong quarantine stretched into months, our talented leadership team and staff provided exceptional support to our students, their families and districts. Every member of TEC's staff contributed, adapting with relentless determination and courage to every new challenge. They were amazing!

While this health crisis reduced the demand for some of TEC's traditional services, it increased it for others. For instance, the unexpected shift to a remote learning environment decreased enrollment in our professional development offerings, while at the same time many new districts enrolled in the TEC Student Data Privacy Alliance. Our Fuse Fellowship Program had to end the once thriving cross-district personalized coaching experience between teachers to focus on strengthening remote learning experiences within each participant's own classroom and district. TEC promoted inter-district collaboration via Zoom, and we supported one another through countless distressing days by sharing innovative ideas and successful strategies, as we faced the myriad of challenges related to the pandemic *together*.

Despite the relentless challenges of 2020, it will be remembered as a busy and successful year of *learning* as we were all forced to rethink our fundamental models of teaching, learning, communicating, and networking. From the classroom to the conference room, our circumstances revealed that there were new flexible and effective ways available to meet the needs of our students, families, staff and districts.

In the words of Helen Keller, "a bend in the road is not the end of the road unless you fail to make the turn." The year of 2020 will long be remembered for the many unforeseen twists and turns that we navigated *together* and *created more possibilities for success*.

We are so grateful to the many people whose support and encouragement helped us through this unique school year especially the TEC Board of Directors, the TEC Staff, our district and school leaders, and all of our educators, school committee members, students and families across our resilient collaborative community. Thank you!

A handwritten signature in black ink that reads "Elizabeth McGonagle". The script is fluid and cursive.

Liz McGonagle  
Executive Director



# 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 2019–2020 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 meeting.

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

- TEC High School partnered with Best Buddies for job and interview training and offered their Self-Advocacy Program to the High School Students.
- A Floyd Family Foundation grant enabled TEC High School to offer a new blended Humanities Class combining History and English. Students were offered curriculum choices and encouraged to take charge of their own learning.
- TEC Phoenix Academy students attended 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.
- TEC High School and TEC Phoenix Academy formed collaborative teams to analyze student data create and created a personalized learning plan for each student.
- TEC Phoenix Academy provided weekly trips Unity Farm Animal Sanctuary. The students perform chores for the resident animals to develop new life skills and increased self-confidence.
- Transition I and II students continued to access community-based job sites utilizing TEC vans, as well as ride shares services and public transportation to promote increased independence.
- Transition II Students opened a TEC Café on the lower level of the Mansion Drive facility, offering fresh baked goods and coffee. The students were able to learn and apply vocational and communication skills.
- TEC Campus School adopted the ACE® ABA Software System for learners with autism, designed to assess, teach and evaluate progress using evidence based procedures.
- Successfully placed a Transition II student at Mass Bay Community College with the assistance of an on-campus disability coordinator, creating a model for expansion of this program.
- Promoted the ubiquitous use of assistive technology tools by providing access to in-classroom coaching from an Assistive Technology Specialist and an Augmentative Alternative Communications Specialist.
- Coordinated two regional college fairs attend by over 115 colleges, universities and gap-year programs.
- Provided high school juniors and seniors with internship opportunities with over 150 sponsor organizations. Piloted career internship experiences for students with special needs.

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

- Cohort 2 of the TEC-Highlander Fuse MA Fellowship 18 month professional development program was launched. Focused on shifting from traditional instruction toward personalized learning, and financially sponsored by TEC, this cohort of highly skilled teachers represents a regional professional learning network spanning 10 member districts with 22 new Fuse Fellows.
- Coordinated a series of regional SEI endorsement courses for teachers and administrators.
- Expanded the TEC Student Data Privacy Alliance. Free to TEC member districts, this program has expanded to support school districts in Massachusetts, New Hampshire and Rhode Island understand and address student data privacy issues. Districts now have access to over 5000+ signed agreements, accelerating the protection of student data.
- TEC Staff presented at the following conferences: MASS CUE, Council for Exceptional Children (CEC), METAA Conference, MASC-MASS Joint Conference, COSN, & Access4Learning, and MASS MASC Spring Leadership Conference.
- Facilitated monthly job alike meetings: Superintendents, Assistant Superintendents, SpEd Directors, Technology Directors, Technology Integration Specialists and Guidance Directors.

# TEC Progress Toward Reaching Our Goals

*(Continued from previous page)*

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

- TEC Campus School collaborated with Dr. Alice McIntyre to create a mindfulness program for the teaching staff and students.
- Coordinated a panel discussion of TEC district leaders to present at MASS Summer Leadership Conference focused on developing district Safety Assessment Teams and implementing a formal framework of student threat assessment and intervention.

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

- Bi-monthly staff meetings and budget meetings have been implemented to enable more effective communications.
- Eagle Scout Christopher Giovanni, constructed beautiful new accessible plant stands in the TEC Sensory Garden.
- All Hazards Emergency Plan including communication protocols, provided expert training and simulations of emergency situations such as an active shooter or hostile intruder.
- Coordinated a regional Legislative Breakfast hosted by the Dedham Public Schools.
- Provided ongoing support to TECCA including payroll processing and guidance on internal operations.
- Redesigned and relaunched the TEC website through an organizational-wide strategic planning process designed to review and revise the content published by each school program and service.
- Designed an improved custom interface for processing TEC bids.
- Provided Zoom access to all TEC staff members, allowing remote interaction for instruction, professional development, administration, Board meetings and finance and operations.
- Initiated a comprehensive Strategic Planning process that included over 30 staff members to coordinate TEC's response to COVID-19 in academics, facility reopening, social emotional needs, and operations.



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# Board of Directors and TEC Leadership

## Board of Directors:

Jennifer Fischer-Mueller, Canton  
Ian Kelly, Dedham  
Andrew Keough, Dover-Sherborn  
Beverly Hugo, Framingham  
Brad Jackson, Holliston *retired 6/20*

Carol Cavanaugh, Hopkinton  
Jeffrey Marsden, Medfield  
Marc Conroy, Millis  
Matt Brand, Natick  
Matt Spengler, Needham

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

## Superintendents:

Jennifer Fischer-Mueller, Canton  
Michael Welch, Dedham  
Andrew Keough, Dover-Sherborn  
Robert Tremblay, Framingham  
Brad Jackson, Holliston *retired 6/20*

Carol Cavanaugh, Hopkinton  
Jeffrey Marsden, Medfield  
Nancy Gustafson, Millis  
Anna Nolin, Natick  
Daniel Gutekanst, Needham

David Thomson, Norwood  
Bridget Gough, Walpole  
Arthur Unobskey, Wayland  
Emily Parks, Westwood

## SPED Steering Committee:

Debra Bromfield, Canton  
Elizabeth O'Connell, Dedham  
Kate McCarty, Dover/Sherborn  
Sandra Einsel, Foxborough  
Laura Spear, Framingham

Meg Camire, Holliston  
Karen Zaleski, Hopkinton  
Mary Bruhl, Medfield  
Sue Ann Marks, Millis  
Timothy Luff, Natick

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

## Assistant Superintendents for Curriculum and Instruction:

Deborah Rooney, Canton  
Ian Kelly, Dedham  
Elizabeth McCoy, Dover-Sherborn  
Amy Bright, Framingham  
Peter Bothelho, Holliston

Jennifer Parson, Hopkinton  
Christine Power, Medfield  
Joan Lynn, Millis  
Kirk Downing, 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

Rose Bragdon  
Director of Human Resources & Community Outreach

John Spears  
Director of Information Technology

Meredith Faletra  
Principal, TEC Campus School

Sheila Thomas  
Principal, TEC Phoenix Academy

Deborah Caligaris  
Principal, TEC High School

TEC's 2019—2023 Strategic Plan is the culmination of analysis and planning done by the Strategic Planning Committee consisting of teachers, school leaders, and TEC staff. This plan establishes a long-range direction for TEC and provides a clear focus for future pursuits by identifying priorities for improvement. Each year we convene the team to update the plan and TEC Administrators report out on our progress at every TEC Board of Directors meeting.



## 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 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:

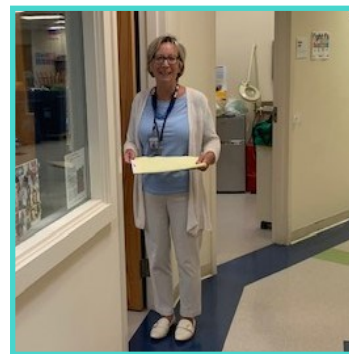
**To create innovative learning opportunities and address, identify, and maintain operational and educational needs.**

- 2.1 To create innovative learning opportunities and address, identify, and maintain operational and educational needs of students;
- 2.2 To create innovative learning opportunities and address, identify, and maintain operational and educational needs of professional learners;
- 2.3 To create innovative learning opportunities and address, identify, and maintain operational and educational needs of member districts.

### 3. Operations Goal:

**To improve our ability to provide proactive support to TEC programs.**

- 3.1 To evaluate and update (as needed) our operational systems to improve efficiency and eliminate redundancy;
- 3.2 To improve communications, both within the organization and from within our organization to communities throughout the Commonwealth;
- 3.3 To provide and maintain a safe and secure environment at 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.

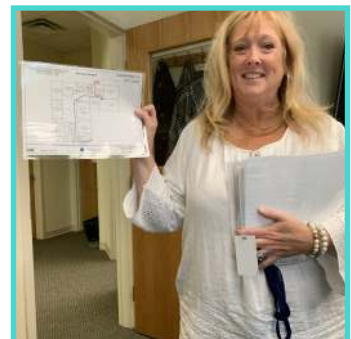
## Mission Statement:

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

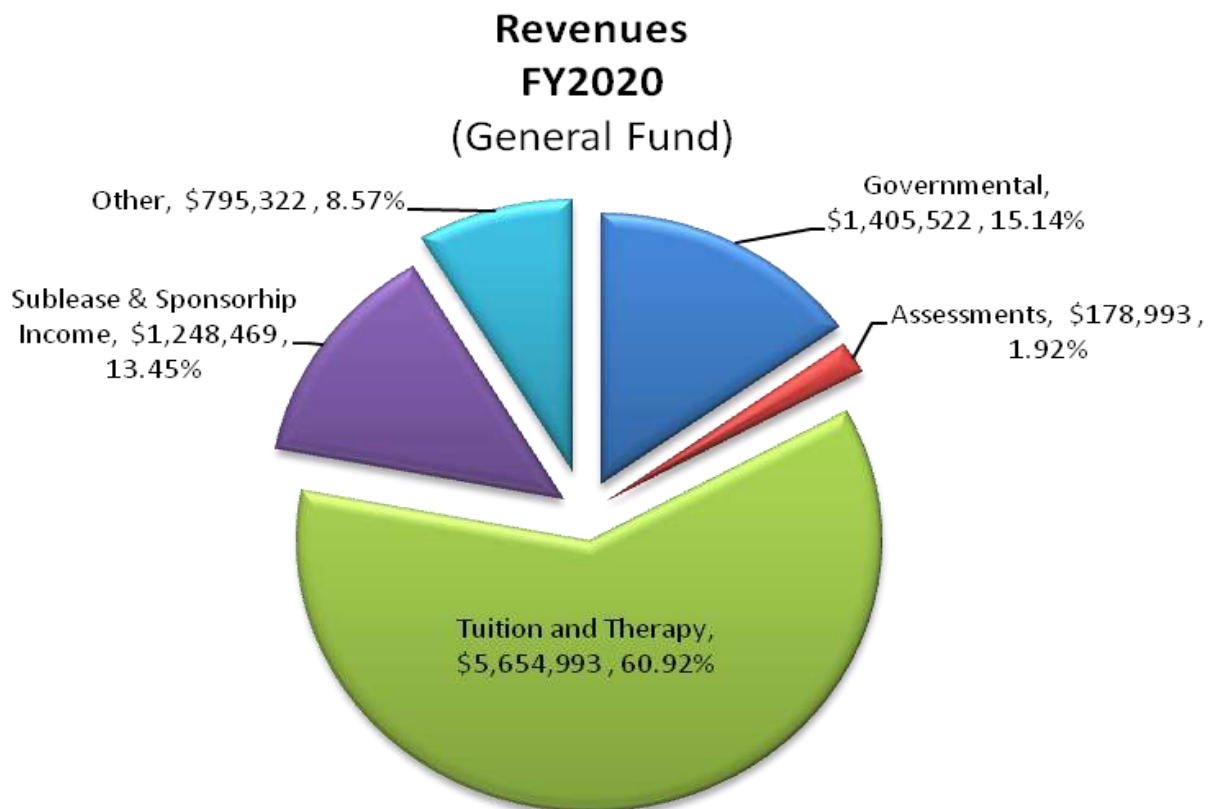
## Guiding Beliefs:

### *We believe...*

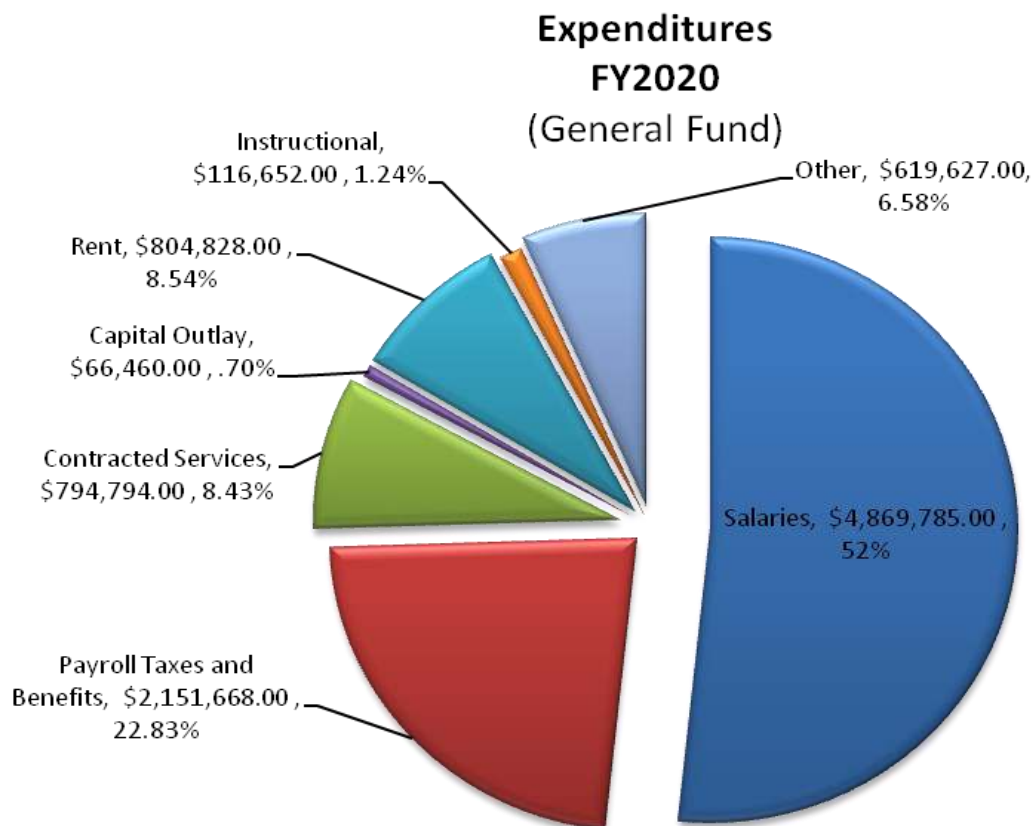
- Inter-district collaboration strengthens all participants and offers the opportunity to do more than one district can do individually
- Each student learns differently and should be provided with personalized learning experiences designed to optimize individual potential to meet their goals
- Data 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 21<sup>st</sup> 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



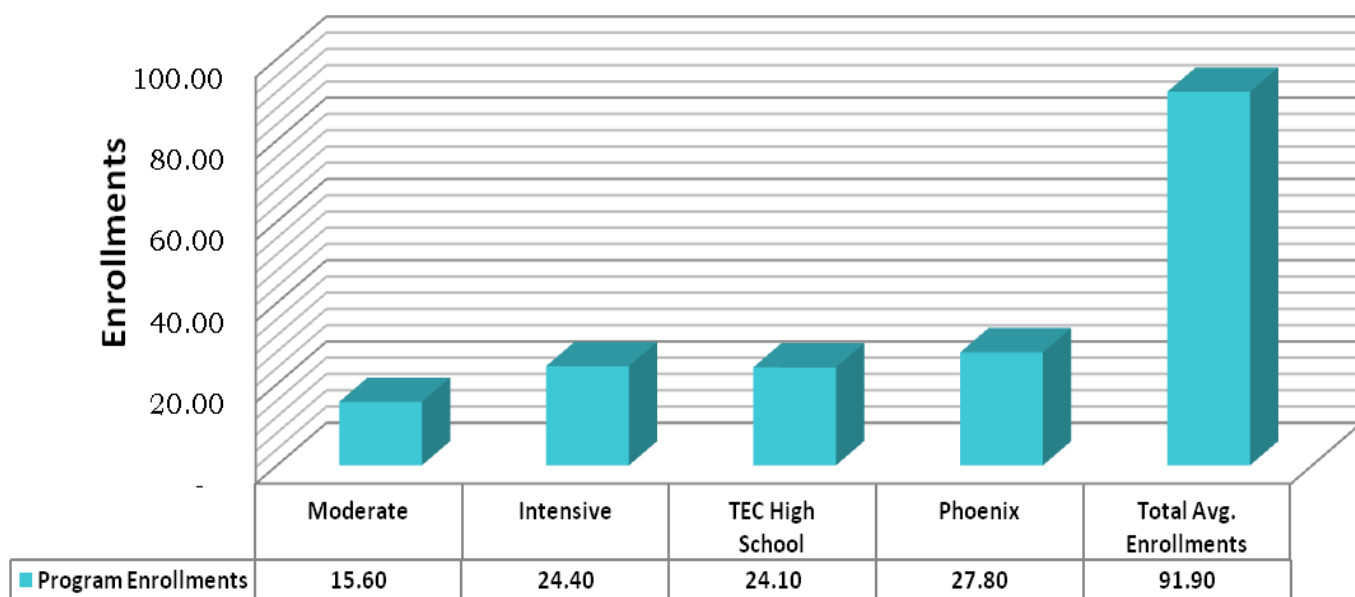
Revenues	Amount	Percentage
Tuition and Therapy	\$5,564,993	60.92%
Governmental	\$1,405,522	15.14%
Sublease and Sponsorship	\$1,248,469	13.45%
Other	\$795,322	8.57%
Assessments	\$178,993	1.92%
<b>Total</b>	<b>\$9,283,299</b>	<b>100%</b>



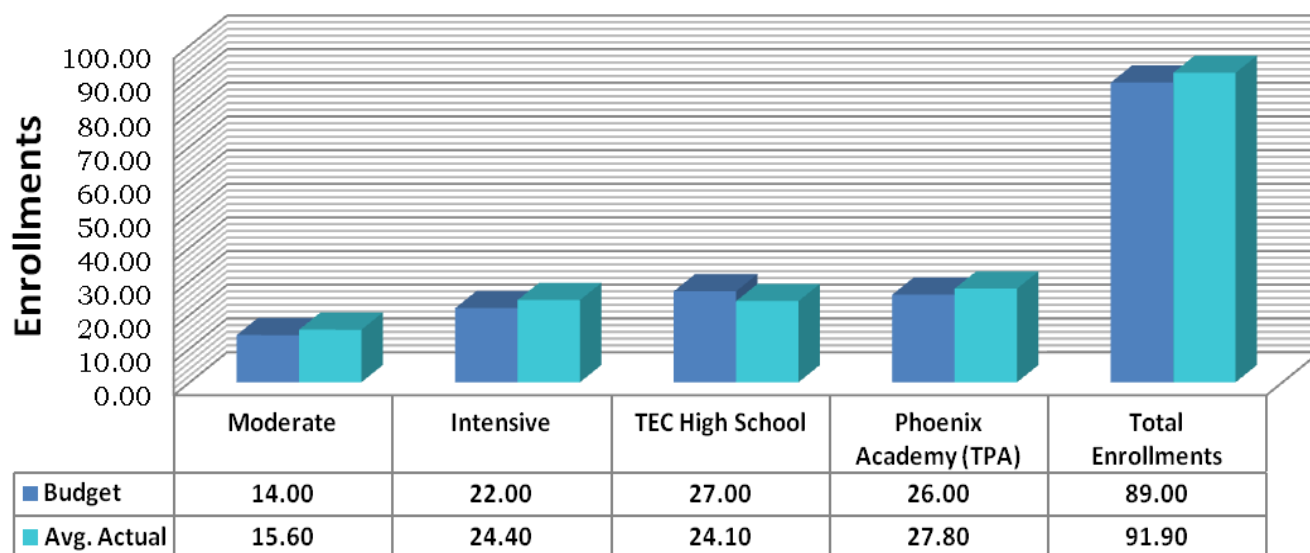
Expenditures	Amount	Percentage
Salaries	\$4,869,785	51.68%
Payroll Taxes and Benefits	\$2,151,668	22.83%
Rent	\$804,828	8.54%
Contracted Services	\$794,794	8.43%
Other	\$619,627	6.58%
Instructional	\$116,652	1.24%
Capital Outlay	\$66,460	.70%
Total	\$9,423,814	100%



Enrollments by Program  
FY2020  
(average annual enrollments)



Enrollments  
Budget to Actual  
FY2020



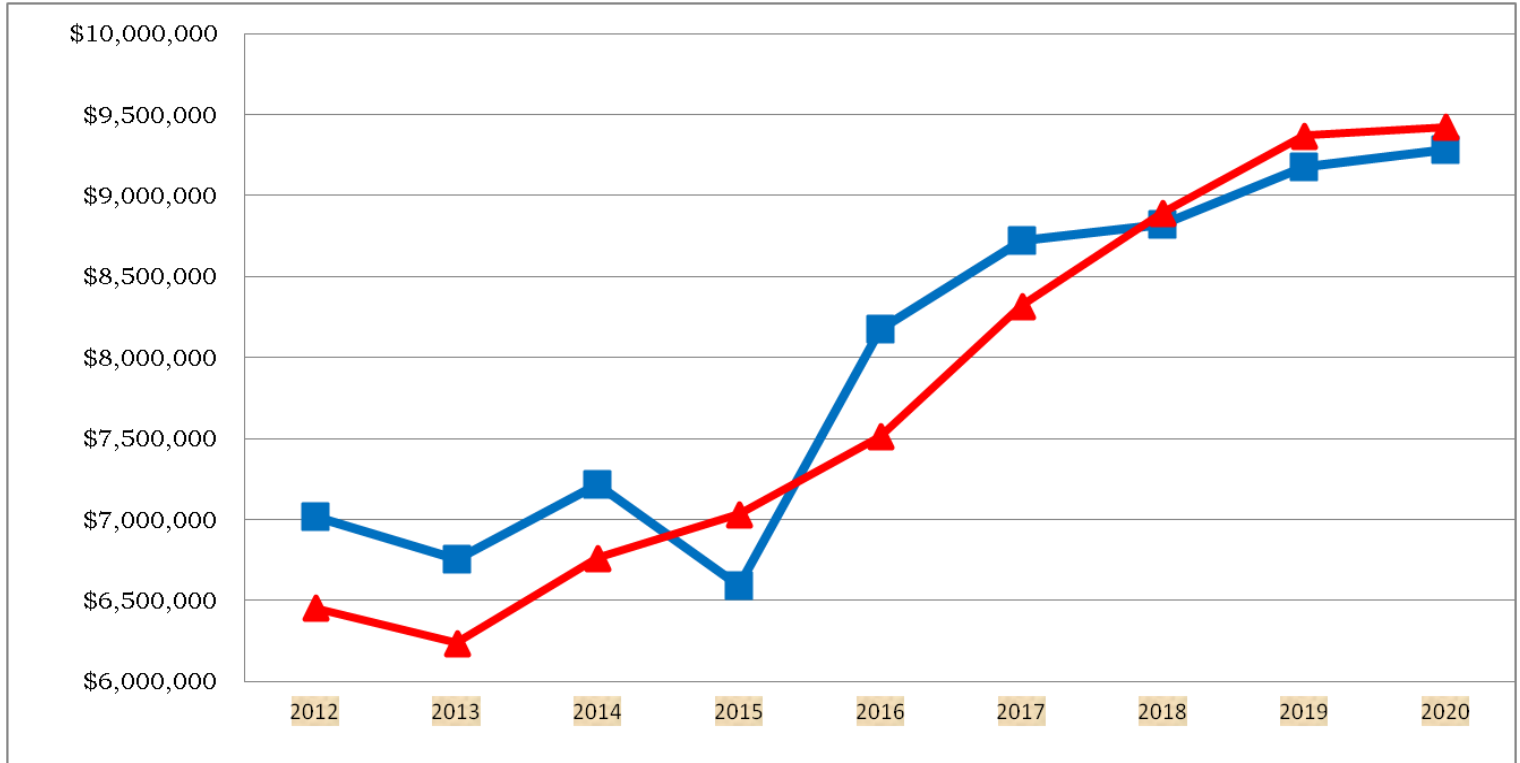


## Historical Trend Analysis

FY2012-2020

Revenues/Expenditures

General Fund



## Fiscal Year

	2012	2013	2014	2015	2016	2017	2018	2019	2020
Revenues	\$7,019,642	\$6,756,955	\$7,213,100	\$6,591,900	\$8,174,951	\$8,722,205	\$8,822,908	\$9,178,899	\$9,283,299
Expenditures	\$6,452,848	\$6,237,203	\$6,762,998	\$7,032,670	\$7,032,670	\$8,320,283	\$8,894,223	\$9,371,584	\$9,423,814

# 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. The Education Cooperative (TEC) provides an engaging and supportive learning environment for students with complex learning needs. Our talented, 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.

The licensed, skilled and experienced staff at TEC utilize an integrated team approach to provide comprehensive instruction and promote independence 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. TEC's dedicated and expert 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 and natural movement across TEC programs based on the emerging needs and interests of the student.

All TEC services are designed to provide meaningful and authentic inclusion opportunities in the least restrictive engaging educational environment. TEC offers services at Westwood High School as well as at our beautiful campus located in East Walpole. The East Walpole campus houses the TEC Campus School, a Public Day Special Education School Program fully approved by DESE, TEC Intensive Programs (Pre-K – age 21) and TEC Alternative High School (Grades 8-12).

Every TEC classroom offers learners access to highly qualified, DESE licensed, caring teachers, therapists and health care professionals who work as a collaborative learning team focused on the success of each student and supported by the latest educational resources, strategies and assistive technologies.

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	● Reading Instruction by a Literacy Specialist	● Fitness Center
● Adaptive Physical Education	● Counseling - Licensed Social Workers	● Augmentative and Alternative Communication
● Vision Therapy	● Assistive Technology	● Field Trips
● Music Therapy	● Community-Based Instruction	● Public School Inclusion Opportunities
● Vocational Training	● Pragmatic Language Instruction	● Reverse Inclusion Opportunities
● Social Skills Training	● Visiting Therapy Dog	● Transition Planning & Services



## Special Education Services Overview

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

## TEC Campus School Intensive Continuum Ages 3-21

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 10 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 and Therapists 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
- On-site fitness center, therapeutic pool, accessible playground, art room and music room
- Onsite -Integrated team of expert licensed therapists





## TEC Campus School Intensive Continuum Ages 3-21

### Moderate Continuum of Programs

Elementary, Middle, & High School (also see Transition Services)

Satellite program: Westwood High School

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

Typical disabilities of students in the Moderate Continuum include:

- Autism
- Developmental Delays
- Intellectual Disabilities
- Communication Disabilities

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 access to 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 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



#### Functional Academics

- Increase functional and age-appropriate academic skill
- Engage in meaningful, individualized instruction connected to MA curriculum frameworks

#### Prevocational & Vocational Training

- Follow directions and complete routines with increased independence
- Expose students to a variety of prevocational and vocational tasks in multiple environments

#### Motor Skills Development

- 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

- 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

#### Communication & Social Skills

- Increase receptive and expressive communication abilities utilizing all modes of low and high tech communication 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

## 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 (flexible based on student needs) and includes a functional skills curriculum and vocational/transition skills for students age 18 to age 21. 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





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

## Parent Testimonials 2019-2020

"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 @ The Plimpton School, Walpole High School Campus

**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 sending high school
- Graduating students are prepared for college admission and/or career
- Short term 45-day placement available



**TEC Phoenix Academy (TPA)'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

- Vocational Electives Include: Culinary Arts, Computer Repair, Car Detailing, Woodworking, Coding and Photograph
- On-line Courses
- Physical Education

#### Instructional Technology

- 1:1 Chromebook Computer Program
- Computer Lab with 3-D printing
- Resource rich classrooms equipped with interactive projection systems

#### Community Service

- Students volunteer in our community including Unity Farm Sanctuary, Norwood Senior Center, Earth Day, and Agricultural Projects
- Student participate in quarterly volunteering days, contribute to the community & participate in team building

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 skiing and snowboarding at Wachusett Mountain, 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, in particular Mrs. Thomas, Mr. Geddis, Mrs. LeMay and Ms. Heywood, 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**

*TEC Phoenix Academy worked closely with us, evaluated our child's needs, tracked his progress, and made suggestions for his continued growth. We are grateful to the staff, especially Mrs. LeMay, for the multiple levels of support given to us and our son during his time there.*

**Michelle C.**

*When I found myself in a difficult situation TEC Phoenix Academy offered me the support I needed to help me through it. I truly felt that the staff cared about me and wanted me to succeed.*

**Aaron C.**



## TEC High School:

141 Mansion Drive, E. Walpole  
Alternative Learning for Success

TEC High School is a student-centered, alternative therapeutic school which offers a caring and supportive academic experience to adolescents in grades 8-12. At TEC, experienced, DESE licensed classroom teachers and special educators help students master a rigorous college preparatory curriculum while our full-time licensed clinical staff assists students in reaching their social emotional development goals.

Designed for students who benefit from a nontraditional high school experience due to social-emotional challenges such as anxiety, depression, school phobia and other related mental health disorders, TEC High School students experience an engaging, challenging and diverse academic curriculum within a small, personalized and connected learning community. Along with core classes and electives, TEC students receive academic mentoring from subject teachers in a daily academic advisory period. College bound students are supported throughout the college admissions process in partnership with their sending district. Our dedicated and caring team is committed to using data-driven pedagogical and therapeutic best practices as they help each student reach his or her fullest potential.

TEC High School students experience the daily integration of technology with a 1:1 Chromebook program, daily Mindfulness practice, Blended Learning, weekly Dialectal Behavior Therapy (DBT) group sessions and yoga class, honors classes across the curriculum, art therapy, diverse electives in the arts and sciences, community service and school leadership opportunities, and frequent off-campus field trips ensuring engagement with the world beyond the classroom.

At TEC High School, counselors are available to students throughout the school day for individual sessions as well as group work on topics such as social skills and DBT.





## TEC Retirements

Each year we celebrate the retirement of members of the TEC learning community and Board of Directors. On behalf of the entire TEC learning community, we want to say *thank you* for the many years of dedicated service of our esteemed TEC colleagues and wish them future health, happiness and success!



Dr. Bradford Jackson

**Dr. Brad Jackson**, retired from the Holliston Public Schools after 16 years as Superintendent to take on a new challenge as Superintendent of Shawsheen Valley Technical High School. Brad served as a member of the TEC Board of Directors from 2004 through 2020 and contributed greatly to TEC's success. A faithful member of both the Budget and Personnel Subcommittees, he exemplified the true spirit of professional collaboration. Brad's legacy is reflected in TEC's current leadership in virtual learning, for he was instrumental in both the creation of the TEC Online Academy and as a member of the founding board of TECCA, the Commonwealth Virtual School. Thank you Brad for your many years of service to TEC!

## Grant Funding FY2020

### FY20 Public and Private Grant Receipts:

Comprehensive School Health Services Grant	\$ 3,000
Floyd Family Foundation	\$ 2,500
DESE Assistive Technology and UDL	\$60,900
Kate's Voice Music Therapy	\$ 510
Eagle Scout Christopher Giovanni—Sensory Garden Flower Beds	





# TEC Legislative Breakfast

For over 50 years TEC has engaged and informed our elected officials about the challenges facing public education. We are so grateful for their responsive support, encouragement and ongoing commitment to partnering with us. Each year the TEC Board of Directors and our district educational leaders sponsor a Legislative Breakfast to bring together legislators and school officials from across our regional learning community to meet and discuss important educational issues. The event was attended by educators, school committee members, city councilors and state and local elected officials.

We were grateful to Dedham Superintendent Michael Welch, Dedham School Committee, and the Dedham Public Schools' staff for hosting this event at the beautiful new Dr. Thomas J. Curran Early Childhood Education Center in Dedham on February 7, 2020. TEC was delighted to host Senator Jason M. Lewis, Senator Becca Rausch, Representative Paul Tucker, Representative Paul McMurtry, and Representative David Linsky. Our honored guests were treated to a delicious buffet breakfast provided by the Dedham food service staff and heard updates from our elected officials on the pressing changes in education financing. Thank you to everyone who participated in making this such an informative event especially our esteemed guests.



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

- SEI Teacher endorsement courses that fulfill DESE Licensure requirements.
- Self-paced online courses, several of which can be used to meet state requirements for license renewal; participants can earn Professional Development Points upon successful completion. Our 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 graduate credit)
  - Introduction to Coaching in Schools: Supporting Professional Development and Growth through Coaching (15 PDPs)
- Workshops that address discrete/current issues in education.
- School-based and district-wide initiatives developed to address specific areas of interest for a school/district.
- 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.

TEC's online courses have generated continued interest in TEC member districts. Other districts have 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. TEC has also recently updated its Moodle platform to provide expanded access to all course elements.

The offerings described above are available throughout TEC's member districts and to other districts across the state.

During fiscal year 2020, Janet Buerklin, Ed.D, TEC's Professional Development Coordinator, developed multiple graduate level courses in partnership with area educators, colleges and universities. The courses addressed all areas of the MA PreK-12 curriculum frameworks and were designed to provide educators with high quality, cost effective access to the professional development required for Massachusetts licensure.

## 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 in person during Fall 2019 at Dedham Middle School and Boston Bridge Charter School, and in Spring 2020 at Natick High School, which transitioned to synchronous online instruction in March 2020 due to Covid-19.

## Varied Professional Development Offerings:

During the **Summer of 2019**, TEC offered over twenty-five workshops for all Pre-K-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 include: Preparing for the SEI MTEL, Better Behavior Toolbox, History/Social Science standards, storytelling, writer's workshop, website design, and "Assistive Technology and Universal Design for Learning" in collaboration with DESE.

**Fall 2019** offerings included such courses and workshops as continuing "Assistive Technology/Universal Design for Learning" (AT/UDL), Social Emotional Learning, Mindful Approach to Teaching, Google Data Studies, and Safe Supportive Learning Communities to name just a few.



Professional Development Participation by TEC Member District FY20		
District	Professional Learning	Internship
Canton	11	-
Dedham	6	-
Dover-Sherborn	2	3
Framingham	13	-
Holliston	27	-
Hopkinton	29	5
Medfield	11	1
Millis	4	-
Natick	13	4
Needham	39	4
Norwood	10	-
Walpole	15	1
Wayland	11	11
Westwood	16	13
Other (College, Private, Non-member districts)	-	23
<b>Total</b>	<b>207</b>	<b>65</b>





TEC is a regional leader in online learning and the proud sponsor of TECCA, the TEC Connections Academy Commonwealth Virtual School established in 2014. Although the governance of TECCA is independent from TEC, in compliance with regulatory requirements, 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 and families across Massachusetts.



## TECCA: TEC Connections Academy

The mission of TECCA is to offer a rigorous, effective curriculum aligned to the Massachusetts Curriculum Frameworks and utilize unique technology tools to help every student succeed, while also encouraging social growth. After rigorous and extensive monitoring and review by the Department of Elementary and Secondary Education, the Board of Education renewed TECCA's Commonwealth Virtual School Certificate for 5 additional years, July 1, 2017 through June 30, 2022.

Full time enrollment in TECCA continues to grow reaching over 2,500 students and includes 368 individual online courses taken by TEC member district students, the balance being offered by Pearson Online and Blended Learning (POBL).

## Online Learning Options for TEC-Member District Students

As a TEC-member-district benefit for sponsoring TECCA, free course seats were allotted to each district based on the current full-time enrollment at TECCA. There was continued strong participation in online course enrollments (1059 total) from TEC member district students in the fall semester 2019 and spring semester 2020.

The department of Professional Development, worked closely with TEC-member district guidance departments in this initiative and facilitated the student enrollment process between POBL and our member district guidance departments using a new Google-based enrollment process that not only saves districts valuable time but also minimizes the space for error.

## The TECCA Board of Trustees Members

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.

- Peter Sanchioni, Ph.D., Board President, Natick Superintendent of Schools (retired)
- Jean Kenney, Ed.D., Board Vice President/Treasurer, Walpole Assistant Superintendent (retired)
- Bob Maguire, Board Member, Retired Medfield Superintendent
- Ed DeHoratius, Board Member, Teacher, Wayland
- Grace Magley, Board Secretary, Director of Digital Learning, Natick
- Thomas O'Rourke, Board Member, Executive Director, Neponset River Regional Chamber of Commerce
- Liz McGonagle, Executive Director, TEC, Sponsor Representative (non-voting)



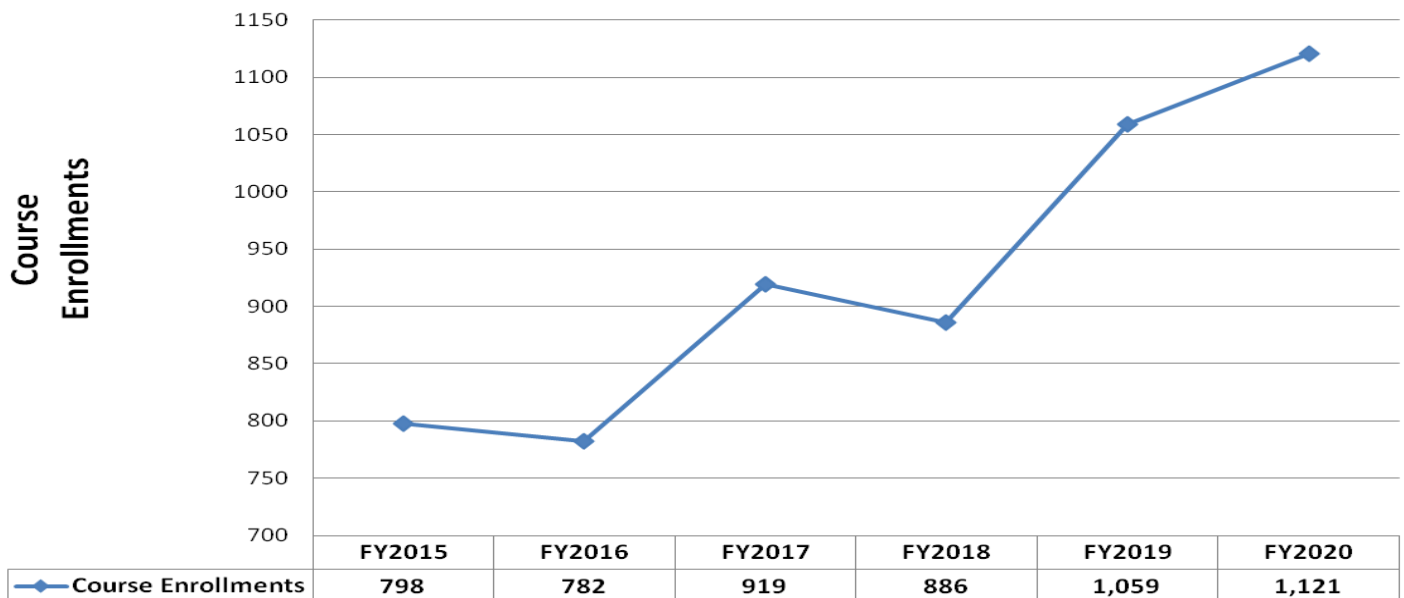
TECCA Graduation

## Online Course Enrollments

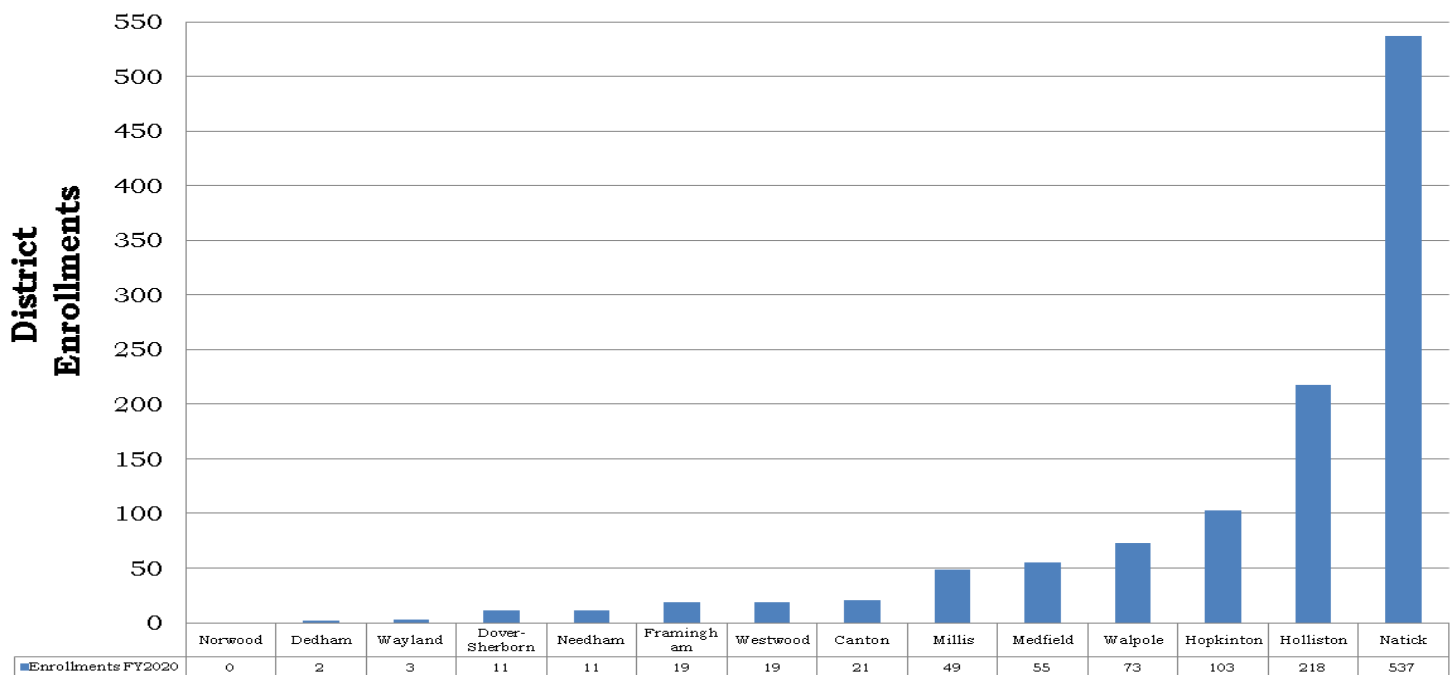
Each year TEC member districts, through TEC's sponsorship of TECCA, have the benefit of receiving a number of free online courses. In FY2015 TEC member districts enrolled in 798 online courses and five years later, in FY2020, TEC member districts enrolled in a total of 1,121 online courses. The charts below show the significant growth in the enrollment in online courses by our member districts over the last 5 years.



**TEC Districts  
Online Course Enrollments  
FY2015 - FY2020**



**Online Course Enrollments  
TEC Districts  
FY2020**





In FY2020 TEC member districts enrolled in a total of 1,121 online courses. Of those online enrollments 517 were free at a cost savings of \$155,100 to TEC’s member districts.

Costs Savings per TEC Member District FY20		
Member District	Free Online Courses	Total Savings
Canton	21	\$6300
Dedham	2	\$600
Dover-Sherborn	11	\$3,300
Framingham	19	\$5,700
Holliston	85	\$25, 500
Hopkinton	85	\$25,500
Medfield	54	\$16, 200
Millis	49	\$14,700
Natick	85	\$25,500
Needham	11	\$3,300
Norwood	-	-
Walpole	73	\$21,900
Wayland	3	\$900
Westwood	19	\$5,500
<b>Total</b>	<b>517</b>	<b>\$155,100</b>



## TEC Student Data Privacy Alliance

The **TEC Student Data Privacy Alliance (SDPA)** continues to lead the way in student data privacy. Working together, the TEC member Technology Directors leveraged their time, talent and negotiating strength to save hours of labor and thousands of dollars in legal fees for their districts. Most importantly, they have leveraged the collective influence of our regional group to influence vendors to protect all student data.

Initially launched in 2016 in cooperation with the SDP Consortium, TEC developed a statewide Student Data Privacy Agreement (DPA) for MA which articulated the vendor duties and responsibilities required to protect student data in compliance with all applicable federal and state privacy statutes. TEC's Student Data Privacy Agreements are legally enforceable documents and vendors agree to compliance with all applicable state privacy statutes, including the FERPA, PPRA, COPPA, IDEA, 603 C.M.R. 23.00, 603 CMR 28.00, and state specific laws. In 2019 TEC expanded, adding statewide agreements for NH and RI.

TEC's annual service offers districts access to expert legal counsel and an experienced contract administrator who initiates the vendor agreements on their behalf. The alliance has grown to be a national leader in data privacy and now supports over 200 school districts in 3 states with over 5,000 signed, enforceable DPAs and protects over 530,000 students!

Thank you to all of the TEC Technology Directors who have contributed to this solution and promoted the program at regional conferences such as MASS CUE, METAA, and MASC-MASS Joint Conference. Special thanks to the SDPA Steering Committee:

- Don Langenhorst (Dedham)
- Eoin O'Corcora (Medfield)
- Dennis Roche (Natick)
- Leisha Simon (Wayland)
- Steve Ouellette (Westwood)
- Ramah Hawley (TEC)
- Liz McGonagle (TEC)
- Steve Smith (Cambridge)



Ramah Hawley, presents a data privacy workshop for district personnel.



Ashoke Ghosh, Steve Ouellette, and Ramah Hawley, present on a MASC-MASS Joint Conference Panel.

# TEC Highlander Institute: FUSE MA Fellows

## TEC-Highlander Institute: Fuse MA Fellows



HIGHLANDER  
INSTITUTE  
*Leading the Field for All Learners*

the education  
COOPERATIVE



FUSE MA

The Fuse MA program, a partnership between TEC and Highlander Institute, strives to share, implement, evaluate and scale best personalized learning practices by convening educators who are passionate about this work and committed to breaking down silos. The name FUSE captures how the experience both “ignites” a movement within schools and districts, and intentionally brings together like-minded educators to collaborate and grow.

Cohort 1 Fuse Fellows completed their 18-month program in June of 2019, a number of alumni expanded their role and leadership responsibilities:

**Fuse Fellow Julie Lowerre** shifted from Grade 5 Classroom Teacher to Innovation Integration Specialist for Dale Street School in Medfield, MA

**Dedham Fuse Fellow** and 5th Grade Teacher Ken Toomey took on the role of Fuse MA Coordinator for Cohort 2

**Norwood Fuse Fellow** and Elementary Math Coordinator Jill Milton took on additional coaching responsibilities in and outside her home district

Fuse Fellows shared the message and work of the Fuse MA by presenting at the 2019 MassCUE Conference.

Highlander and TEC on boarded a second cohort of fellows with all Cohort 1 Districts returning and three new TEC Districts joining the Fellowship. Cohort 2 began their learning experience in August 2019 with two full days of professional development centered around introducing the fellowship, relationship-building, and sharing the shift in Highlander Institute’s work to include a strong focus on Culturally Responsive and Sustaining Pedagogy.

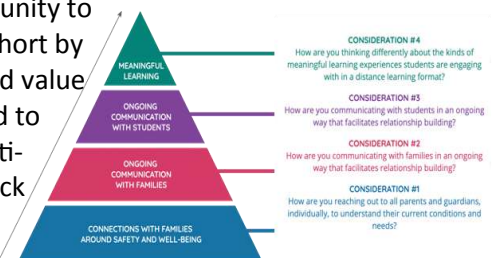
### Fuse MA Cohort 1: Jan 2018-June 2019

- 17 Fellows in 8 districts
- Dedham, Medfield, Millis, Needham, Norwood, TEC High School & Phoenix Academy, Walpole & Wayland
- Approximately 70 pilot teachers across 17 schools

### Fuse MA Cohort 2: August 2019-Dec 2020

- 20 Fellows in 10 districts
- Dedham, Dover/Sherborn, Hopkinton, Medfield, Millis, Needham, Norwood, Walpole, Wayland & Westwood
- Approximately 45 pilot teachers across 15 schools

The new calendar year brought many Cohort 2 pilot teachers and fellows the opportunity to visit each other, plan, and thought-partner in person, however this was quickly cut short by the COVID-19 pandemic in March 2020. Nevertheless, the Fuse MA community found value and comfort in continuing to come together virtually and the program quickly shifted to provide support and connection to participants. From March to June, Highlander Institute, the Fuse Fellows and the Fuse community came together once a month to check in with each other, surface bright spots, share resources such as [4 Key Considerations for Distance Learning](#), and consider how best to support each other during an incredibly challenging and unprecedented time.



Positive program feedback from participants shows that Fuse MA educators are growing their skills & mindsets, sharing ideas and strategies, stretching their comfort zone, connecting with colleagues and districts outside of their own, feeling supported, challenged, and part of an academic community.



The Education Cooperative's Internship Program is a selective, personalized career exploration placement program. Through the 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 high school junior and senior students and works closely with over 150 sponsor organizations where they are placed under the supervision of dedicated career mentors.

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.



## INSPIRE | NURTURE | SHARE

### What our interns and parents are saying:

I've really enjoyed my internship. I am considering going back and working there again in the future. The placement was an excellent fit for me, and I feel very lucky and happy to have had this experience!

**Grace Liu, Hopkinton High School**

I think on-the-job experience is so important for other students, as they really don't know what its like in the workplace until they are there. TEC offers great internships to anyone who is motivated enough to pursue it.

**Dylan Hogan, Physical Therapy**

Three of my daughters have done TEC Internships—excellent opportunities for students.

**Jean—Parent of TEC Intern**

My internship offered a very warm and welcoming environment where I had the ability to learn an immense amount of information about veterinary medicine and the many different aspects of the job included in the field.

**Margot Galligan, Wellesley High School**

Just a quick note to let you know how impressed I was with the whole process my son went through during his internship through TEC at NEBC. He worked hard, was given a great variety of job duties, interviewed people in different positions, and had a great experience. We will definitely be taking advantage of other opportunities the TEC internship program offers and future internships.

**Barb F.—Parent of TEC Intern**



## TEC College Fairs

The college search process can be both confusing and time consuming. The Education Cooperative (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 and universities 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. Each are FREE to attend and all interested students and families are welcome!

October 2019 at Waltham High School, attended by 115 institutions



## 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 2019-2020 academic year, this job alike discussed relevant timely topics including admission letter writing, hospital re-entry and supporting students returning from extended absence.



## Cooperative Purchasing

For over 30 years TEC has been offering competitively bid savings opportunities on thousands of products through our locally-managed Cooperative Purchasing Program. We work on behalf of the school systems to secure volume purchasing contracts that have benefits that are measurable and cost effective. In fiscal year 2020 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, a free member benefit, continues to evolve to better reflect the needs of all participating school departments throughout Massachusetts.

### TEC Bids for FY20:

Custodian Supplies, Food Bid, Athletic & Physical Education Suppliers, Office and Classroom Supplies, Food Services and Fuel Oil

#### Non-TEC District Annual Participation Costs:

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

## Association of Educational Purchasing Agencies (AEPA)

TEC participates in a national non-profit organization, the Association of Educational Purchasing Agencies (AEPA), a cooperative purchasing group consisting of 29 state agencies. TEC's involvement with the group began in 2010 when Massachusetts allowed interstate cooperative purchases. By partnering with AEPA, TEC is able 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, printers and digital copiers and many

## Cooperative Purchasing at a Glance FY2020

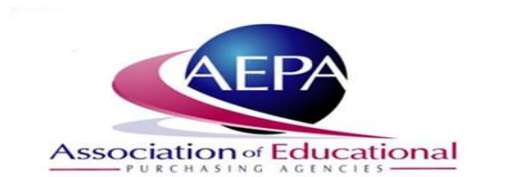
- **Food Service Bid**
  - 50 School districts participated in Massachusetts
  - \$8,862,448 bid value based on district estimates
  - 559 items bid
- **Custodial Supplies Bid**
  - 17 school districts participate in Massachusetts
  - \$601,423 bid value based on district estimates
  - 317 items bid
- **Athletic and Physical Education Bid**
  - 13 school districts participate in Massachusetts
  - \$140,609 bid value based on district estimates
  - 303 items bid
- **Office Supplies Bid**
  - 65 school districts participate in Massachusetts
  - \$6,716,152 bid value based on district estimates
  - 1,213 items bid
- **Fuel Oil Bid**
  - 3 school districts participate in Massachusetts

## AEPA at a Glance FY2020

Total bid categories for FY2020: 10 categories

### Bid Categories Offered:

- Athletic Equipment and Supplies
- Career And Technical Education
- Custodial Supplies
- Digital Copiers
- Digital Resources & Instructional Materials
- Facility Management Software
- Furniture
- Office Supplies
- School & Instructional Supplies
- Technology Catalog



**"The Education Cooperative is a valuable resource for Massachusetts Food Service Directors. TEC facilitates our ability to work collaboratively, as a group with a Purchasing Coordinator and minimized the individual work needed by each Director in the creation of our yearly purchasing bids." -- Janelle Madden, Food & Nutrition Director, Dover Sherborn Public Schools**

**"TEC has been an invaluable resource to us as directors. It provides us not only the opportunity to increase our buying power, accurate technical assistance as well as an opportunity to collaborate with each other!" --**

**Maria Hall, Director of School Nutrition Walpole Public Schools**



## 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 two different Network Continuums offered at TEC: Moderate and Intensive, and also with our two alternative schools: Phoenix Academy and TEC High School.

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.

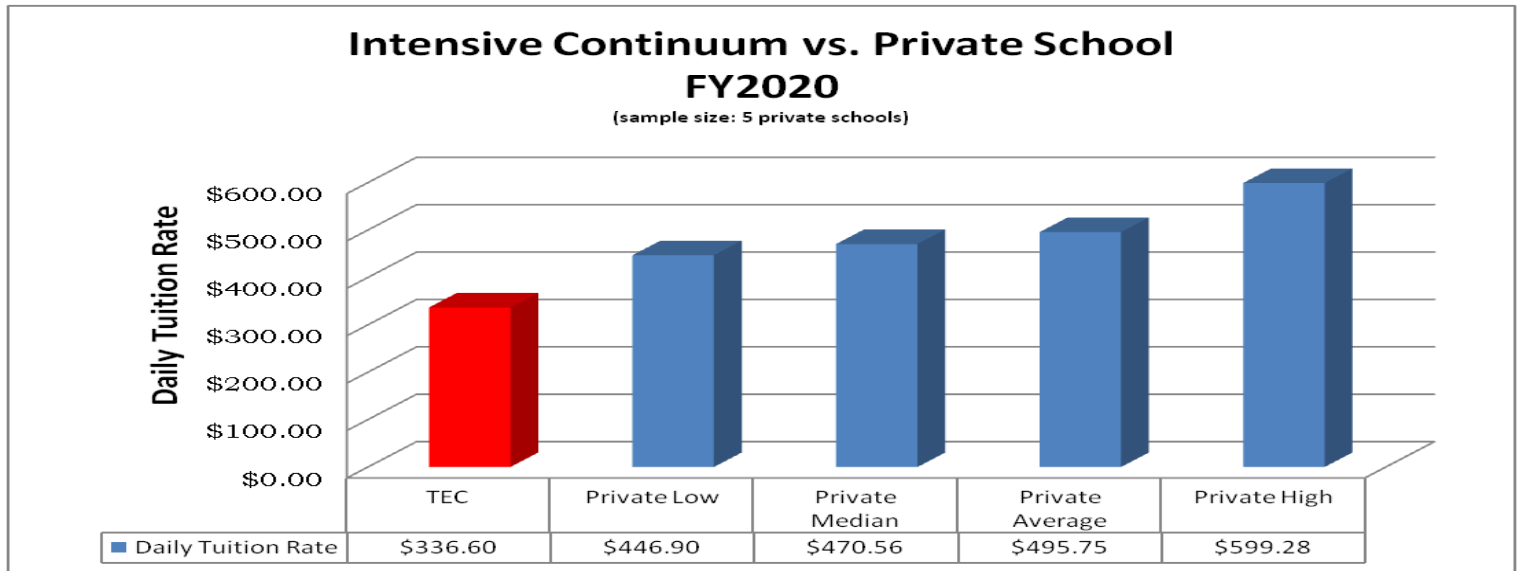
Our **Professional Development and Online Learning** program cost-effectiveness evaluation will focus on the comparable costs associated with professional development and online opportunities being offered at institutions of higher learning.



# Cost Effectiveness Special Education Services

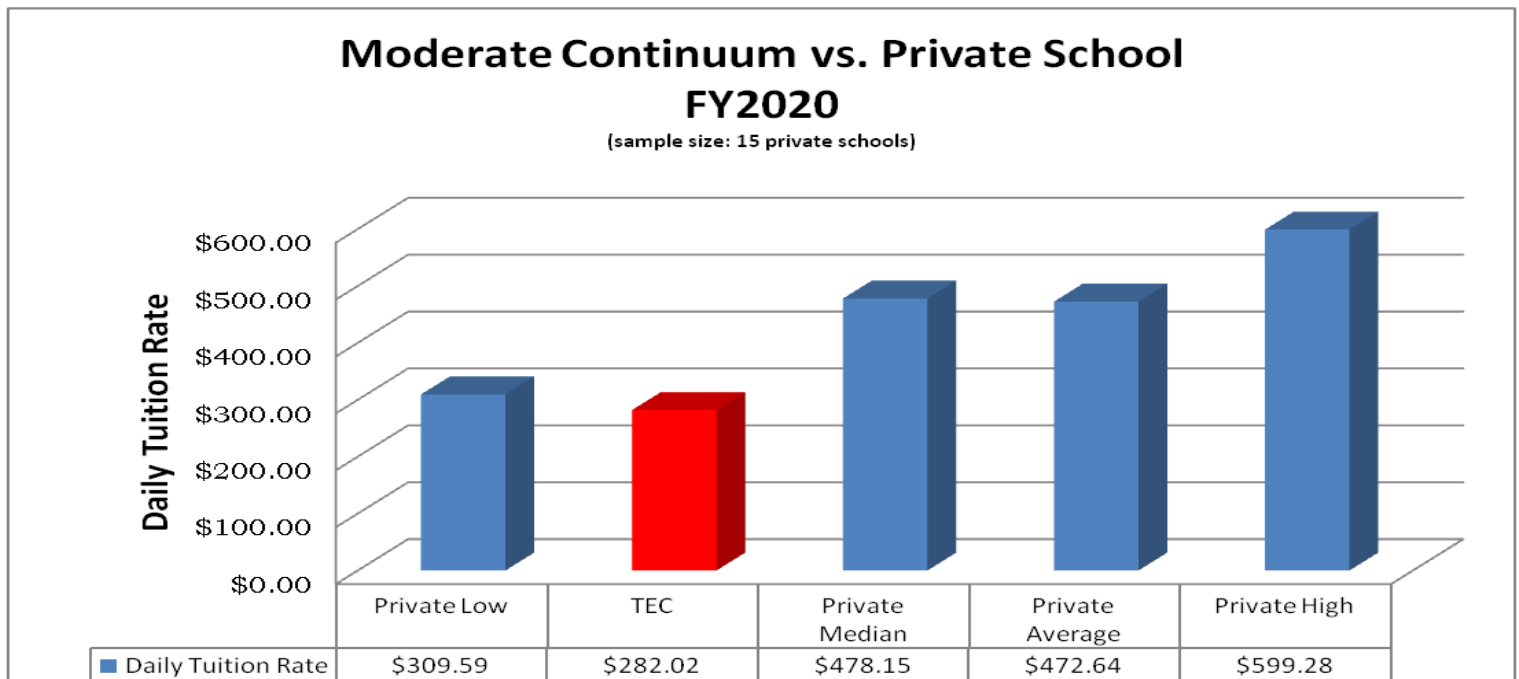
## Special Education: Intensive Continuum

The Intensive Continuum 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 Intensive Continuum at TEC has an annualized in-district tuition rate of \$60,588 or \$336.60 per day. This rate is 28% lower than the median and 32% lower than the average rate of similar private school programs.



## Special Education: Moderate Continuum

The Moderate Continuum provides high quality, cost-effective educational programs that maximize the academic and life skill development of children, adolescents, and young adults diagnosed with mild to moderate disabilities through highly specialized and eclectic teaching methodologies within substantially separate classrooms of public school environments. The Moderate Continuum at TEC has an annualized in-district tuition rate of \$50,764 or \$282.02 per day. This rate is 41% lower than the median and 40% lower than the average rate of similar private school programs.



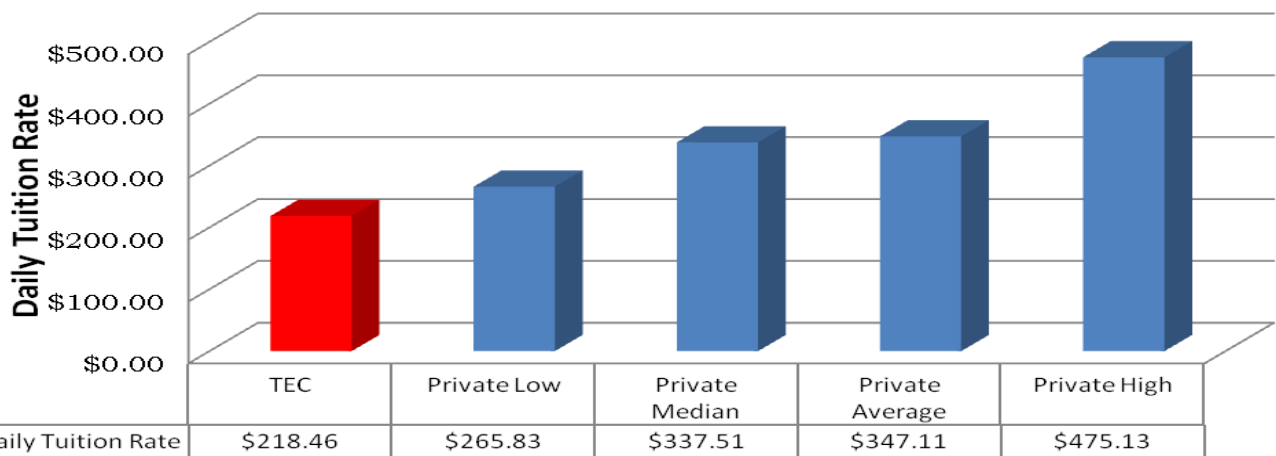


## TEC High School

TEC High School is located at the TEC Campus in Walpole, MA. The goal of the school is to enable students to overcome those 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 \$39,323 or \$218.46 per day for in-district placements. This rate is 35% lower than the median and 37% lower than the average rate of similar area private schools.

### TEC HS vs. Private School FY2020

(sample size: 6 private schools)

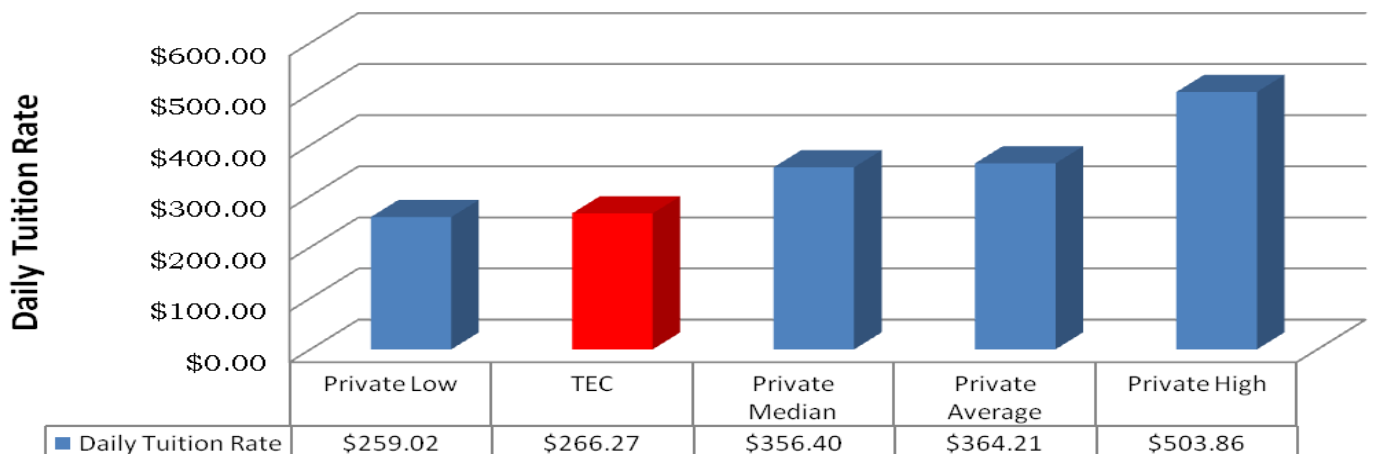


## TEC Phoenix Academy (TPA)

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 \$47,928 or \$266.27 per day. This rate is 25% lower than the median and 26% lower than the average rate of similar private school programs.

### TEC Phoenix Academy vs. Private Schools FY2020

(sample size: 9 school districts)



# Cost Effectiveness Cooperative Purchasing

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 quantities items that were awarded by TEC in FY2019 with an estimated annual savings based on Massachusetts state contracts and Market Price. A sample of bid items is also included that lists specific items from TEC bids compared to state and online discount pricing and the unit savings.

Type of Bid	# of Participating Districts	Bid Items Awarded	Annual Savings Percentage*
(POCAS-20) Office, Classroom Supplies & Copy Paper	65	1,213	20% Paper 60% Office
(FSB-20) Food Service	50	559	17%
(A-PE-20) Athletic & PE	13	317	27%
(C-20) Custodial Supplies	17	303	48%

Cost Comparisons of TEC Bid Items					
Bid Title	# of participants	Bid Item	TEC Bid Price	Market/ State Bid Price	Savings Per Unit
Paper Bid	65	Paper, Xerographic, 8.5x11 (White-Recycled-Pallet)	1,197.20	1,754.00	557.20
Paper Bid	65	Paper, Xerographic, 8.5x11 (White-Non Recycled-Case)	33.60	37.00	3.40
Classroom Supplies Bid	65	Construction Paper Riverside 9x12 ro pg	1.12	7.39	6.27
Classroom Supplies Bid	65	Markers, Crayola ASTM non-toxic, broad tip water-based (8/set)	1.36	4.99	3.63
Classroom Supplies Bid	65	Pencils #2 Dixon Ticonderoga #1388 (1 dz)	1.22	3.57	2.35
Classroom Supplies Bid	65	Post It Notes 3x3 12 pack	3.24	10.26	7.02
Milk	50	Milk 1% 8oz. Cartons	.2626	.2972	.0346
Milk	50	Milk-Chocolate Fat Free 8 oz. Cartons	.2652	.2785	.0133
Athletic, PE Equipment & Supplies	13	Football, Game Ball (Wilson GST)	61.02	79.79	18.77
Athletic, PE Equipment & Supplies	13	Baseball, Game Ball (D1 Pro Diamond)	61.50	88.95	27.45
Athletic, PE Equipment & Supplies	13	Volleyball: Game Ball (Baden VX5EC)	41.49	48.95	7.46
Athletic, PE Equipment & Supplies	13	Soccer, Game Ball (Spaulding TF-1000)	31.92	53.95	22.03
Custodial Supplies	17	Ice Melt (Purple Flame)	6.23	9.99	3.76
Custodial Supplies	17	Towels, Paper, condensed roll, natural, 800', 2" core	15.68	33.61	17.93
Custodial Supplies	17	Plastic Trash Liners (38'x58'x46', 1.5ml) Gorilla Bag	15.95	43.29	27.34
Custodial Supplies	17	Soap, Hand Liquid Pin, gallon, 4 cases	13.09	28.09	15.00
Custodial Supplies	17	Soap, Kutol #69041, EZ foaming hand soap 1000 ml, green seal certified	29.69	42.79	13.10

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

# 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 FY2020, TEC designed and offered 53 professional development workshops including our online learning courses. A large emphasis was placed on SEI teacher and Administrator endorsement courses. In systems that hosted a course, district participants took the course at a reduced rate of \$375 vs. the full rate of \$450. We thank our members Dedham, Natick, and Westwood, for hosting courses for TEC.

We also shared courses with sister collaborative EDCO, and more teachers were able to take selected EDCO courses for the reduced rate offered to EDCO districts rather than the cost to at-large districts.

## 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

## The Impact of TEC Grant Writing & Partnership Development on PD Cost Savings for Participants:

Course	Cost to Teacher With- out Grant or Partner- ship	Cost to Teacher with Grant or Annual District License
TEC Online PD Courses for Re-licensure	\$175	\$0
TEC Online PD Course: Connecting Behavioral Health with Social Emotional Learning for Success in School	\$130 <u>\$165 —1 Credit</u> \$295 —Total	Graduate Credit \$165



### FY2020

#### Moderate Continuum

Average Annual Savings per Student  
(In District) \$34,311

Average Annual Savings per Student  
(Out of District) \$23,525

In District	# of Students	Total Savings
Canton	1.00	\$34,311
Dedham	2.00	\$68,622
Dover-Sherborn	No Students	N/A
Framingham	No Students	N/A
Holliston	No Students	N/A
Hopkinton	No Students	N/A
Medfield	2.60	\$89,209
Millis	No Students	N/A
Natick	No Students	N/A
Needham	3.00	\$102,933
Norwood	1.00	\$34,311
Walpole	1.00	\$34,311
Wayland	1.00	\$34,311
Westwood	No Students	N/A
<b>Total</b>	<b>11.60</b>	<b>\$398,008</b>
	<b># of Students</b>	<b>Total Cost</b>
<b>Out of District</b>	<b>4.00</b>	<b>\$94,100</b>

### FY2020

#### Intensive Continuum

Average Annual Savings per Student  
(In District ) \$28,647

Average Annual Savings per Student  
(Out of District) \$15,440

In District	# of Students	Total Savings
Canton	No Students	N/A
Dedham	1.00	\$28,647
Dover-Sherborn	1.00	\$28,647
Framingham	1.10	\$31,512
Holliston	3.00	\$85,941
Hopkinton	1.00	\$28,647
Medfield	No Students	N/A
Millis	No Students	N/A
Natick	No Students	N/A
Needham	1.00	\$28,647
Norwood	6.00	\$171,882
Walpole	No Students	N/A
Wayland	1.00	\$28,647
Westwood	2.80	\$80,211
<b>Total</b>	<b>17.90</b>	<b>\$512,781</b>
	<b># of Students</b>	<b>Total Cost</b>
<b>Out of District</b>	<b>6.50</b>	<b>\$100,360</b>



# Cost Savings

## Per District - TEC vs. Private

**FY2020**

### Phoenix High School

Average Annual Savings per Student  
(In District ) \$17,631

Average Annual Savings per Student  
(Out of District) \$12,912

In District	# of Students	Total Savings
Canton	5.30	\$93,444
Dedham	1.00	\$17,631
Dover-Sherborn	No Students	N/A
Framingham	3.80	\$66,998
Holliston	1.70	\$29,973
Hopkinton	No Students	N/A
Medfield	No Students	N/A
Millis	No Students	N/A
Natick	1.00	\$17,631
Needham	1.00	\$17,631
Norwood	1.00	\$17,631
Walpole	0.60	\$10,579
Wayland	No Students	N/A
Westwood	0.30	\$5,289
<b>Total</b>	<b>15.70</b>	<b>\$276,807</b>
	<b># of Students</b>	<b>Total Cost</b>
<b>Out of District</b>	<b>12.20</b>	<b>\$157,526</b>

**FY2020**

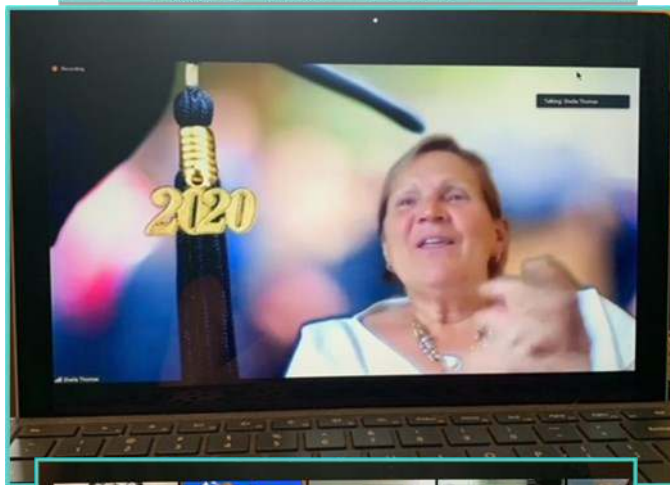
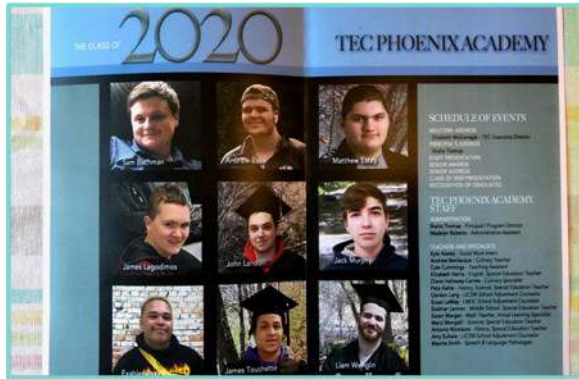
### TEC High School

Average Annual Savings per Student  
(In District ) \$23,156

Average Annual Savings per Student  
(Out of District) \$11,180

In District	# of Students	Total Savings
Canton	1.60	\$37,050
Dedham	0.40	\$9,262
Dover-Sherborn	2.00	\$46,312
Framingham	No Students	N/A
Holliston	No Students	N/A
Hopkinton	No Students	N/A
Medfield	No Students	N/A
Millis	No Students	N/A
Natick	No Students	N/A
Needham	3.00	\$69,468
Norwood	1.70	\$39,365
Walpole	3.70	\$85,677
Wayland	No Students	N/A
Westwood	0.60	\$13,894
<b>Total</b>	<b>13.00</b>	<b>\$301,028</b>
	<b># of Students</b>	<b>Total Cost</b>
<b>Out-Of-District</b>	<b>11.10</b>	<b>\$124,098</b>

The pandemic could not suppress the joy of graduation! Each of our programs found a socially distanced way to celebrate our students' success in a way that was healthy but personal and memorable. We are so proud of all of our students and congratulate them on their many accomplishments!





Covid-19's extended quarantine period kept us away from our students, families and friends. What kept you going through COVID-19? Here is what some of our staff members shared from the heart!



Taking life day by day and doing my best not to look too far into the future/unknown.

Adult coloring books

My faith in God, my husband, children, and time spent doing artwork.

Taking my dog for long walks and daily praying helps me deal with the pandemic.

Talking to friends and family, cooking new recipes...

Spending time outside was helpful and it turn out is one of the best ways to stay safe while remaining engaged socially.

Daily FaceTime with grandchildren and driveway meetings.

My daughter and laughter!

Exercising and running

Meditation

We caught up with some projects on our "To Do" list.

Our family definitely played more board games, worked on puzzles and watched a lot

Yoga certainly helped!

My dogs!

My dog, Toby!

Taking life day by day and doing my best not to look too far into the future/unknown.

Zoom parties, Facetime calls, DIY projects

# *the* education COOPERATIVE



*Together we create more possibilities...*



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