ANNUAL REPORT

JULY 2023 - JUNE 2024

MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT
1050 WESTMINSTER STREET
FITCHBURG, MA

WWW.MONTYTECH.NET

LETTER FROM LEADERSHIP

In the long-storied history of the Montachusett Regional Vocational Technical School District, I am confident that the 2023-2024 school year will stand out as one of the more memorable years in its workforce training legacy. Personally, it marked my second year as Superintendent and tenth, overall at Monty Tech. Thus, as a proud district leader, and in support of the ground-breaking efforts of our students, faculty, staff and administration, it is my honor to highlight some of those initiatives with you, our school community, in this annual report.

Throughout 2023-2024, Monty Tech took significant steps to address a growing concern facing vocational education in the Commonwealth – the overall lack of capacity to meet the demand for vocational training. In Monty Tech's case, well over 800 8th-grade students will typically apply for the approximately 350 available seats in the incoming freshmen class. Unable to simply accept more students here, Monty Tech implemented a creative strategy using a state-funded Lab Modernization grant to lease a nearby vacant warehouse with the intent of converting it into a contemporary workforce training facility that, when completed, will provide students training in House Carpentry, Electrical and Plumbing trades. The district navigated the design and permitting process that allowed for the initial renovation to begin, and formed meaningful partnerships with Fitchburg, Gardner and Narragansett School Districts. The Department of Elementary and Secondary Education (DESE) approved the partnerships' applications, and as a result, the Montachusett Vocational Partnership (MVP) Academy was slated to begin in 2024-2025, serving as many as 84 high school students in its first year.

While the MVP Program will result in the largest expansion of workforce training in our region, it represents only one dedicated effort to offer such instruction to a variety of constituencies. Monty Tech remains committed to offering career skills training to adult-students who are unemployed or underemployed by providing no-cost offerings in a number of fields. In the fall of 2023, Monty Tech was awarded a $720,000 Career Technical Initiative grant, so that even more adult learners would have an opportunity to earn valuable industry-recognized credentials, hands-on learning experiences, and receive job placement services upon program completion.

Monty Tech also identified a previously underserved population, young adults with disabilities, and successfully delivered one of its most rewarding programs to date - the Supportive Training & Education Program (STEP) in the spring of 2024. Initiated through an award of $133,900 in funds made available through the Commonwealth Corporation, Monty Tech developed a 12-week program that included hands-on and professional skills training as well as two-weeks of paid internships through industry partners to twelve young adults (18-25 yrs. old) seeking an opportunity to overcome a variety of physical, emotional and cognitive disabilities, many of whom came from our nearby educational partner, CAPS Collaborative. In its pilot year, Monty Tech took great pride in knowing that we were the only regional vocational school district in the Commonwealth to participate in this meaningful workforce training initiative.

A defining aspect of the Monty Tech experience is certainly our countless school-to-business partnerships, developed and maintained to benefit students and graduates alike. Last year, Monty Tech saw its largest number of students placed in real world learning opportunities through the school's Co-operative Education Program - 235 seniors and second-semester juniors earned co-op positions, or more than 1 in 3 of all seniors and juniors, were placed by the end of the school year. These opportunities would not be possible without the ongoing support of our employer partners, and we remain so very grateful.

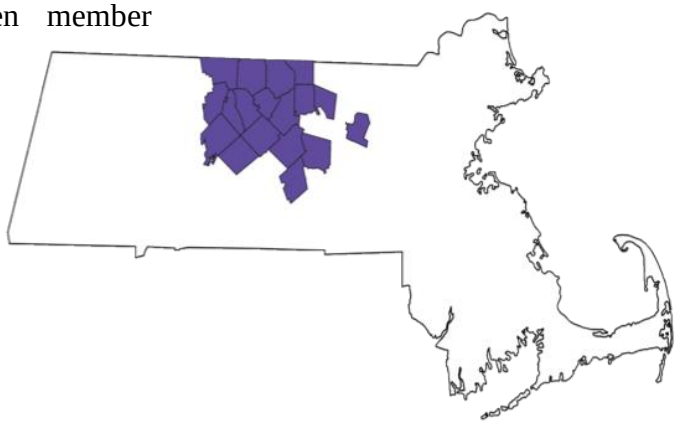
We fully acknowledge that our success depends upon, and is wholly enriched by, the ongoing support of the civic leadership and citizens of our eighteen communities. On behalf of everyone at Monty Tech, thank you for your continued support. We are so honored to be an educational partner to all of our communities.

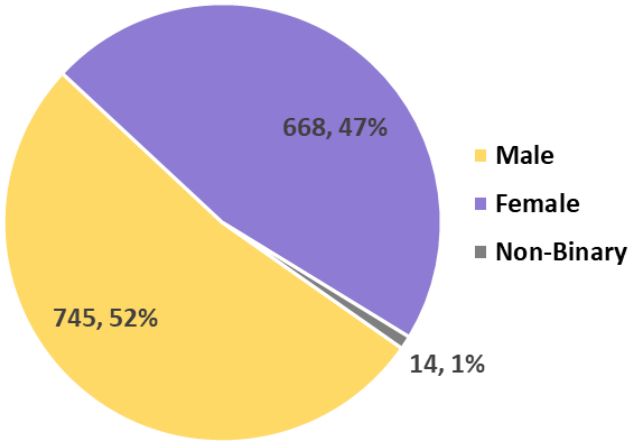
Thomas R. Browne, Superintendent-Director

OUR SCHOOL COMMUNITY

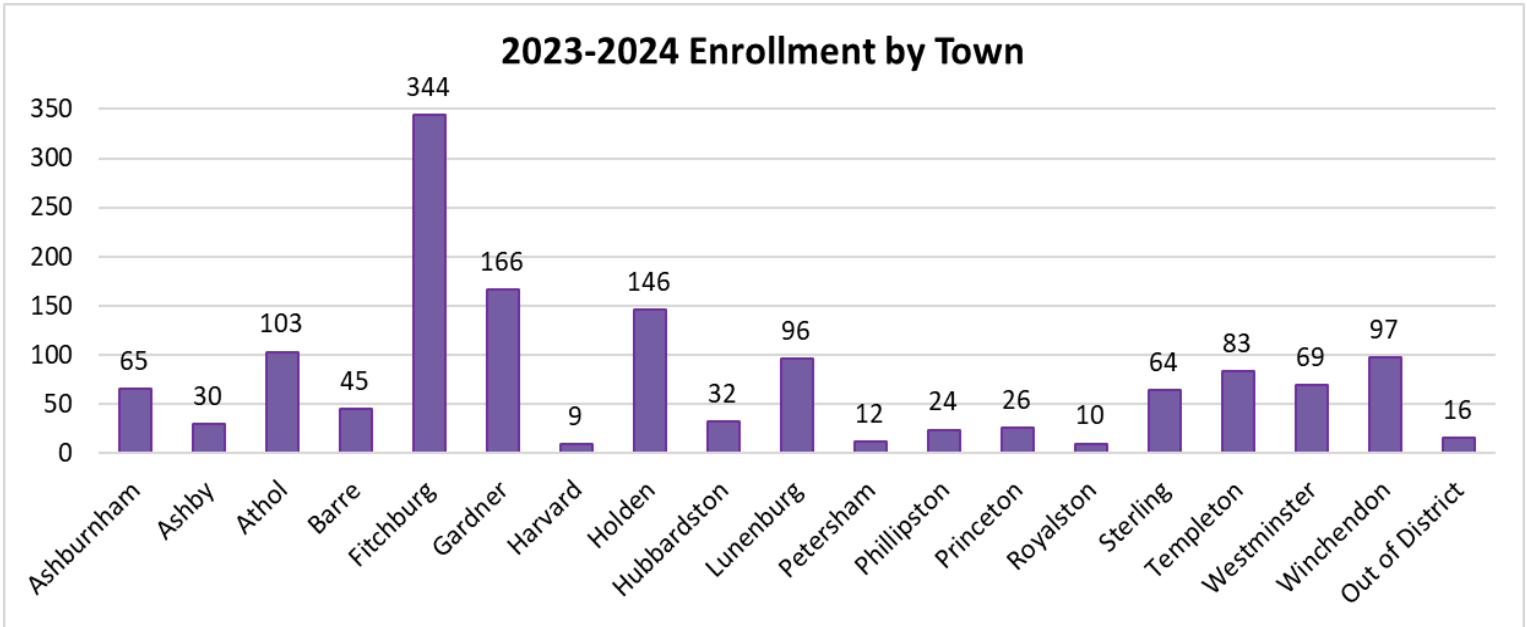
Montachusett Regional Vocational Technical School, more widely known as "Monty Tech," is a four-year career and technical high school serving eighteen member communities, including:

Ashburnham
Ashby
Athol
Barre
Fitchburg
Gardner
Harvard
Holden
Hubbardston
Lunenburg
Petersham
Phillipston
Princeton
Royalston
Sterling
Templeton
Westminster
Winchendon





In 2023-2024, Monty Tech served 1,428 students in grades nine through twelve, representing each of the district's eighteen sending communities. Each class of students was comprised of a relatively equal balance of male and female students, all of whom were prepared to explore an interest in one of the school's twenty-one rigorous vocational-technical programs. While the school currently offers only five non-traditional programs for male students, and twelve non-traditional programs for female students, we are proud to have a student population that is well-balanced by gender and a variety of academic interests and achievements.



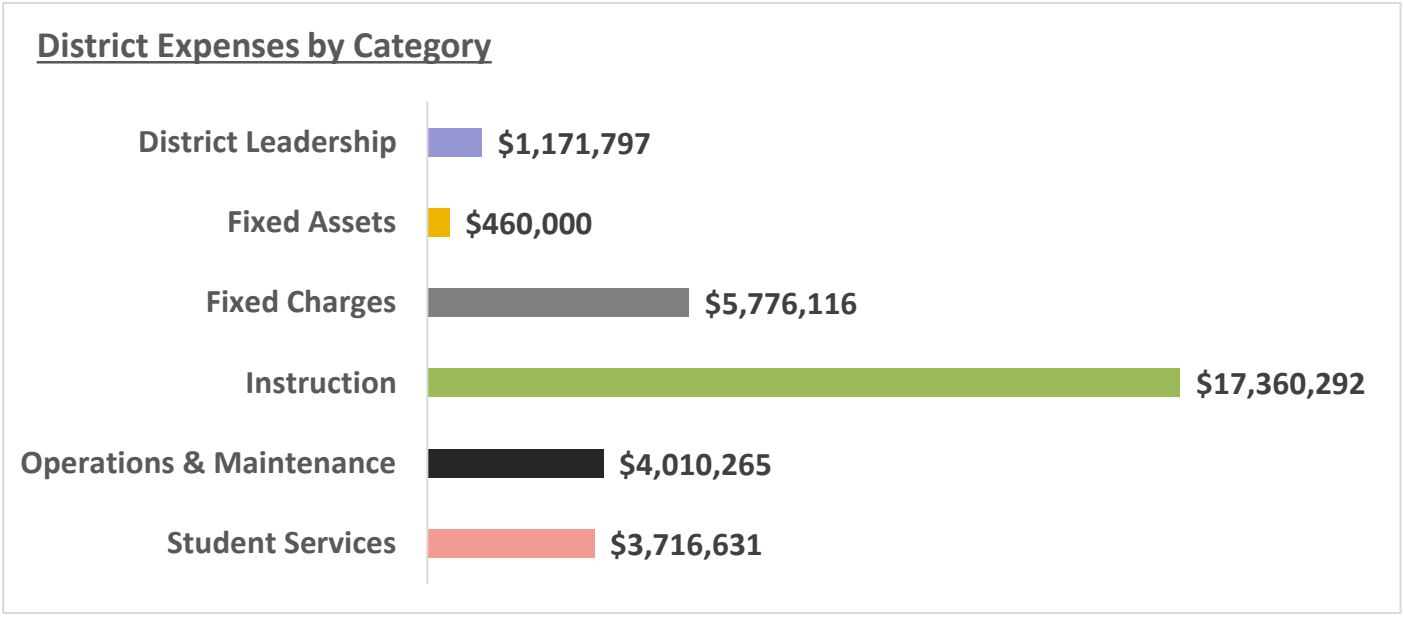
FINANCIAL REPORT

FY 2022	FY 2023	FY 2024
Educational Plan • $28,605,425	Educational Plan • $30,796,896	Educational Plan • $ 32,535,101
Grants • $3,734,533	Grants • $2,963,607	Grants • $2,760.905

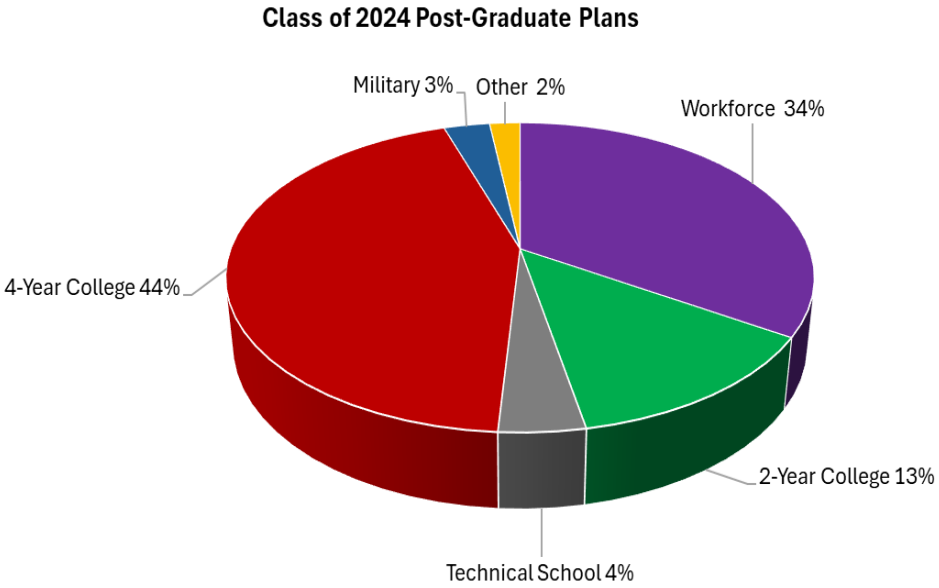
Each year, Monty Tech's Business Manager works in conjunction with the Superintendent and 22-member School Committee, to develop a cost-effective budget that reflects the values and priorities of the institution. The final fiscal year 2023-2024 Educational Plan totaled $32,535,101 which represented a 5.6% increase over the 2022-2023 Educational Plan, driven in large part by the 7.6% increase in the District's required minimum spending established by the Department of Elementary and Secondary Education. Remarkably, Monty Tech's FY24 budget only exceeded the minimum spending required by Massachusetts General Law Chapter 70 by $150,000 or 0.05%.

While we are proud to offer vital education and training programs at a minimal cost to our member communities, we understand that vocational education is, in fact, more costly than a traditional, comprehensive academic program. To that end, school officials pursue countless grant opportunities to expand and improve training programs each year. For the fiscal year 2024, state and federal grant sources provided the school with $2,760,905. Programs funded by these grants include: Elementary and Secondary Schools Emergency Relief Funds, Improving Teacher Quality, Special Education Services and Program Improvement, Title I Support, Perkins Occupational Education, Vocational Capital Equipment Initiatives, Student Support and Academic Enrichment and Marine Corp Junior Reserve Officer Training.

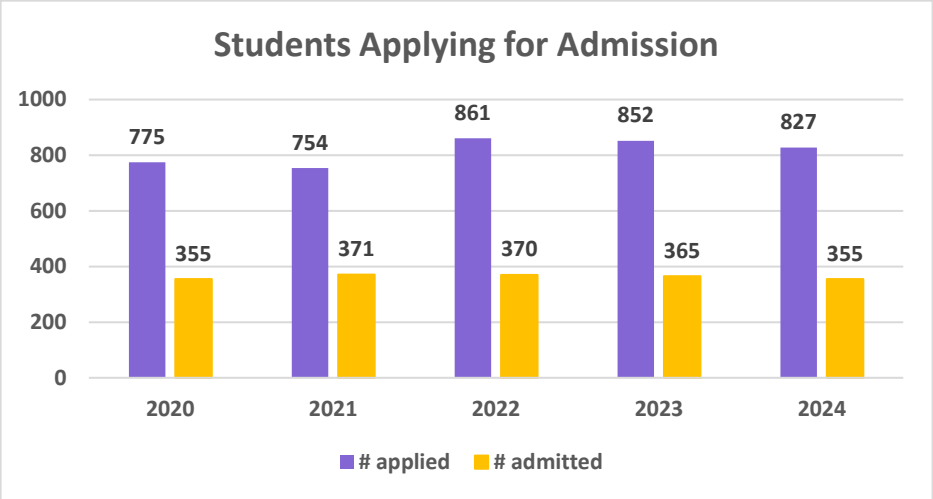
Expenses for the 2023-2024 school year included:



CHOOSING VOCATIONAL



More and more we hear students and parents considering a vocational high school experience because they see the value in a balanced, well-rounded high school education that prepares the student for both college and career pathways. While vocational programs like Health Occupations, Engineering and Early Childhood Education require a college degree to be competitive in the workforce, other programs like Carpentry, Masonry, and Cosmetology do not. Thus, it is imperative that we prepare students for both. It is not surprising, then, to see that 34% of the Class of 2024 entered the workforce, while another 44% enrolled at a 4-year college or university. What should be noted, though, are those students who do both. So often students who enroll in a 2-year college (13% of the Class of 2024) are balancing their continued studies with part-time (or even full-time) employment. Those students, no doubt, are relying on the skills they learned at Monty Tech to help as they work their way through a degree program.



We know the value of a vocational education, and we see that our students are prepared when they leave, but how can we increase access to help prepare even more students for bright futures? In recent years, vocational schools across the Commonwealth have grown in popularity. We have seen a steady increase in the number of students applying for admission to Massachusetts vocational schools, and Monty Tech is no exception. In FY24, there were 827 applications for the 355 seats available in the Freshman class. With more than 400 students placed on a waitlist each year because of a lack of space, school officials met to craft new opportunities for students who have been excluded from a vocational high school experience, due to limits imposed by existing building capacity. FY24 marked what may be considered the school's greatest collaboration and most creative solution to the capacity issue at hand. Monty Tech leased a 16,000 sq. ft. facility with the goal of renovating the space to create new vocational training labs to serve as many as 125 additional high school students and 120 adult students annually. With a goal to expand access so that more graduates enter the workforce with a set of valuable skills and industry-recognized credentials that will make them more employable and better equipped to grow and learn in the occupation of their choosing, Monty Tech, in partnership with Fitchburg Public Schools, Gardner Public Schools, and Narragansett Regional School District developed the Montachusett Partnership Academy ("MVP Academy").

ACADEMICS

While students attending Monty Tech benefit from project-based, hands-on learning often associated with a vocational-technical high school experience, they must also complete all of the same academic requirements that their peers in comprehensive districts accomplish. At Monty Tech, we believe a well-rounded high school experience includes rigorous and meaningful academic lessons. We are proud of our students' accomplishments in the classroom, as well as in their vocational shops.

During the Spring of 2024, 10th grade students took the Next Generation MCAS in English Language Arts, Mathematics, and Biology. In addition, select 9th graders also sat for the Next Generation MCAS Biology exam. Students performed well across all subject areas, with a passing rate of 97% in English Language Arts, 95% in Mathematics, and 97% in Biology. With regard to accountability, Monty Tech continues to make substantial progress toward targets.

Monty Tech's academic programs continue to evolve to prepare graduates for diverse and challenging college and career pathways and are widely known to effectively prepare students at all levels to reach their goals. A focus in recent years has been the incorporation of new and updated materials and coursework to expand STEM opportunities for students with PLTW, AP, and dual enrollment options, especially in math and science. In addition, three of our science teachers are planning to attend the National Science Teachers Conference in 2024 to explore innovative instructional practices and new technologies.

In May of 2024, our students participated in AP exams and student performance showed outstanding results. In general, participation was strong with high numbers of students taking AP Exams (180 total). Those students took a record number of AP exams last year with a total of 262.

	2020	2021	2022	2023	2024
Total AP Students	106	142	120	184	180
Number of Exams	146	189	162	244	262
AP Students with Scores 3+	75	61	82	104	130
% of Total AP Students with Scores 3+	70.75%	42.96%	68.33%	56.52%	72.22%

Since the pandemic, the exam process and format has shifted, but our results continue to show progress. Most importantly, a record number of Monty Tech students were eligible to receive college credit with qualifying scores of 3 or higher (130 total) - an impressive 72%. With regard to specific exams, 36 of our students took the exam for AP Seminar and AP Research. More than 90% of these Monty Tech students qualified for college credit. Not only did these students outperform all subjects, they performed better than most state, national, and global averages - an outstanding result for the second year of implementation. Finally, we had 19 AP Scholars - a growing number for Monty Tech (AP Scholars earn a qualifying score on at least 3 AP exams).

Monty Tech continues to provide the following AP opportunities for students: AP English Literature & Composition, AP Language & Composition, AP Calculus, AP Statistics, AP Environmental Science, AP Chemistry, AP Physics, AP Psychology, AP Seminar, and AP Research. Due to the success of AP Seminar and AP Research, we plan to expand access to grade 10 students by adding a new course entitled English 10 AP Seminar.

VOCATIONAL TRAINING

Preparing students for high-skill, high-wage careers requires technical proficiency, an ability to break down complex lessons into "bite sized" concepts, and a lot of patience. Our team of vocational instructors are not only skilled tradesmen and women, they are patient, collaborative and talented teachers, responsible for training the next generation's workforce. Their commitment to student achievement, community service, and advanced technical knowledge and skills is unmatched, and we are so grateful that they have chosen this profession, sharing their expertise with our students. 2023-2024 was a busy year across the District, with students working and learning in shops, on off-campus construction sites, and with area business leaders, refining their skills. We are proud to highlight some notable accomplishments.

Advanced Manufacturing: Advanced Manufacturing students continue to work in a state-of-the-art machine shop and may earn a number of industry-recognized credentials to demonstrate their technical capacity. All junior students completed NC3 PMI 6 Certification. These students have 6 stackable credentials in precise measurement. The seniors earned an additional 6 stackable credentials in Advanced Measuring Instrument this year, which expands upon the PMI credentials earned in the Junior year, demonstrating more advanced measurement skills. All sophomores passed MACWIC level 1, while all Freshman students successfully completed safety training, earning an OSHA 10-hour general industry certification. The program is proud to have completed many projects for the community, while supporting fourteen Seniors and seven Juniors in their co-op placements, where they work and learn with employer partners in area machine shops. (Total student enrollment: 60)

Auto Body Collision Repair Technology: Monty Tech Auto Body students earned valuable industry credentials in the 2023-2024 School year. Students earned the OSHA 10-hour general industry card, EPA 6H spray certification, ALI Lift Certification, I-CAR Pro-Level 1 in refinishing, and I-CAR Pro-Level 1 in Collision Repair. Two Seniors and three juniors earned co-op placements and were reported to be valuable contributors to local repair shops in the area. At the SkillsUSA District Competition, students won a gold and a bronze medal in collision repair, a silver and bronze in estimating, and a gold medal in refinishing. A Junior student won a gold medal at the SkillsUSA State competition and travelled to the National competition in June 2024 to demonstrate their skills in Collision Repair. The program worked to maintain the school's fleet of vehicles, vans, and trailers, and painted the wiring rack for the MVP project and completed additional work for Troop #193 Winchendon. (Total student enrollment: 65)

Automotive Technology: Seniors in the Automotive Technology program earned their NC3/Snap-On Apollo D8 Certification, while Juniors earned the NC3/Snap-On 525F Digital Multimeter certification. The Freshmen students earned the OSHA 10 Safety certification & the Shopkey Pro Service & Repair Information Level 1 certification.. The sophomores received the Shopkey Pro & SureTrack Advanced Level 2 Certification. These industry-recognized credentials will enhance the student's level of competency within the automotive industry for years to come. Seven Seniors earned Co-op placements, while the shop continued to service, repair, and diagnose approximately four hundred vehicles throughout the year. These jobs included basic maintenance, inspections, alignments, brakes, exhaust, tires, and more advanced jobs including advanced electric diagnosis. Students worked closely with instructors to rewire, replace and add electrical devices to the trailer of Troop

#193 Winchendon, as well. An Automotive Technology Senior supported the program with his Eagle Badge Service Project, raising funds and purchasing six tool carts, six retractable air lines, as well as a numbering system and signage for our lifts. (Total student enrollment: 65)

Business Technology: Monty Tech's Business Technology program continues to introduce students to a broad scope of financial literacy lessons. All Juniors and Seniors earned a financial literacy certificate from the MassMutual Foundation FutureSmart program. The 2023-2024 school year saw several top students earn recognition at the various SkillsUSA competitions, with one student competing in the Customer Service competition at the District level and a first-ever Entrepreneurship Team competing at the State level. Eight Seniors and three Juniors earned co-op placements, while all Freshmen and Sophomores completed the OSHA 10-hour and CareerSafe Interview skills training and certification. (Total student enrollment: 65)

Cabinetmaking: Monty Tech Cabinetmaking students are called upon for a number of projects, small and large, across the campus and beyond. During the 2023-2024 school year, students completed projects that included: installation of cabinets for the newly renovated Early Childhood classrooms; building and installing cabinets and new countertops in the Continuing Education Office; designing, constructing and installing three bulletin boards for the main corridors of Monty Tech; building a custom design, large birdcage for the school's Veterinary Science clinic; and building new cabinets and storage units for the district's Science classrooms. Ten Seniors and seven Juniors earned co-op placements, representing the program so well. Sophomores completed OSHA Construction 10-hour training and certification program, while Freshmen completed the OSHA Careersafe 10-hour online course. (Total student enrollment: 69)

CAD/Drafting & Design: In 2023-2024, five Monty Tech CAD/Drafting & Design Senior students and one Junior earned co-op placements. Students were also able to achieve a number of valuable industry-recognized certifications including Autodesk Inventor, Revit, Autodesk AutoCAD and SolidWorks. Freshmen students completed the 10-hour OSHA CareerSafe Online course. Two students competed in the SkillsUSA States Competition in Architectural Drafting and Technical Drafting. The shop completed a variety of signs, banners, and posters for the school, as well as layout designs for the Winchendon YMCA Playground and Monty Tech's proposed Auto Body/Collision Repair spray booth. (Total student enrollment: 55)

Cosmetology: The Monty Tech Cosmetology program is one of the only programs that students may leave and directly enter the industry, fully licensed and ready for a career. The state-approved program is rigorous and provides students with countless opportunities to refine their cosmetology skills on clientele who understand and appreciate the learning environment. All 16 Seniors and five Juniors earned their cosmetology licenses – an incredibly successful pass rate and demonstration of the students' skills and abilities. Five Seniors participated in the job shadowing program, which gave them an opportunity to learn from practicing professionals, as well as offers for full-time employment prior to graduation! (Total student enrollment: 84)

Culinary Arts: Monty Tech Culinary Arts students and instructors operate a full-service restaurant and bakery, serving approximately 70-90 patrons daily. They host a number of banquets and receptions throughout the year, to include: Welcome Back/New Teachers reception, Principals & Counselors Day luncheon, and two large scale Program Advisory Dinner/meetings annually. The program continues to donate leftover baked goods to Our Father's House in Fitchburg and the Salvation Army in Fitchburg. Freshmen earned their OSHA 10-hour Culinary certification, while Sophomores and Juniors earned their Allergen Awareness certification, and Juniors and Seniors earned their Servsafe credentials. Juniors took a field trip to Johnson and Wales University, and freshmen went to Gardner Ale House, in Gardner, to learn about restaurant management. (Total student enrollment: 68)

Dental Assisting: Monty Tech Dental Assisting instructors have emphasized the need for students to earn valuable industry-recognized credentials, as a means to demonstrate technical skill and proficiency. As a result, all students work and prepare for Dental Assisting National Board (DANB) certification exams. In 2023-2024, all students passed the DANB Infection Control exam, and the DANB Radiology exam. This excellent pass rate is a true testament to the high-quality instruction in the Monty Tech Dental Assisting program, and something the school continues to be so proud of. A total of ten Seniors and three Juniors earned co-op placements, while the remaining Juniors and Seniors earned experience in affiliation/externship in area dental clinics and offices. All Seniors & Sophomores received the American Red Cross for Basic Life Support CPR/AED certification. Through the Community Health Connections Caring for Kids Program, Monty Tech students could receive free dental cleaning, radiographs, and sealants. Monty Tech Dental students were allowed to assist in their procedures. (Total student enrollment: 57)

Early Childhood Education: Ten Seniors and one Junior in the school's Early Childhood Education program earned co-op placements, gaining valuable experience working with young children in local childcare centers. Three Seniors and one Juniors also gained experience on externships. All Sophomore and Seniors completed their First Aid/CPR training, and six Seniors also earned the Child Development Associate National certification. All thirteen Seniors worked with instructors to submit applications for the MA Department of Early Education and Care Teacher certification. Freshmen hosted a mock baby shower, collecting donations for Montachusett Opportunity Council to benefit families in the community. Sophomores and Juniors assisted in Head Start Preschool classrooms, earning training hours for the national certification. Sophomore students also collaborated with students enrolled in Graphic Communications to create children's books, further benefitting the Monty Tech-Head Start partnership, designed to provide meaningful hands-on learning opportunities for all students in the Early Childhood Education program. (Total student enrollment: 47)

Electrical: Throughout 2023-2024, students and instructors in the Monty Tech Electrical program wired numerous electrical projects within the school. Sixteen Seniors and eight Juniors earned co-op placements, which allowed them to gain important on-the-job skills and additional training in the industry. Students and instructors wired the Habitat for Humanity house on Granite St. in Fitchburg, changed out and added emergency lighting for the Ashburnham American Legion, worked on HVAC equipment for the Baldwinville American Legion, and added electrical service, security systems, fire alarm, and all power and lighting to the MVP Academy. The Freshman class was filled with 24 first choice students, and all successfully completed the 10-hour OSHA training and certification. (Total student enrollment: 94)

Engineering Technology: The Engineering Technology program at Monty Tech is a rigorous program, infused with a nationally certified curriculum provided by Project Lead the Way, and countless hands-on learning opportunities that provide students with opportunities to demonstrate creativity, make connections with prior learning, earn college credits, and attain industry recognized certifications. Eight Seniors earned co-op placements during the 2023-2024 school year. All Freshmen completed the OSHA 10-hour General Industry training and certification program. The program also benefitted from new technology, which was used to design and laser cut holiday and prom gifts for community service. (Total student enrollment: 58)

Graphic Communications: Throughout the 2023-2024 school year, students in the Graphic Communications program produced numerous projects for our district cities and towns, and a variety of non-profit organizations within the district. Three talented Seniors earned co-op placements, which allowed them to continue their on-the-job training in a real-world work setting. The program was extremely well represented in

SkillsUSA competitions, with two students winning gold medals for Pin Design and T-Shirt Design. Both students travelled to the National Convention in Atlanta, GA and continued to make the district so proud. Instructors were delighted to receive several new pieces of equipment to enhance the training program, and look forward to additional equipment to encourage more creativity from our students in the coming years. Seniors presented their senior thesis project at the end of the year to the community and industry professionals, at the 2nd annual showcase event. (Total student enrollment: 85)

Health Occupations: The Health Occupations program continues to be one of the more competitive programs at Monty Tech, providing a rigorous education grounded in current medical knowledge and practice, balanced by hands-on learning opportunities in the on-site Sim Lab and through the use of state-of-the-art Anatomage technology. Instructors work to continuously improve instructional spaces, technology and equipment for student training purposes. Twenty-six Seniors partnered with area clinics through the co-op program, where they continued to learn and flourish in their chosen field, while back on campus, students focused on achieving important industry-recognized credentials. Twenty-four students passed the Clinical Medical Assistant exam, becoming nationally certified medical assistants. Twenty-five students passed the Nurse Aide Exam, and four Seniors passed the phlebotomy technician certification exam. All Sophomores obtained their CPR, First Aid, and Alzheimer's Association Certification, while the Freshmen completed the 10-Hour OSHA training and certification program. (Total student enrollment: 108)

House Carpentry: The Monty Tech House Carpentry program completed a number of projects, large and small during this 2023-2024 School year. Juniors and Seniors were tasked with a variety of projects to complete a single-family residence for Habitat for Humanity in Fitchburg. Students completed all framing, roofing and exterior trim details, and installed all exterior doors and windows. Afterwards, they turned their attention to the district's new training facility - the MVP Academy, located at 270 Westminster Street in Fitchburg. Staff and students continue to support local charitable organizations with donations of our Adirondack chairs built by the Freshmen in the program. Sixteen Juniors earned the Hot Work certification; Eighteen Sophomores received their OSHA 10-hour Construction certifications; All Sophomores, Juniors and Seniors also successfully completed the Scissor Lift Training. Seven Seniors and five Juniors participated in the co-op program this year. (Total student enrollment: 67)

HVAC & Property Maintenance: The 2023-2024 school year was the second year the HVAC & Property Maintenance program competed in the Facilithon, a leadership in Facilities Management competition for the SkillsUSA competition. Instructors were proud of their students' performance and remain committed to preparing students for this competition annually. Seven Seniors and four juniors earned co-op placements in area businesses. All Juniors earned EPA Universal Licenses, as well as Hot Work certifications. Freshmen completed the OSHA 10-hour General Industry certification, while Sophomores earned the OSHA 10-hour Construction Industry certification. Monty Tech HVAC students were the first high school students in Massachusetts to successfully complete a five-day Building Science and Energy auditing course, earning 3 new industry credentials (GPRO, BPI, and Health Homes). These certificates open the door to careers in energy auditing, weatherization and insulation. Students continued to service equipment ranging from lawnmowers to air compressors, and also completed two extensive rebuilds: an ATV and a lawn tractor. In Phillipston, students worked to relocate an exterior set of stairs at the Town Offices and refinished the existing decking and railings. In Baldwinville, students completed the installation of a heating and cooling system at the American Legion. In Templeton, students also completed repairs of the gazebo on the town common, then primed and painted it. The program benefited from grant funding and donations which allowed instructors to purchase equipment needed to expand metal fabrication lessons and outfit an off-campus job trailer. (Total student enrollment: 63)

Information Technology: The Information Technology program continues to offer students opportunities to earn a wide range of industry-recognized certifications that affirm the technical skill proficiency needed for entry-level careers in networking and information technology. In 2023-2024, all Freshmen completed the OSHA 10-hour General Industry training. One Senior and one Junior competed in the SkillsUSA state Competition. Three Seniors and four Juniors enjoyed co-op placements, applying their technical skills in area businesses. Five Seniors and six Juniors achieved the TestOut Security Pro course certification, while a team of four Seniors achieved a 3rd Place Gold Tier Award in the Cyberpatriot National Youth Cyber Education State Competition. Students in the Junior Class designed a website for the Monty Tech Greenhouse, and repaired computer hardware for individuals in the community. (Total student enrollment: 37)

Masonry: The talents of Monty Tech Masonry students are on display throughout district communities, as projects that were completed during the 2023-2024 school year include: construction of a brick garden bench at the Sterling Senior Center, rebuilding a Revolution Tomb in Ashby, and completing masonry repairs at the Winchendon Housing Authority. The program also completed concrete and block work for the new MVP Academy building and built a retaining wall for a new security gate on the school's busy campus. Sophomores received their 10-hour OSHA Construction certification, while all Freshmen completed the 10-OSHA General Industry training and certification. Juniors and Seniors were Hot Work certified. Three Seniors and four Juniors earned co-op placements and continued to refine their skills working with business partners through the school's co-op program. Finally, Monty Tech Masonry students competed in the Mass Trowel Trades Competition, held at Bay Path and attended the Techo-Bloc trade show in Burlington to gain a deeper appreciation for emerging industry trends. (Total student enrollment: 62)

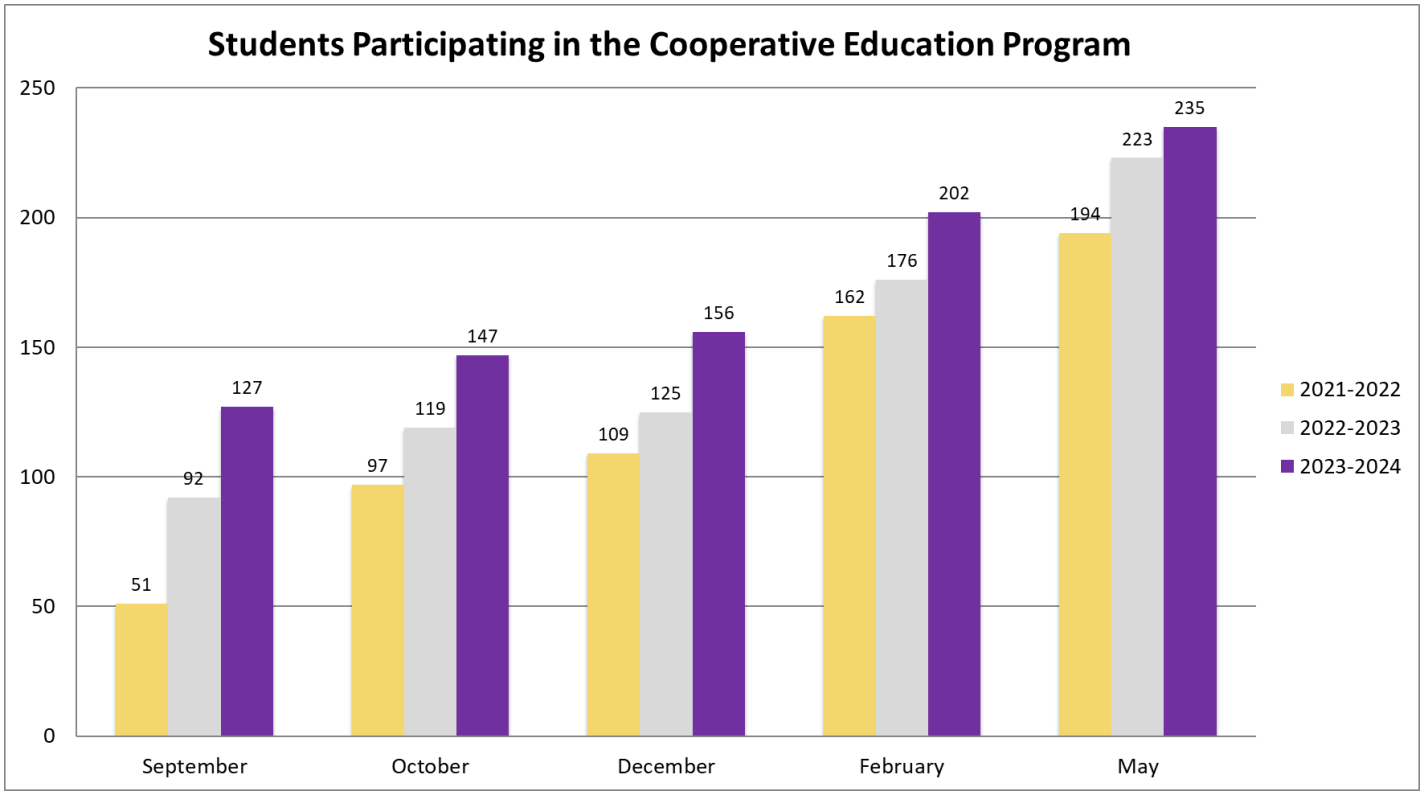
Plumbing: For the 2023-2024 school year, students and instructors completed the plumbing on the Habitat for Humanity house located on Taft Street in Fitchburg, and began the plumbing installation for another single family home on Granite Street in Fitchburg, another proud Habitat for Humanity project. Students worked with instructors to install an additional heating zone on the second floor at the William Bresnahan Community Center in Ashburnham, and began work at the MVP Academy building. Students also worked fixing numerous plumbing issues within the Monty Tech building. Juniors successfully completed their Hot Work safety training and earned that important credential. Freshmen also completed the 10-hour OSHA General Industry safety training, while Sophomore students completed the 10-hour OSHA Construction safety training and certification. Eleven Seniors and three Juniors earned co-op placements, which allowed them to continue to grow in the trade, working with plumbing professionals in the area. Sophomores and Seniors were trained in Viega PEX/copper press, earning a valuable certification. One Senior earned the PHCC 2024 Vocational Plumbing All Star Award, given by the Plumbing, Heating, and Cooling Contractors Association of Massachusetts, receiving a scholarship for his continuing education in the plumbing licensure program and a fine set of tools. Another senior was awarded the Central Mass Plumbing & Gas Inspectors Association $500 Scholarship. This will be applied to his continuing education in the profession. (Total student enrollment: 73)

Veterinary Science: For the 2023-2024 school year, the Monty Tech Veterinary Clinic completed 1300 appointments, seeing 819 dogs and cats and servicing 379 district families. The program was honored to help so many clients and patients in need. Fourteen Seniors and 1 Junior earned co-op placements, working outside of the school's busy Veterinary Clinic. Twenty-two Seniors passed the Recover CPR, Fear Free Level 1 and Human Animal Bond Certification, 1 Senior and 20 Juniors passed the Certified Veterinary Assistant qualification. Additionally, one student went to the State SkillsUSA competition in Medical Terminology, and another two for Safety Poster Design, where they won a silver medal for their efforts. All Freshmen completed the OSHA 10-hour General Industry training and certification. (Total student enrollment: 82)

Welding/Metal Fabrication: Monty Tech's Welding/Metal Fabrication Department completed over 30 community service projects in the 2023-2024 school year. Students worked with instructors to build a hitch mounted truck ramp for the dogs of the Northeast Houndsmen, repaired a horse trailer and created a new truck pull bar. Working on campus, students designed and fabricated an extension for a Kubota rack, relined the bed of the school's dump truck, rebuilt the sides for the snow pusher plow, fabricated two wire wheel racks for the electrical program, and began fabricating a complex railing system for the mezzanines at the MVP Academy. Students completed a project for their Culinary Arts peers, fabricating and installing multiple racks for the cutting boards and rolling pins in the Culinary kitchen. Seven Juniors and five Seniors earned co-op placements. Juniors completed the Hot Work certification, and all Freshmen students completed the OSHA 10-hour Construction Certification. One Senior placed 3rd in the SkillsUSA States Competition. One Senior placed 2nd in the GTAW Pipe Notch Pipe Welding Competition. Several students passed their American Welding Society D1.1 Structural Steel Code Certification in 1G FCAW & EG SMAW. Three Seniors obtained their 1G ASME section 1X Boiler and Pressure Vessel certification. Instructors were pleased to receive a new 4' box and pan brake for sheet metal fabrication, which will benefit the program immensely. (Total student enrollment: 63)

COOPERATIVE EDUCATION

The Monty Tech Cooperative Education Program is an extension of the student's technical education that combines classroom instruction with on-the-job-training. The popular Co-op Program provides students with an opportunity to further develop academic, technical and employability skills in an industry-related work environment. All students are eligible to participate in the Co-op Program, provided they satisfy state and school grade, attendance and performance requirements, and all Co-op students must have completed the OSHA recognized Career Safe online health and safety course prior to being placed in a work environment.



The Cooperative Education Program is beneficial for both students and employers. For the student, it is a chance to gain on-the-job training that improves both their technical proficiency and employability skills, and making industry connections enhances post-graduate employment opportunities. The Co-op Program also allows students to earn while they learn, which has allowed many students to learn valuable life skills, financial literacy skills, and gain a deeper understanding of the importance of career advancement and self-advocacy.

Employer benefits include addressing workforce needs in an efficient manner. Co-op students provide a pool of trained talent, ready to assume temporary, part-time or even full-time opportunities, thus reducing employer training costs. Co-op work hours may also be tailored to suit the needs of partnering employers.

With approximately 100 area employers participating in Cooperative Education, providing valuable experience to 235 students by the end of the 2023-2024 school year, school officials remain grateful for their continued support, and look forward to future collaborations.

STUDENT SUPPORT SERVICES

Monty Tech's Department of Student Support Services houses the district's counseling services, oversees special education programming, and maintains efforts to provide social/emotional learning and resources to all students. Throughout the 2023-2024 school year, department staff continued to prioritize the district's effort to educate and develop the next generation of young adults, ensuring students have access to support in academic and vocational programming, as well as services related to social and emotional wellness. Our trained and compassionate staff work to provide structured supports for students as they acclimated to the demands, pace and rigor of high school academics, vocational programming and extracurricular activities, understanding that a few short years ago, during the students' developmental years, students were isolated, had minimal opportunities to grow and develop through social interactions and hadn't experienced a 'normal' school year. With increased exposure to technology and social media, the means in which young adults communicate and connect has shifted. With that, the foundational skills and social norms have also changed, taking on an array of variances that schools must recognize and address to effectively prepare students to be successful young adults.

Recognizing the shift in experiences and brain development, Monty Tech has focused support on the growing concerns and struggles with age-appropriate interactions, use of social media, and the need for meaningful connections. The Department of Student Support has concentrated its efforts on creating a safe and supportive environment, offering opportunities and experiences that challenge our students to reflect, grow, and learn in all areas of their experiences. The department continued its important mission to break the stigma of mental health, shifting our perspective to find balance and mental wellness. This unified approach, support, and collaboration helps our student body develop socially, build resilience, communicate effectively, grow

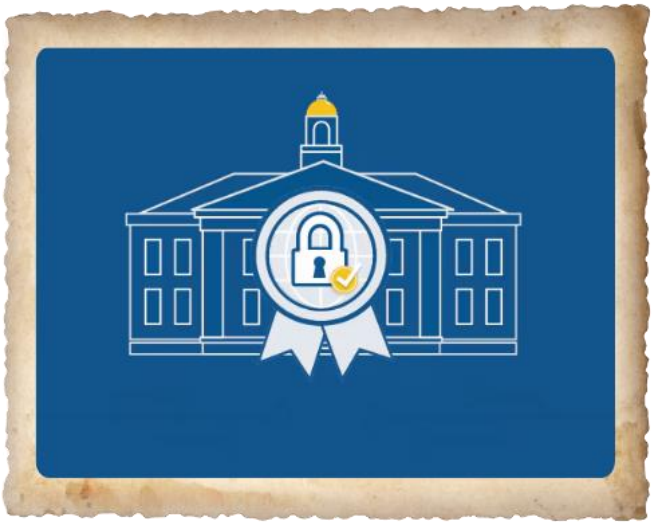
individually and meet success.

In addition to the department's current school-based counseling services, Monty Tech and partner LUK, Inc. collaborated throughout 2023-2024 with the Department of Public Health to provide services to at-risk students and their families. The district also worked with LUK to create a direct pipeline for referrals and increased access to support. Programs such as the HOPEMatters, a peer-to-peer mental wellness and suicide prevention program, Project AMP, a program to address prevention of substance use among youth ages 13-17, and Students Taking A New Direction (STAND), a program to support students displaying at-risk behaviors, have all been implemented. These services allow students to have support beyond the school days and walls of Monty Tech.

Monty Tech also joined forces with CareSolace, matching individuals with mental health and/or substance abuse counselors. CareSolace Coordinators address the growing need to locate support and match individuals with therapists, saving students and families hours of time, phone calls, waitlists and frustration. CareSolace supports the matching process and follows up with individuals to ensure each connection was a success. Most importantly, CareSolace Match Services are free to our students, family, staff and community: https://caresolace.com/site/montytech.

During the 2023-2024 school year, Montachusett Regional Vocational Technical School District provided specialized services to approximately three hundred students – measuring progress of over two hundred students on Individual Education Plans (IEPs) and approximately one hundred students adhering to individualized Section 504 plans. While the Student Support Services Department encompasses special education, the department provides support that is available to all Monty Tech students. Students have access to direct tutoring both before and after school. School counselors are available to assist students with vocational placement and post-secondary planning. Furthermore, our counselors are equipped with the skills to engage students in workshops and groups that support the development of social resilience, functional academics, finding balance, and referral services for those experiencing struggles.

TECHNOLOGY @ MONTY TECH



With an eye toward maintaining student, faculty and staff information safely, the Monty Tech Technology Department worked throughout the 2023-2024 school year to identify areas in need of improvement, and solutions that would expand the scope and security the department takes such great pride in. School officials then submitted a Municipal Local Cybersecurity Grant application and were awarded $25,000 from the Massachusetts Executive Office of Public Safety and Security. With that generous award, Monty Tech's technology team immersed themselves in the development of a Cyber Incident Response Plan, which will help secure the district's complex network for years to come.

Supporting and maintaining student devices and instructional technology continues to comprise the bulk of the department's efforts. With each student having a school-issued Chromebook, and academic and vocational teachers using a wide variety of instructional technology, the talented technology team continues to streamline troubleshooting and support efforts to ensure student and staff are online and able to fully participate in educational activities at all times – not an easy feat in a sixty-year-old facility serving more than 1,600 faculty, staff and students daily!

Relying on PowerSchool, the district's student information system, and the schoolwide adoption of Google Classroom, we have seen increased communications between school and home. These technology-based communication systems have resulted in more regular and timely student achievement analyses, so that teachers, parents and students are able to address areas of concern more efficiently to improve understanding. The district's Director of Technology and two Instructional Technologists have been instrumental in training and providing in-house support to Monty Tech faculty and staff to improve the delivery of relevant and engaging curriculum across all subject areas.

SERVICE LEARNING

The Monty Tech Marine Corps Junior Reserve Officer Training Corps (MCJROTC) is a leadership program designed to instill the values of citizenship, service, personal responsibility, and a sense of accomplishment into our young adults. The program provides students with countless opportunities to serve as ambassadors in their communities, through the routine demonstration of student leadership development, volunteerism, perseverance, and dedication.

During the 2023 - 2024 school year, Monty Tech MCJROTC Cadets participated in more than 2,500 hours of community service and volunteerism. Cadets began the school year supporting three community 5K runs - the Fitchburg Veterans 5K, the Rock and Roll 5K at the Wachusett Brewery, and the Heroes Live Forever 5K also taking place at the Wachusett Brewery - providing assistance with vehicle parking, run route coordination, and vendor support. Cadets also enjoyed participating in the annual Blacksmith Festival held in Fitchburg, MA, where they assisted competitors and vendors, and while doing so, learned a great deal about community volunteerism and the craft of blacksmithing as a fine art.

As in years past, Cadets were actively involved with the Fitchburg Salvation Army, and proudly assisted with the collection of donations that will go on to support the less fortunate throughout the community in a variety of ways. Cadets served as traditional bell ringers in front of many different community grocery and department stores, and conducted volunteer tolls throughout the region to support this effort.

Assisting with color guards, presenting the Nation's Colors and the Marine Corps Battle Colors, is a particular honor and highlight for our young cadets. In 2023-2024, the Monty Tech Color Guard was able to support numerous events, including the Fitchburg State graduate and undergraduate ceremonies, local civic ceremonies, and numerous veteran ceremonies in and around the community especially during veteran holidays.

The highlight of the school year had to be the annual ten-mile hike that took place at Monty Tech. Each year cadets work to raise donations for a worthwhile cause of their choosing. This year, cadets chose to support the Wreaths Across America program raising in excess of $25,000. This sizeable donation will benefit a number of veteran programs, including technology and related supports, the Wreaths Across America Teach Program, and the Wreaths Across America Mobile Education Exhibit.

Cadets were able to sponsor and participate in a Veterans Day ceremony that took place in the Monty Tech Auditorium. Veteran Monty Tech Teachers were recognized for their service. Cadets also participated in a Marine Corps Birthday Ball Celebration. This event included a full USMC Birthday ceremony, marching in the USMC birthday cake cutting ceremony, and recognition of the guest of honor, Mr. Paul Jornet.

Finally, more than 70 Cadets participated in our annual Cadet Leadership Camp during the month of June. The camp took place in Camp Moses Boy Scout Camp located in Holyoke MA. This weeklong leadership trip included team building skills, physical fitness, and visits to local area attractions. Cadets were able to develop a sense of leadership while establishing "Esprit de Corps" which is pride in the unit.

EVENING PROGRAMS

SCHOOL OF CONTINUING EDUCATION at
MONTACHUSETT REGIONAL VOCATIONAL TECHNICAL SCHOOL DISTRICT

In recent years, Monty Tech's popular School of Continuing Education, has been the recipient of more than $2M in funding from Commonwealth Corporation, to provide unemployed or underemployed individuals with no-cost training and job placement services in the region's most critical industries/occupations. These grant-funded training opportunities are an example of the collaboration between the MassHire Workforce Investment Board, the Executive Office of Labor and Workforce Development, and generous sponsorship from Commonwealth Corporation, making it possible for Monty Tech to offer meaningful job readiness training in occupations with high demand and self-sustaining wages.

In 2023-2024, school leaders were pleased to offer 200-hour training programs in carpentry, culinary, electrical, plumbing, HVAC, CNC operation, welding and property maintenance, at no cost to qualified participants. These FY24 training cohorts resulted in 34 individuals having secured full-time employment in their chosen occupations. In addition to these grant-funded opportunities, the School of Continuing Education, continues to offer the area's most affordable and comprehensive cosmetology training program, effectively preparing participants to sit for the Massachusetts State Board examinations. In FY24, seven cosmetology students graduated from the program, and all have passed the licensing exam.

Serving more than 1,700 community members annually, the School of Continuing Education is proud to offer meaningful training to a non-traditional student population, while working to develop new and important relationships with business partners in need of a talented candidate pool. The talented Continuing Education staff understands that the strength of any vocational training program is dependent upon mutually beneficial relationships between the school and our business partners, and they work tirelessly to build relationships throughout the year. One demonstration of such school-to-business collaboration is the school's annual job fair. In May of 2024, the School of Continuing Education hosted the annual event, welcoming more than

seventy area employers who spent time visiting with both day and evening students seeking job opportunities. Numerous students attended the event, presented resumes to business representatives, and made contacts with employers that led to a first-time job placement and entry into the trades.

The Montachusett Regional Vocational Technical School Practical Nursing Program class of 2024 achieved a 100% NCLEX-PN Pass Rate.

We are thrilled to announce that 100% of our 2024 graduates passed the NCLEX-PN examination on their first attempt. This achievement reflects the dedication of our students, faculty, and staff to upholding the highest academic and clinical standards as well as the program's dedication to preparing future nurses for the challenges of a career in healthcare.

At the heart of this program's success lies a culture that prioritizes student success and professional readiness. Faculty members are not just educators but mentors, guiding students through a curriculum designed to build both theoretical knowledge and practical skills. The program emphasizes evidence-based learning, critical thinking, and compassionate care—key components of a well-rounded nursing education.

The program's student-centered approach extends beyond academics. A robust support system ensures that students have access to resources that address their academic, emotional, and financial needs. Faculty advisors work closely with students to create tailored study plans as well as provide a safe space to navigate the stresses of nursing school.

Looking forward we hope to increase program enrollment as well as community clinical partnerships to address the growing demand for skilled practical nurses.

The program aims to maintain its 100% pass rate by continuously updating its curriculum, investing in faculty development, and expanding student resources. Leveraging technology and evidence-based teaching methods will remain a priority as we prepare the next generation of compassionate, skilled nurses who will make a meaningful impact on healthcare across North Central Massachusetts.

LOOKING AHEAD

Monty Tech pride is something students, alumni, family and friends demonstrate at a remarkable and humbling rate. Bumper stickers on countless vehicles, sweatshirts and hats worn to indicate pride in affiliation with the school, and shared stories of success heard in homes and across our communities are points of pride that do not go unnoticed to Monty Tech faculty and staff. The talented instructors, paraprofessionals, counselors, cafeteria staff, custodial and maintenance crew, and invaluable support staff work so hard every day to ensure all students have access to the best academic and vocational lessons, instructional technology and training equipment available, while learning in a safe and supportive environment. When we look ahead to what is next for Monty Tech, we begin with "more of the same" – excellence in education, building relationships with employers who rely on our workforce training programs, and working with the next generation of young leaders and entrepreneurs who make us so incredibly proud.

In 2024-2025, Monty Tech leaders look forward to celebrating the opening of the school's first satellite campus, and home to MVP Academy. Serving more than 80 students from partnering districts of Fitchburg, Gardner, and Narragansett Regional Schools, this new facility, made possible by a $1.9M Lab Modernization Grant (FY23), is Monty Tech's answer to the increasing number of students who seek a vocational high school experience, with no additional seats available. School leaders expect to expand even further the capacity at MVP Academy, with the addition of a Plumbing training program by the end of FY26.

Another deserving population that has had limited access to meaningful job training, are the area's young adults with disabilities. In 2023-2024, school leaders identified a grant opportunity and crafted a unique training program designed specifically for this population. That $133,900 award from Commonwealth Corporation enabled school leaders to roll out a small pilot program, training 12 deserving young adults in 4 different trades. Looking ahead and learning from our pilot program, school leaders are eager to apply for the grant again in FY25, so we may expand upon that successful program, doubling the number of students served and training programs offered. Program leaders also anticipate growing the number of employer partners, so that young adults with disabilities who enroll in the Supportive Training & Education Program (STEP) are matched with internships and job placements that align with their newfound skills and their special talents and abilities.

Finally, FY25 will see two vocational program improvements that will undoubtedly please incoming and current students in the Culinary Arts and Carpentry programs. Thanks to continued partnerships with various grant agencies and donors, the school's Culinary Arts program will purchase $300,000 of new kitchen equipment and technology. Items that students will soon be trained on include a pasta extruder and various dyes, a gorgeous wood-fired brick pizza oven, new char broilers and skillets. Carpentry students will also enjoy new equipment, with the addition of two Advanced Construction Simulator Systems, that will teach students operator skills, using the same techniques found on worksites across the Commonwealth. Students will learn how to safely and effectively operate a variety of heavy equipment machinery, using these truly innovative experiential learning devices.

MONTY TECH LEADERSHIP

The district continues to benefit from a talented leadership team whose varied educational backgrounds, professional experiences, and areas of expertise contribute to the success of the school. Working collaboratively, and under the direction of the Superintendent, the team has transformed the school into one of the most sought-after high schools in North Central Massachusetts.

Thomas R. Browne, Superintendent-Director
Dayana Carlson, Principal
Tammy Crockett, Business Manager
Kim Curry, Co-Operative Education Coordinator
Taryn DiVito, Data Analysis and Accountability Coordinator
Christina Favreau, Director of Academic Programs
Michael Gormley, Director of Facilities
Donald Kitzmiller, Director of Technology
Christine Leamy, Dean of Admissions
Kathryn Schmidt, Assistant Principal
Katy Whitaker, Development Coordinator
Brian Williams, Director of Vocational Programs
Victoria Zarozinski, Director of Student Support Services

In addition, the Montachusett Regional Vocational Technical School District Committee is comprised of twenty-two dedicated individuals, whose expertise proves invaluable in advising the district's operations, policies, and procedures. Our students continue to benefit from the broad scope of their experiences and varying perspectives, and we are thankful to the following members of the 2023-2024 School Committee for their outstanding service.

Eric Commodore, Gardner
Chair

John Columbus, Templeton
Vice Chair

Julie Marynok
Secretary

Jeffrey Gallant
District Treasurer

Diane Swenson, Ashburnham
Peter Capone, Ashby
Jeffrey Raymond, Athol
Whitney Marshall, Barre
Robert Campbell, Fitchburg
Michael Hurley, Fitchburg
Dr. Ronald Tourigny, Fitchburg
Melanie Weeks, Fitchburg
James S. Boone, Gardner
Jeanne Bartlett, Harvard

Scott Carignan, Hubbardston
Barbara Reynolds, Lunenburg
Eric Olson, Phillipston
John P. Mollica, Princeton
Sara Dilg, Royalston
William Brassard, Sterling
John Columbus, Templeton
Ross Barber, Westminster
Tamarah Estes, Winchendon

Respectfully Submitted By:

Thomas R. Browne, Superintendent–Director January 31, 2025

Montachusett Regional Vocational Technical School 1050 Westminster Street
Fitchburg, MA 01420
(978) 345-9200
www.montytech.net