



Foxborough Regional Charter School

Board Meeting

January 26, 2024

Published on January 19, 2024 at 9:47 AM EST

Date and Time

Friday January 26, 2024 at 8:00 AM EST

Location

ZOOM

Meeting Format

Whether in person or online, the public is welcome to attend Board/Committee Meetings and have access to meeting minutes. Meetings are held once a month and additionally, as determined by the Board/Committee Chair. All meeting Agendas are posted on the school website at least 48 hours in advance of each public meeting.

During the meeting, the Board and its committees follow the published agenda. Gallery members are not part of the formal discussion or deliberations. Those wishing to speak at a meeting are asked to follow our [Privilege of the Floor Policy](#). To request to speak at a meeting, please complete the following [google form](#) before the start of the meeting.

Agenda

	Purpose	Presenter	Time
I. Opening Items			8:00 AM

	Purpose	Presenter	Time
A. Record Attendance			1 m
B. Call the Meeting to Order			
C. Approve Minutes	Approve Minutes	Todd Tetreault	20 m
	<ul style="list-style-type: none"> • August 8, 2023 • August 15, 2023 • August 29, 2023 • September 12, 2023 • October 10, 2023 • October 18, 2023 • November 14, 2023 • November 28, 2023 • December 12, 2023 • December 21, 2023 • January 9, 2024 		
II. Board Business			8:21 AM
A. Proposal to Restructure High School Staffing for Enhanced Effectiveness	Vote	Todd Tetreault	5 m
III. Other Business			
IV. Closing Items			
A. Adjourn Meeting	Vote		

The listed matters are those reasonably anticipated by the Chair to be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may be brought up for discussion to the extent permitted by law.

Coversheet

Proposal to Restructure High School Staffing for Enhanced Effectiveness

Section: II. Board Business
Item: A. Proposal to Restructure High School Staffing for Enhanced Effectiveness
Purpose: Vote
Submitted by:
Related Material: Foxborough Regional Charter School - Second Assisnat Principal Request - Copy (1).docx

Foxborough Regional Charter School

Finance Committee

Subject:

Proposal to Restructure High School Staffing for Enhanced Effectiveness and Cost Savings - This proposal is aimed at optimizing the staffing structure at the high school level to achieve both financial efficiency and improved effectiveness in managing student behaviors and enhancing classroom instruction.

FY25 Request:

Add one FTE Assistant Principal of Instruction to the High School leadership team, replacing two current Behavior Intervention positions.

Current Staffing Structure:

Currently, our high school employs two Behavior Interventionists, a vacant Principal position, and a vacant Assistant Principal position. After several months of observation and assessment, it has become evident that the existing model is not as effective as desired. The individuals in the Behavior Interventionist roles lack the depth of skill set necessary to address the complexities of student behaviors adequately.

Proposal Overview:

The School proposes the elimination of the two high school Behavior Interventionist positions and the creation of one Assistant Principal position. This restructuring not only aligns with a cost-saving strategy, estimated at \$30,000, but also provides an opportunity to enhance our ability to manage student behaviors effectively and implement positive changes with our teaching staff with a goal of improving instruction and student achievement.

Key Benefits:

Financial Savings: The proposed restructuring will result in a significant cost saving of approximately \$30,000, contributing to overall fiscal responsibility.

Enhanced Authority:

An added Assistant Principal position will consolidate authority and responsibility, providing a more streamlined approach to managing student behaviors and supporting positive, proactive instructional support among teachers.

Improved Skill Set:

The Assistant Principal role will be designed to attract candidates with a deeper and more comprehensive skill set, addressing the challenges associated with student behavior more effectively.

Implementation Plan:

Immediate Hire Assistant Principal of Discipline:

To swiftly address student behavior concerns, we propose hiring an Assistant Principal of Discipline immediately. This individual will play a crucial role in supporting the interim principal and managing student behaviors effectively.

July 1, 2024 - Assistant Principal of Instruction:

To support classroom instruction, the second Assistant Principal position will be filled as of July 1, 2024. This timeline ensures that instructional support is in place before the hiring of the new principal.

The proposed restructuring aligns with our commitment to providing a safe and conducive learning environment while maximizing our resources efficiently. We believe this approach will contribute to the overall success of our high school including improving attendance and increasing achievement.