

Massachusetts Department of Correction

School Year 2023-2024 Educational Programming Report



Executive Office of Public Safety and Security
December 2024

Maura T. Healey, Governor
Terrence M. Reidy, Secretary of Public Safety and Security

Division of Inmate Education and Training

School Year 2023-2024 Report



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Introduction

The Mission Statement of the Massachusetts Department of Correction (MADOC) is to promote public safety by managing offenders while providing care and appropriate programming in preparation for successful reentry into the community.

Manage - Care - Program

The Vision Statement for the Massachusetts Department of Correction's is to effect positive behavioral change in order to eliminate violence, victimization and recidivism.

In support of both of these statements, the Division of Inmate Education and Training exists to deliver education and training programs that provide students with the services they need to function independently and productively in our greater society.

The Division of Inmate Education and Training provides programs covering the following areas:

- Adult Basic Education leading to a high school equivalency (HSE) diploma
- Special education programs to assist students with learning differences
- A wide variety of independent, tablet-based educational programs to both support the classroom work of students and provide a great deal of additional opportunities covering many academic, technological, vocational, and contemporary topics
- Academic bridge courses to help students improve needed skills post the high school level to access more advanced college, technology, and vocational programs
- Vocational programs
- Technology programs
- Post-Secondary college certificate and degree programs.

All academic teachers hold Department of Elementary and Secondary Education teacher certification and, along with their vocational counterparts who hold either vocational or industry specific certification and qualifications, engage in continuous professional development and collaboration as communities of practice to ensure that all instruction and programming is firmly rooted in the research-based best practices in our field of education.

Submitted,
Dr. Bernie Audette, Director
Mrs. Tracey Borrelli, M.Ed., Deputy Director

Summary of 2023-2024 Data

Enrollment, Waitlist, Completion, and TABE Testing Data Summary

Massachusetts Department of Correction

Education Division

Weekly average of Enrollment and Waitlist - SY2023-2024

<u>Program Category</u>	<u>Enrollment</u>	<u>Waitlist</u>
ABE Continuum	690	766
Vocational	108	1081
Tech Programs	96	637
College Courses	207	N/A
Post-secondary + Short-term college courses	24	N/A
Generic	N/A	176
Average Total	1125	2660

Program Completion with Certificate - School Year 2023-2024

SY 2023-2024	
Program name	Total
Automotive	10
Babson College Entrep. Certificate	5
BU Interdisciplinary Certificate	12
BU Bachelor of Liberal Studies	3
Building Trades	3
Culinary Arts: Foundations I	48
Emerson Bachelor of Arts	1
IT Essentials	4
MWCC Associate Degree	2
MWCC Business Certificate	13
MWCC Bookkeeping	12
Nutrition	21
NECAT Culinary Apprenticeship	2
OSHA	522
ServSafe	88
TUFTS Bachelor of Arts	10
Tufts/BHCC Associates of Liberal Arts	15
Welding	5
Total	776

Table 1. Completed Program with Certificate

Non-certificate Program Completion

SY 2023-2024	
Program name	Total
Coding Class	20
Food Service Training	3
Inside/Out Program	12
Intro to Microsoft Office	238
TBH Elective	14
Total	287

Table 2. Non-certificate program completion

Upon commitment, the TABE (Test of Adult Education) is administered at the reception centers (Souza Baranowski Correction Center and MCI Framingham) where a student is assessed for placement within our education continuum. These tests may also be administered throughout the school year at other facilities in order to assess student progress.

Test of Adult Basic Education (TABE Testing)

Regarding the Test of Adult Basic Education, we are pleased to announce the successful transition to electronic administration. In the current 2023-2024 academic year, we have conducted a total of 2687 TABE tests combining the electronic and paper-based modes, in which 1383 and 1304 students have completed the TABE level 11 and TABE level 12 respectively. We are confident that we will be able to expand electronic TABE testing in the future.

Program Grid by Facility

The grid below details the various in-person programs offered at each of our facilities.

Education Matrix for IMS Case Plan												
		SS	TB	MC	LD	LD	CM	DO	CF	DO	DO	N/A
Educational Discipline	Program Name	MCI Framingham	Souza Baranowski C.C.	MCI-Shirley	Old Colony C.C.	Mass Treatment Center	MCI Norfolk	Northeastern C.C.	NCCI Gardner	Pondville C.C.	Old Colony C.C. (Min)	Boston Pre-Release Center
Adult Basic Education Continuum	Adult Basic Education	X	X	X	X	X	X	X	X	X	X	
	Pre-Adult Secondary Education	X	X	X	X	X	X	X	X	X	X	
	Adult Secondary Education	X	X	X	X	X	X	X	X	X	X	X
English Proficiency Continuum	ESL Programming	X	X	X	X	X	X		X	X		
Advanced Academic Programs	Babson College	X										
	Boston College			X								
	Boston University	X					X					
	Inside/Out	X	X		X							
	Massasoit Community College				X							
	Mt. Wachusett C.C.			X					X			
	Emerson College						X					
	Tufts University			X				X				
Supplemental Academics	Post-Secondary Education	X	X	X	X		X		X			
	Remote Learning Tablets	X	X	X	X	X	X	X	X	X	X	X
Technology Education Programs	Education in Specialized Housing	X	X		X							
	CISCO IT Essentials											
	Coding 1: Web Design	X										
	Coding 2: Application Design	X										
	Coding 3: Python	X										
	Emerge									X		
	Last Mile			X								
Vocational Programs	Intro to Microsoft	X	X	X	X		X		X			
	Automotive									X		
	Barber Training			X			X					
	Building Trades			X								
	Cosmetology	X										
	Culinary I	X	X	X	X	X	X	X	X			
	Diesel Mechanic									X		
	Food Service Training					X						
	Future Hope Pre-Apprenticeship & Recovery Program											X
	OSHA (as needed)	X	X	X	X	X	X	X	X	X	X	X
	NECAT											X*
	ServSafe (as needed)	X	X	X	X	X	X	X	X	X	X	X
	Small Engine Repair								X			
Volunteer Programs	Welding						X					
	Wheelchair Repair							X				
Partakers		X		X			X					
* Transportation is provided by Boston Pre-Release*												
** Locations vary by semester												
7/8/2024 HS												

Tablet Programs

Below is a summary of all the educational, vocational, and technological programs our students have access to on their Orijin tablet that they are issued and retain in their possession. Although some of this content supports what is being worked towards in our various programs, a great deal of this content is provided to individuals to pursue on their own based on personal goals, objectives, and areas of interest.

180 Skills: Advanced Manufacturing Technician

Advanced manufacturing technicians importantly perform product assembly, machine operation, and quality assurance. They play a key role in the manufacture of many commercial products.

180 Skills: Aerospace Electrical Assembly Technician

Aircraft today are complex machines with many electronic components and miles of wiring. Aerospace electrical assembly technicians ensure the electronic systems operate at peak performance.

180 Skills: Aerospace Quality Technician

Aerospace quality technicians reduce development costs, decrease maintenance expenses, and increase customer safety and satisfaction.

180 Skills: Aerospace Structures Technician

Aerospace structures technicians assemble, fit, fasten, and install parts of airplanes, space vehicles, or missiles.

180 Skills: Apprentice Tool Maker

Apprentice tool makers analyze specifications, lay out metal stock, set up and operate machine tools, and fit and assemble parts to make and repair tools, etc.

180 Skills: CNC Lathe Production Technician

Computer numerical control (CNC) lathe production technicians transform raw materials into products used in commercial, automotive, medical, and aerospace.

180 Skills: CNC Machining Center Production Technician

Computer numerical control (CNC) machining center production technicians transform raw materials into finished parts used in commercial, automotive, medical, and aerospace products.

180 Skills: Composites Manufacturing & Repair Technician

Strong & light weight composites are used in automotive, aerospace, medical devices and sports equipment.

180 Skills: Drafting & CAD Technician

Drafting and CAD technicians convert the designs of engineers and architects into technical drawings. Architectural, civil, electrical, & mechanical drafting are specialties.

180 Skills: Employability Skills

Employability skills will teach essential soft skills including communication skills, team building skills, customer service skills, time management skills, and basic workplace skills.

180 Skills: Mechatronics & Industrial Automation Technician

Mechatronics combines mechanical, electronic, and software engineering. Technicians install and repair mechanical systems.

180 Skills: Nondestructive Examination Technician - Aerospace

Non-Destructive Examination Technology (NDET) is a form of examining a material or part without damaging the component. NDET methods are used to find hidden imperfections, flaws or damage.

180 Skills: Nondestructive Examination Technician - Commercial

Non-Destructive Examination Technology (NDET) is a form of examining a material or part without damaging the component. NDET methods are used to find hidden imperfections, flaws or damage.

180 Skills: Quality Assurance Technician

When products like cell phones, computers or automobiles leave the factory, it's the quality assurance technician who makes sure they work.

180 Skills: Safety Technician

Safety technicians collect data on the safety and health conditions of the workplace to help prevent harm to workers, property, the environment, and the general public.

180 Skills: Six Sigma Green Belt

Six Sigma focuses on process improvement in order to offer improved service, have more satisfied customers, and as a result experience increased profits.

Essential Ed: CASAS GOALS Academy

CASAS GOALS Academy includes over 200 skill-based lessons. A personalized learning plan is created for you starting with core foundational skills and building competency quickly.

Essential Ed: College Essentials

Aligned perfectly with college placement tests, this course walks you through everything you need to know to be college-level ready in reading, math, and writing.

Essential Ed: Computer Essentials

Computer Essentials creates a personal learning plan for you with over 75 lessons, activities, and assessments in Computing Fundamentals, Living Online, & Key Applications & Information.

Essential Ed: HiSET Academy

With over 3,500 interactive activities and lessons, HiSET Academy will fully prepare you in each HiSET® Exam subject area: Math, Language Arts, Social Studies, and Science.

Essential Ed: Money Essentials

Money Essentials is an online, self-paced course that teaches you how to take control of your money and your financial situation.

Essential Ed: TABE 11/12 Academy

TABE 11/12 Academy is an online course that includes over 300 skill-based lessons and is perfectly aligned to the College and Career Readiness Standards.

Aligned to the College and Career Readiness Standards, TABE 11/12 Academy helps students make significant gains on their TABE 11/12 math, reading, and language test scores. A built-in placement test is used to quickly identify the exact skills students need to master in order to accelerate gains on the test.

The adaptive learning system creates a personalized learning plan for each student starting with core foundational skills to build competency quickly.

Easy-to-run reports help teachers track students' progress every step of the way.

Essential Ed: Work Essentials

Work Essentials is an online, self-paced course that teaches you how to find and keep a job, and then impress your employers and coworkers.

Interplay

Interplay provides employer-validated vocational programming that can be accessed asynchronously by any student across a facility on their tablet, is immersive with video-based instruction, can be completed in several months, and directly prepares students to both immediately sit for essential credentialing exams (OSHA 10, NATE, EPA 608) and **enter competitive apprenticeship programs.**

Each of Interplay's courses count towards Related Training Instruction (RTI) hours, which are the curriculum/theory portion of apprenticeship. In short, completing the full pathway for one of Interplay's premium course pathways is aligned with doing a pre-apprenticeship and prepares anyone to be a competitive applicant for an apprenticeship position.

The full catalog offers 6 complete certificate trades pathways that are all aligned with pre-apprenticeship level training and upon pathway completion, comes with employer-validated certification and recognition.

- **HVAC**
- **Plumbing**
- **Multi-Family Facilities Maintenance**
- **Electrical**
- **Solar**
- **Safety and Compliance**

Religious Content

Explore religious texts and writing about religion from many different faiths

The Marshall Project

Read "News Inside," a news magazine distributed in prisons and jails, and watch "Inside Story" a CCTV show viewed inside. Produced by The Marshall Project.

The Master Plan

Chris Wilson takes you on a journey from a life in prison to a life of purpose and shows you how to make your own master plan! Based on "The Master Plan" in eBooks library on your tablet.

Kolibri

Learn anything with expert-created video lessons and resources for every level, from Khan Academy.

TED Talks

Watch extraordinary speakers share their stories and the latest ideas in these videos about the worlds of science, the arts, social justice and more.

English for the Workplace

Learn English for specific jobs and career paths. Aprende inglés para trabajos específicos y trayectorias profesionales.

Breaking Free

Struggling with addiction? Substance use can be a result of trauma from your past and can mask life's challenges. Breaking free can help you fight addiction and improve your life.

eBook Library

Check our library of nearly 2,000 free eBooks, to read right on your tablet. Fiction, biography, graphic novels, self-help, Spanish language books and more!

OSHA Certification

Workplace Safety Credentials

Dictionary - English & Spanish

Calculator

Transferable Skills 1 and 2

The Virtual Education Team of the Division of Inmate Education and Training has released two versions of transferable skills courses to our entire incarcerated individual population. The release of Transferable Skills to all incarcerated individuals took place in January 2024 with version 1 and June 2024 with version 2. Educational content includes culturally relevant and responsive topics that offer multiple perspectives with some topics related to an exploration of social justice issues that promote Diversity, Equity, and Inclusion, such as education, socioeconomics, civics, ageism, race, class, gender, LGBTQ+, ability, health equity, environmental concerns.

It is important to note that these courses are open to all users and there are well over 100+ lessons across a vast array of topics available to all.

These lessons showcase different levels, different areas of learning, and different learning styles. The emphasis is on the invitation to learn. All units were created with input from incarcerated individuals and DOC EDU staff. Each lesson includes academic staples of: Topic Overviews, Essential Questions, Learning Objectives, Activities and Self-Assessments, Applicable Answer Keys, and Summary/Synthesis Lesson Take Aways.

For Transferable Skills 1, released in January 2024, the Topic Areas were:

Anthropology: The Search for Our Human Roots
Art & Culture: What Do You See
Birds of the DOC
Carl Sagan & the History of the Universe
Casting out 9s
Change for \$1.00
Check Digits and Modular Arithmetic
Circular Designs in Mathematics
Correlation vs Causation
Cosmology (Not Cosmetology)
Divisibility Test
Don't Get Mad, Get Mod
Fuel Efficiency
Geometry in Construction
Guitar Skills: An Active Exploration
HiSET Reading Exam
Historical Documents

For Transferable Skills 2, released June 2024, the topic areas were:

An Indian House Divided: Native Americans and the US Civil War
Ancient Egypt: 3,000+ Years of History
Ancient Greece
Circles: Basics and Beyond
Comrade Sisters: Women of the Black Panther Party
Congruent Triangles
Cryptogram
Daniel & Jorge Explain the Universe
Dinosaurs: Podcasts, Pictures, and Text!
Emotions, Stress, & Health
Exponents
Faith Ringgold: From Rikers to Worcester
From Christianity to Islam: Hagia Sophia
From Griot to Hip Hop: A Very Brief History of Black Music in America
HiSET Social Studies: Stuff to Support Your Studies!
HiSET Writing Practice - Fireworks-Explosions of Art and Science
Homeless to Harvard: Inspirational Story with Activities & Lessons
How Are Laws Created: Civics 101, For the HiSET linked to Jailed for Freedom Series
Human Evolution: 8 Million Years and Counting
Irrational Constant: the harmony of mathematics
Jailed for Freedom Series includes history lessons surrounding the passing of the 19th Amendment to the Constitution. Lessons on reading, writing, passing laws, perspectives, opposing views, HiSET Writing Test Practice, and How Laws are created and the 31st, 14th, and 15th Amendments. Part 1: What are we fighting for?, Part 2: The Silent Sentinel, Part 3: A start, not a finish for Suffrage, Part 4: When voting rights weren't for all women!
Math: In Other Words
Mathematics History of Spain
Ordering Adjectives
Paño Arte: Chicano Art from the Inside
Qibla: The Direction to Mecca
Repeated Operations
Similar Triangles
Skara Brea: The Neolithic in Scotland
Solar Power: Clean Energy
Stonehenge: A Neolithic Landscape
Stories in Spanish & English for English Language Learners

TeachRock: Second Wave, Women's Rights and Music in the 1960s

TeachRock: The Rise of Girl Groups

TED Talks Includes: Sir Ken Robinson: Do schools kill creativity, Sugata Mitra: Build a School in the Cloud, Brené Brown: On the Power of Vulnerability, and Terry Moore: Why is 'X' the unknown?

The National Writing Project: Why I Write

The Prison Poetry Workshop: Learn and Practice Writing Poems

The Prophet Muhammad: Relics from Istanbul's Topkapi Palace

Triangle Centers: Different Points

Trigonometry

Understanding Thermal Expansion

US History Through Podcasts

What Motivates You?

- **Note:** Subject area topics for Transferable Skills 2 were obtained from the survey results generated from our students after the release of Transferable Skills 1.

Post-Secondary College Programs

The Massachusetts Department of Correction partners with a number of institutions of higher learning to offer both certificate and degree programs. The table below shows our enrollment by provider at the conclusion of the 2023-2024 school year.

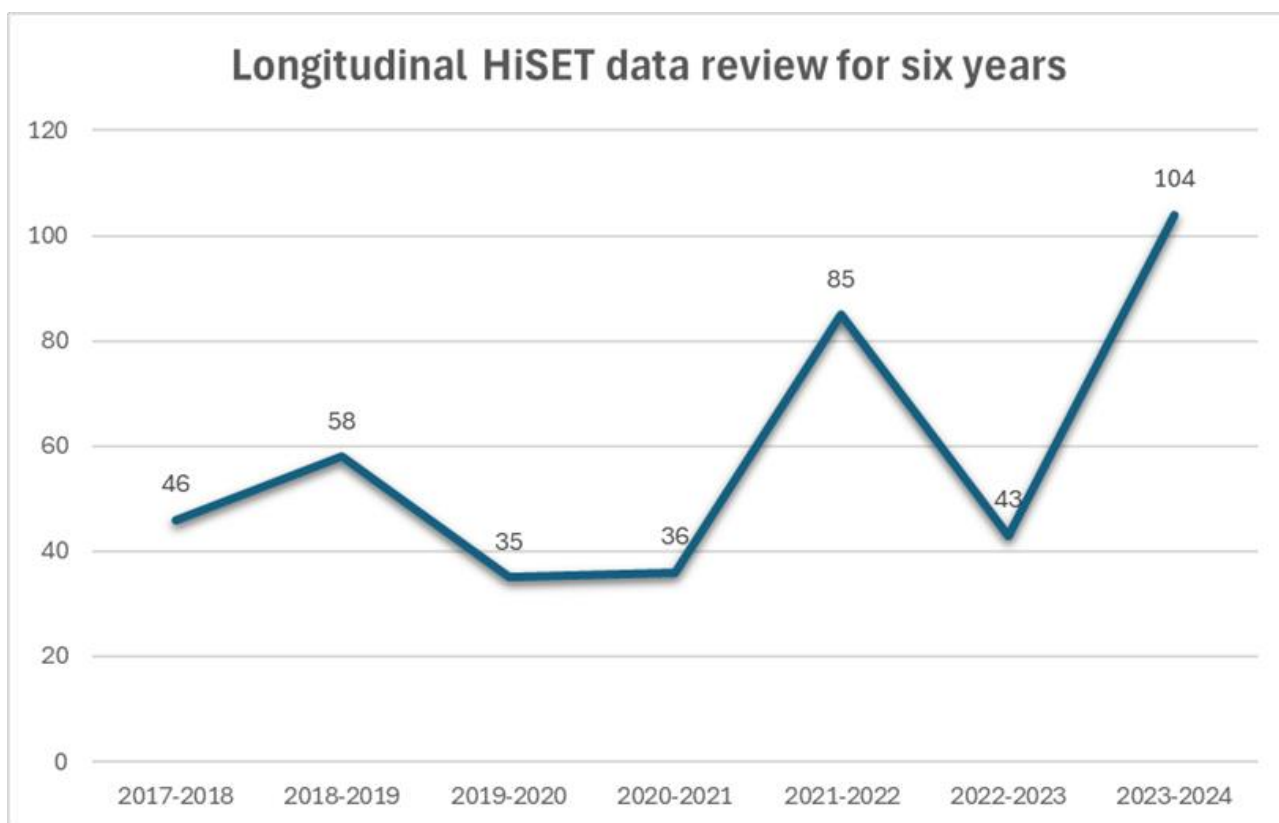
Babson College Entrepreneurship Certificate	7
Boston College	34
BU Bachelor Of Liberal Studies	6
BU Interdisciplinary Certificate	33
Coding Class 1	4
College Continuum	3
Emerson Bachelor of Arts	27
Emerson Post-Graduate	3
Inside/Out Program	8
Massasoit Associate Degree	18
MWCC* Associate Degree	22
MWCC* Bookkeeping Certificate	7
MWCC* Business Certificate	102
Tufts/BHCC Associates of Liberal Arts	33
Total	307

*Mount Wachusett Community College

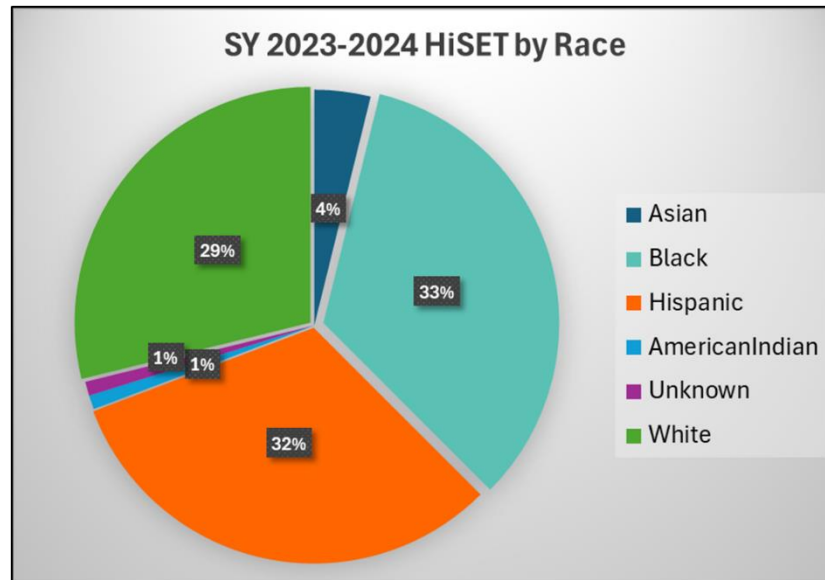
2023-2024 School Year Selected Enrollment and Completion Data

Please see the various graphs below reporting our division enrollment and completion data for the 2023-2024 school year.

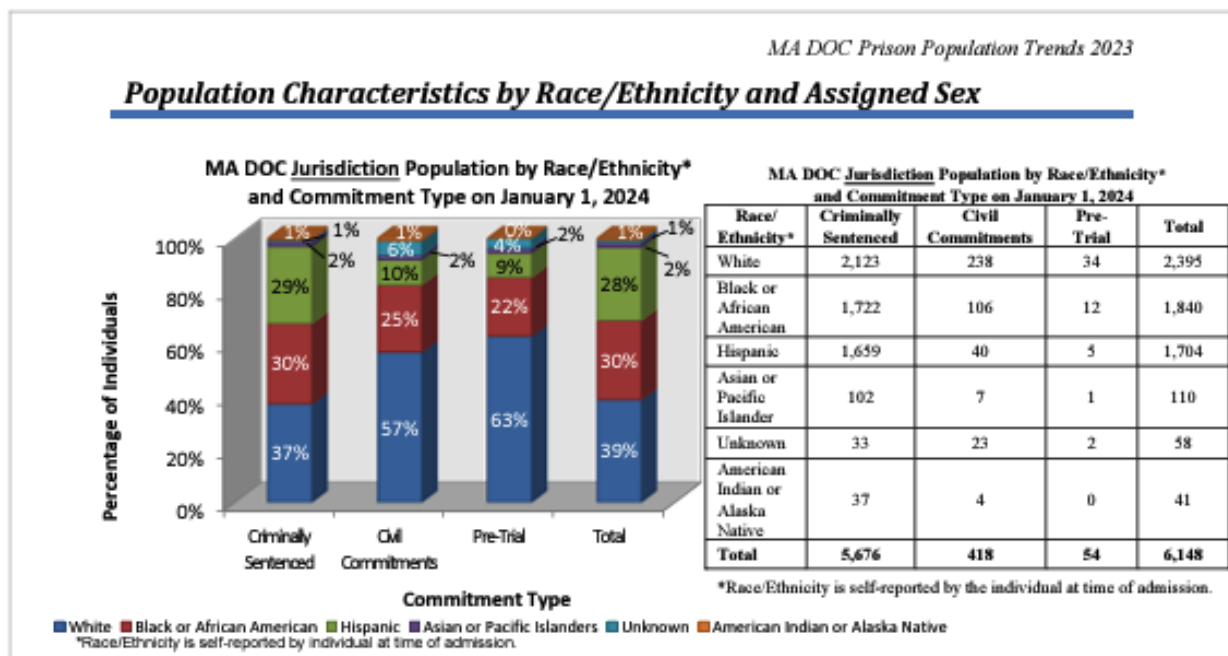
This first graph shows the rate of HiSET completion for the last six years and this year. This year saw the most HiSETs earned compared to the previous six years.







The graph above shows the racial/ethnic breakdown of the 104 HiSETs earned last school year.



When we compare our breakdown of HiSET completions by race/ethnicity compared to the race/ethnicity statistics released earlier this year by MADOC we believe we are equitably reaching HiSET candidates of all racial and ethnic backgrounds.

Race/Ethnicity	DOC % of Pop	HiSET Dist.
White	39%	29%
Black/African American	30%	33%
Hispanic	28%	32%
Asian or Pacific Islander	2%	4%
Unknown	1%	1%
American Indian or Alaska Native	1%	1%



Program Completions Beginning SY to June 2024

College Completions (Beg. SY to June 2024)

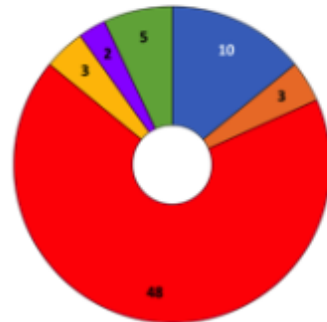
Total: 46



• Babson College Entrep. Certificate • BU Bachelor Of Liberal Studies • BU Interdisciplinary Certificate
 • Emerson Bachelor of Arts • MWCC Associate Degree • MWCC Business Certificate
 • TUFTS Bachelor of Arts

Vocational Completions (Beg. SY to June 2024)

Total: 71

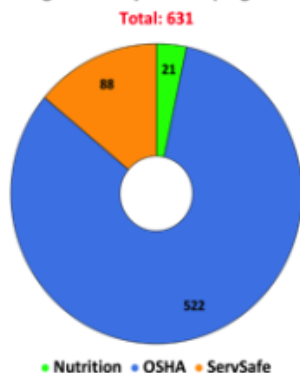


• Automotive • Building Trades • Culinary Arts: Foundations I • Food Service Training
 • NECAT Culinary Apprenticeship • Welding

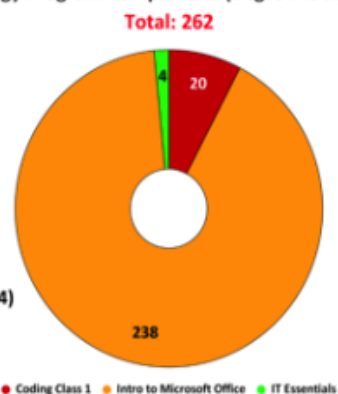


Program Completions Beginning SY to June 2024

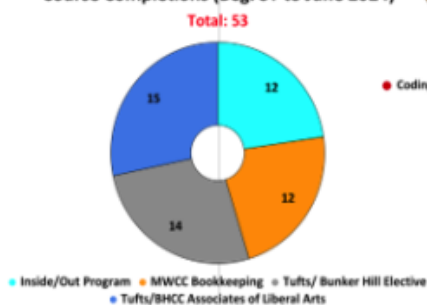
Short-term Program Completions (Beg. SY to June 2024)



Technology Program Completions (Beg. SY to June 2024)



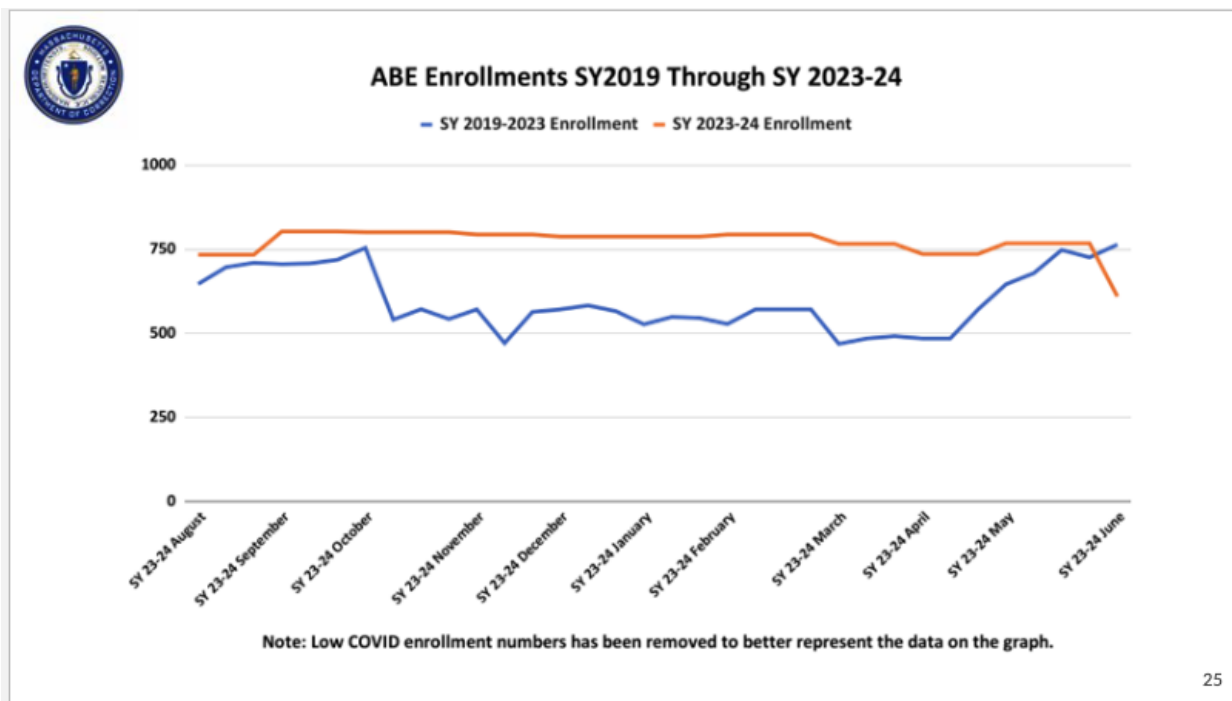
Course Completions (Beg. SY to June 2024)



15

As depicted above, progress continues to be made in vocational, college, technology, and short-term program completions. The area with the most growth over the last year is the OSHA 10 program which is now available on the Orijin tablet to any student who is interested in taking the course. This change has created unimpeded access resulting in a dramatic increase in the number of those earning the OSHA 10 credential.

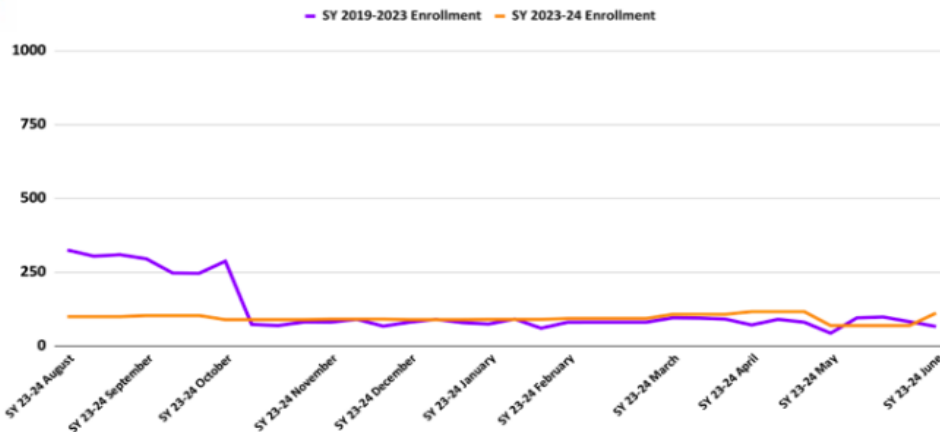
The graph below reflects School Year 2023-24 enrollment, by program type, and compared that to an enrollment trend line for the previous four years, with the low COVID enrollments removed so as to not distort what had been our typical enrollment level over those previous four years.



ABE enrollments for SY 2023-24 have been considerably above the 4-year trend line. This is due in large part to the introduction of the tablets and the incorporation of hybrid learning, when possible, to reduce waitlists where possible.



TECH Enrollments SY2019 Through SY 2023-24



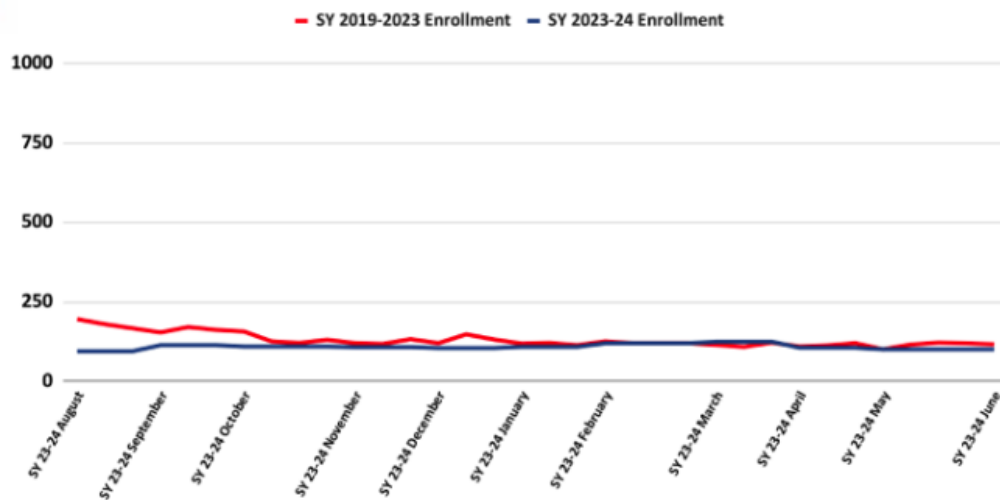
Note: Low COVID enrollment numbers has been removed to better represent the data on the graph.

26

Technology enrollments have been slightly affected by staffing issues in our Microsoft Office program but the addition of coding programs at MCI Shirley and MCI Framingham has positively increased enrollment.



VOCATIONAL Enrollments SY2019 Through SY 2023-24



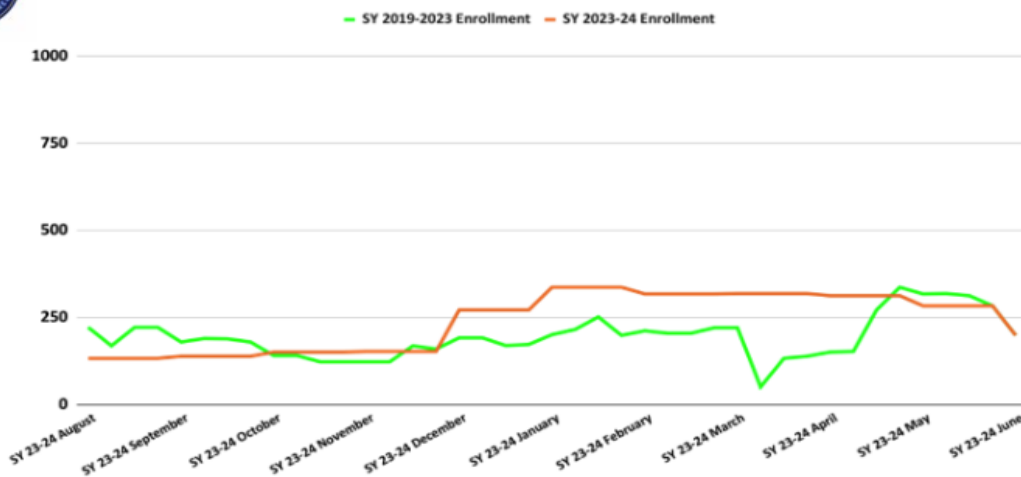
Note: Low COVID enrollment numbers has been removed to better represent the data on the graph.

27

Vocational enrollment has been constant as our staffing and facility capacities have remained steady during this time.



COLLEGE Enrollments SY2019 Through SY 2023-24



Note: Low COVID enrollment numbers has been removed to better represent the data on the graph.

28

Overall college enrollment has increased due to adding cohorts while continuing to have students complete and graduate from the various programs. The number of college courses offered since 2019 has doubled, from 64 in 2019 to 131 in the school year 2023-2024.

2023-2024 Professional Development and Professional Learning Community Activities

Professional development for Head Teachers has been centered around utilizing best practice teaching methods to provide enhanced programming and support for all learners. Teachers are embracing the new technology and are expanding opportunities for learning outside of the classroom setting, as well as creating individualized program plans. Teachers are learning how to guide incarcerated individuals with self-paced course work through educational apps on the tablet such as Essential Education. Ensuring the alignment to the Massachusetts Department of Elementary and Secondary Education (MADESE) Proficiency Standards for Adult Basic Education has enabled an individualized experience for all the learners at MADOC.

Another focus this year for the Head Teacher monthly meetings was, “*Promoting teacher collaboration that provides purposeful professional learning, so that teaching will be enhanced, and learning will be more engaging and impactful for incarcerated individuals to achieve educational and personal growth goals.*”

Agenda topics included reading chapters of the book Thanks for the Feedback (Stone and Heen, 2014), sharing feedback strategies, engaging in group discussions and creating a shared drive for comments.

Professional Learning Communities (PLCs) are collaborative groups of educators who work together to improve teaching skills and enhance student academic performance. This year the academic teachers worked on developing a universal Scope & Sequence for each subject area for the MADOC using College and Career Readiness Standards for Adult Education (CCRSAE), while the Career and Technical Educators worked on creating course shells, uploading shared lessons using the Orijin tablets, and being sure to understand the fair use of educational content as permitted under the U.S. copyright statute

Purpose and Structure

- PLCs provide a space for teachers to meet at Central Office 3 times a year, share expertise, and collaborate on improving their practice in a specific subject area.
- Share Common Goals
- PLCs focus on answering two fundamental questions:
 - “What do we want students to know?”
 - “How will we know if they have learned it?”

Balancing Common Practices and Autonomy

- PLCs prioritize standards and unpack them to understand the skills and concepts students need to learn and grow.
- PLCs also encourage risk-taking and teacher autonomy to try out new strategies.

Benefits of Frequent PLCs

- Improved collaboration among educators
- Enhanced teaching skills
- Better student outcomes
- A supportive environment for professional and student growth

Special Education Program

This year we were able to institute a special education program with the hiring of one dedicated special education teacher. This person provided direct service to students in need as well as working extensively with our teaching staff to identify and develop direct instructional interventions targeted for each student's specific learning needs. Below please see data gathered this year that are directly attributed to the work of our entire staff focusing on the needs of some of our most vulnerable learners.

Division of Inmate Education and Training || Special Education Group Report School Year 2023-2024

From August, 7th, 2023 to June, 28th, 2024 (updated - as of 6/28/24)

Population Summary:

Students aged 22 and under by site:

#s	BPre	Fram	Gardner	MTC	NECC	Norfolk	OCCC Med	OCCC Min	Pondville	SBCC	Shirley	Concord	Total
22 an under with no HS/HSE but w/active IEP		1		1						8	2		12
22 an under with no HS/HSE & no IEP		1	2			1				7	1	1	12

Grand Total: 24

Students aged 22 and under additional notes:

- SBCC: helped individual complete 1 math packet from Hamden County to attain HS Diploma from Springfield Central HS
- MCI-S: Working with two individuals two complete packets from Hamden County to attain HS Diploma from Springfield Central HS, worked with Hamden County contact to schedule MCAS

HiSET Accommodations:

#s of Accommodations	BPre	Fram	Gardner	MTC	NECC	Norfolk	OCCC Med	OCCC Min	Pondville	SBCC	Shirley	Concord	Total
ADA (notes as needed)		1				2							3
ELL (notes as needed)		1				10							11
Active IEP (notes as needed)										1			1
Expired IEP (notes as needed)						1				1			2

Grand Total: 17

HiSETs Earned/Passed by Students Worked with Identified Special Education Needs:

#s passed	BPre	Fram	Gardner	MTC	NECC	Norfolk	OCCC Med	OCCC Min	Pondville	SBCC	Shirley	Concord	Total
Partial Tests		1				1						1	3
Full Tests		1				2				1		1	5

HiSET Accommodation additional notes:

Facility Special Education Support:

- Framingham:
 - Supporting MCI-F on Wednesdays
 - 9:00-10:00 AM working with individual- reading (individual passed HiSET)
 - 10:00-11:00 AM working with individual– social studies/reading (individual passed math HiSET)
 - 1:00-2:00 working with individual on SAU – reading/writing
- Gardner:
 - Meeting with an individual that requested SPED support - reading
- SBCC:
 - Supporting ABE/ASE classroom Tuesday & Thursdays
 - AM class has two students U22 on active IEPs
 - Worked with one U22 individual's school to set up IEP meeting took place on 4/9
 - Continuously working w/ intake coordinator to keep track of new intakes U22, then reach out to schools for documents (IEPs, transcripts)
- Shirley:
 - Working w/ two U22 individuals to complete packets from Hamden County to attain HS Diploma from Springfield Central HS, also working to study for Math & Science MCAS, worked with Hamden County contact to schedule MCAS
- Concord:
 - Supported teachers there on Thursday afternoon
 - Worked with four individuals – math/reading

2023-2024 Division Highlights

MCI-Framingham:

1. Cosmetology program relaunched and has successfully completed three 1,000-hour students who are now eligible to apply to test.
2. Student with learning differences received additional services and instruction and passed the last HiSET test on the 11th try!

NCCI-Gardner:

1. Veteran student (75 years old) got his HiSET this year!
2. 91 OSHA certificates this year, over 10% of NCCI's population.

MCI-Concord:

1. Tufts- 12 B.A. awarded for the first time and 12 AAs awarded.

Souza-Baranowski Correctional Center:

1. 1,250 intakes completed with full assessments done August 1st through June 13th.

Old Colony Correctional Center/Massachusetts Treatment Center:

1. Two students learning to read were able to read their first novel this year.
2. 10 total HiSET certificates earned at MTC. Prioritizing partial passers at MTC, 76 subjects passed. 5 of the HiSET passing students were ESL students who were born in other countries.
3. Long time student in a specialized housing unit passed most of the HiSET subjects, only 1 test left to take.
4. Subject based testing at OCCC: 51 subject tests passed.

MCI-Shirley:

1. One student passed his reading exam after 10 years!

Virtual Education Team:

1. Extended ABE Continuum Classes to Pondville and Old Colony Corrections Minimum-Security Facilities.
2. Facilitated the Emerge CDL Program at Pondville.
3. Extended Academic Readiness (Strengthening Voices & Building Choices) to post-secondary students at MCI-F.

Special Education:

1. 17 HiSET accommodations attained.
2. Academic Support courses created for each facility with content uploaded to target individual academic needs.
3. Incarcerated individual at MCI-Framingham passed reading HiSET after 10 unsuccessful attempts and attained HSE.
4. Academic Support courses created are on the Orijin Learning Management System on the tablets.

Post Secondary Education:

1. Implementation of JSTOR on the tablets for student research.
2. Worked with the administration at MCI-Shirley on the establishment of two living and learning communities for students involved in post-secondary education.
3. Successful transition of Emerson from MCI-Concord to MCI-Norfolk and began the transition of Tufts from MCI-Concord to MCI-Shirley.
4. Launching of remote advising and coursework with our partner Mount Wachusett Community College.

Data Group:

1. Division Dashboard was created to share data with senior management and the division leadership team on a weekly basis.
2. Solid foundation of the data infrastructure for the Education Division.
3. Regular reporting and quality control analysis of data to ensure the accurate reporting of division data.
4. Helping identify various data performance metrics to best convey all the successes realized by our students.

Technology Group:

1. Support for Instructional Teams and Programming:
 - a. Tech team members provided invaluable support implementing, training and assisting with online TABE.
 - b. CDL: Delivered electronic equipment for CDL at Pondville on 4/29/24 with Emerge. This included 10 pre-configured laptops, a charging cart, and Mi-Fi. Ongoing technical support is being provided until the last day of the program's class.

2. Management of Technology Resources:

- a. Secured a donation of 90 brand-new Surface Laptop computers, marking a significant milestone in expanding access to technology and enriching the educational experience for our incarcerated students.
- b. Tech team along with school staff conducted a comprehensive review of the technology inventory across Central Office and all our schoolhouses.
- c. Set up new laptops for various educational institutions, including Massasoit Community College for OCCC and Mount Wachusett Community College for MCI Shirley.
- d. Delivered laptops to support the Emerson Prison Institute program (EPI) at Norfolk.

3. Systems:

- a. Launched the "Ed. Div. at the DOC Service & Tech Supplies Request Form" to streamline tech requests and services operations and foster better data-driven decisions with technology procurement.

Minimums:

1. Launched CDL (Commercial Driving License) program at Pondville 4/29/24 with Emerge and staffed by our virtual education team. The first cohort launched with 4 students.
2. OSHA was launched at the minimums in May:

OSHA Enrollment Tracking at Minimums

May 2024

Facility	# Enrolled
Pondville CC	13
NECC	10
OCCC Minimum	23
Total	46

3. Our virtual team and one contract teacher spent time servicing ABE students at all of the minimums starting in May 2024.

Tablet Education:

Interplay launch on the tablet: The full suite of Interplay Learning launched at MADOC on May 8th, 2024.

Interplay provides employer-validated vocational programming that can be accessed asynchronously by any student across a facility on their tablet, is immersive with video-based instruction, can be completed in several months, and directly prepares students to both immediately sit for essential credentialing exams (OSHA 10, NATE, EPA 608) and enter competitive apprenticeship programs.

Each of Interplay's courses count towards Related Training Instruction (RTI) hours, which are the curriculum/theory portion of apprenticeship. In short, completing the full pathway for one of Interplay's premium course pathways is aligned with doing a pre-apprenticeship and prepares anyone to be a competitive applicant for an apprenticeship position.

The full catalog offers 6 complete certificate trades pathways that are all aligned with pre-apprenticeship level training and upon pathway completion, comes with employer-validated certification and recognition.

- **HVAC**
- **Plumbing**
- **Multi-Family Facilities Maintenance**
- **Electrical**
- **Solar**
- **Safety and Compliance** (this is Interplay's own content and the precursor to taking CareerSafe's OSHA-10 Course and Certification)

Each Interplay course is self-guided, requiring no supervision. Students must receive a score of 80% on each knowledge check and assessment in order to move forward and progress throughout the course. Upon completion, students receive certificates, which staff can request from Orijin via a Support HelpDesk ticket. Additionally, there

is a post-survey, focusing on both student experience in the course, and gauging interest in a more robust program ending with a full certification.

Other Division Accomplishments:

- Director Audette began chairing a group on the DOC end with folks from the DOC and EOPPS regarding Work Force Development opportunities and the alignment of DOC vocational programs with the data we have found regarding job demands in the workforce within the State of Massachusetts. The first meeting was held on May 30th and every other Tuesday following that.
- Deputy Director Borelli attended multiple Work Force Development presentations to collaborate with EOPSS and bring information to hiring entities from around the state.
- The Education Division has worked with MassCor to extend welding training and apprenticeship hours to students at MCI-Norfolk completing the welding program there. Also, Education Staff is assisting in uploading MassCor curriculum onto Brightspace on the tablets so it will be available for MassCor workers to further their knowledge of running the CNC machines.
- Education team worked all year on the IMS modernization process and identified needed elements of the new system and worked with the vendor to complete a fit gap analysis as well as final documentation to lead to the customization work the vendor must complete.
- DOC team lead by Jacqui Scaccia, Mary Haynes, and David Thibault have been working with DESE and DOC legal to finalize a MOA and Detailed Protocol to cover the servicing of Special Education Students.
- Director Audette and Deputy Director Borrelli have been working with faculty members from the University of Massachusetts School of Education Special Education Department on identifying ways of collaborating and improving our intake and special education identification process as well as improving resources for teachers to assist in meeting the needs of students with special learning needs.

- Director Audette and ADC Nelligan presented at the Correctional Leadership Association conference on the living and learning communities on 9/12/24.
- Worked with the Persevere Coding Program to evaluate, plan, and begin implementation of this program to launch at the Brave Unit September 2024.

Our division, coordinated by Mary Haynes, headed up educating incarcerated individuals about the Fresh Start College Loan Forgiveness Program:

- To date there are 375 folks who responded yes/unsure to whether they had a student loan that might be eligible for the Fresh Start loan forgiveness program.
- Our staff met with impacted students and provided the phone number, reminding them to have their SSN ready, and showing the video created detailing which number to call.
- Going forward with the post survey, all folks will be asked in person, at reception, if they could potentially benefit from this until the offer concludes 8/31/24.

2023-2024 Selected Excerpts from Individual Facility Schools' End of Year Report

The 2023-2024 school year was marked by the outstanding academic performance of our students and the teaching team, with a notable increase in student participation in terms of HiSET and completion of the certificate programs.

We take immense pride in our students' remarkable performance on the HiSET exams. Through the unwavering dedication of our education team, a total of **104** students successfully obtained their High School equivalency during the academic year 2023-2024. Also, a total of 776 students have successfully completed various programs and earned certificates.

Facilities

We are pleased to announce that the women's facility at DOC has successfully launched and is operating its Cosmetology vocational program. The Babson Entrepreneurship program cohort has completed its two-year pilot, and the program will transition to full accreditation this Fall. Additionally, our women's facility has effectively incorporated remote learning and a Special Education (SPED) program. This achievement reflects our successful efforts to address and improve key areas of need.

Overall, other facilities have made significant progress in various areas. We are proud to announce that twelve student students were the first to earn their Bachelors in Civic Studies from Tufts University's Prison Education Program. The achievements continue with 15 HiSETs earned, 1 Barber License obtained, 3 Building Trades certificates awarded, and 4 students completing their IT Essentials certificates.

Additionally, 17 students from SBCC successfully earned their HiSETs. From August 1st to June 13th, there were 1,250 intakes and 820 TABE tests administered. Moreover, 23 students were recognized for completing their OSHA training.

In total, 16 students from OCCC and MTC have also secured their HiSETs.

Norfolk's College and Career Coordinator (CCC) organized workshops to support individuals who have obtained specific vocational certifications and to enhance their job readiness. She also developed workshops for those waitlisted for

vocational programs, detailing job opportunities in each trade to help guide them effectively. MCI-Norfolk successfully launched a Boston University cohort of 20 students and a new cohort from Emerson College. Additionally, MCIN achieved the highest number of HiSETs of all facilities as 28 students earned their HiSET for the 2023-24 academic year.

MCI-Shirley made significant progress in program completions, with over 280 students finishing their programs, including 19 who earned their HiSETs. Two students received their Barber licenses, and six students completed their Culinary Arts training. Additionally, 32 students were awarded ServSafe certificates, and 21 earned Nutrition certificates. Shirley also developed and launched a workshop focused on re-entry to assist returning citizens.

NCCI Gardner had a successful academic year, awarding 10 Business Certificates through Mount Wachusett Community College. Nine students earned their HiSETs, and 23 completed the Intro to Microsoft Office course. After a two-year pause, NCCI secured 91 OSHA certifications and 9 ServSafe completions. For the upcoming academic year, they plan to expand their offerings with additional vocational programs.

Virtual Education

We have successfully designed course shells that are open for all the learners. A successful launch of the Transferable Skills 1 (January 2024) & 2 (in summer 2024). We extended ABE Continuum Classes to our minimum facilities - Pondville and Old Colony Corrections. We launched and facilitated the Emerge CDL Program at Pondville and we have extended our Academic Readiness (Strengthening Voices & Building Choices) to post-secondary students at MCI-Framingham.

Special Education:

We have attained 17 HiSET accommodations and academic Support courses created for each facility with content uploaded to target individual academic needs. Academic Support courses created are on the Orijin Learning Management System on the tablets.