



# Foxborough Regional Charter School

## Board Meeting

Published on November 7, 2024 at 2:57 PM EST  
Amended on November 12, 2024 at 10:54 AM EST

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### Date and Time

Tuesday November 12, 2024 at 6:00 PM EST

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### 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.

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### Agenda

	Purpose	Presenter	Time
<b>I. Opening Items</b>			<b>6:00 PM</b>
<b>A.</b> Record Attendance		Todd Tetreault	1 m
<b>B.</b> Call the Meeting to Order		Sergio Martin	1 m

	Purpose	Presenter	Time
<b>C.</b> Privilege of the Floor		Sergio Martin	5 m
<b>II. Leadership Report</b>			<b>6:07 PM</b>
<b>A.</b> Leadership Report	Discuss	Toby Romer	15 m
<ul style="list-style-type: none"> <li>• Enrollment</li> <li>• Highlights/ Accomplishments</li> </ul>			
<b>III. Board Business</b>			<b>6:22 PM</b>
<b>A.</b> MCAS and Accountability Update 2024	Discuss	Toby Romer	20 m
<b>B.</b> Post Graduate Planning - Class of 2024	FYI	Adam Goldberg	20 m
<b>C.</b> Field Trip Overview	FYI	Kathleen Foley	5 m
<b>D.</b> Executive Director Evaluation (FY24)	Vote	Sergio Martin	10 m
<b>IV. Updates and Reports</b>			<b>7:17 PM</b>
<b>A.</b> Committee Reports ( Finance/Facilities, Governance, DEI, Academic Excellence)	Discuss	Sergio Martin	10 m
<ul style="list-style-type: none"> <li>• DEI</li> <li>• Finance</li> </ul>			
<b>B.</b> Policy Review			
<b>C.</b> Community Groups (FEA, Foundation, ELPAC, SEPAC)	FYI	Toby Romer	5 m
<b>V. Administrative/Housekeeping (Trainings, Member Reminders)</b>			<b>7:32 PM</b>
<b>A.</b> Board Recruitment/Development	Discuss	Sergio Martin	10 m
<ul style="list-style-type: none"> <li>• Potential Candidate Review</li> </ul>			
<b>B.</b> Officer Elections	Vote	Sergio Martin	10 m

	Purpose	Presenter	Time
<ul style="list-style-type: none"> <li>• Chair</li> <li>• Vice Chair</li> <li>• Secretary</li> <li>• Treasurer</li> </ul>			
<b>C.</b> Bylaw Approval	Vote	Sergio Martin	5 m
<b>VI. Meeting Summary and Items for Next Meeting</b>			<b>7:57 PM</b>
<b>A.</b> Items for Next Meeting <a href="#">Review Next Month</a>	Discuss	Sergio Martin	5 m
<b>VII. Consent Agenda</b>			<b>8:02 PM</b>
<b>A.</b> Meeting Minutes	Discuss	Toby Romer	2 m

For Approval:

- September 18, 2023
- September 21, 2023
- October 10, 2023
- November 14, 2023
- February 12, 2024
- February 21, 2024
- March 20, 2024
- May 2, 2024
- May 9, 2024
- August 13, 2024
- September 10, 2024
- October 8, 2024
- October 16, 2024

Approved / awaiting amendments/ posting

- October 18, 2023 (minutes approved - amendments need to be made to finalize minutes and post)
- November 28, 2023 (minutes approved - amendments need to be made to finalize minutes and post)

	Purpose	Presenter	Time
• December 12, 2024 (minutes approved - amendments need to be made to finalize and post)			
• December 21, 2023 (minutes approved - amendments need to be made to finalize minutes and post)			
• January 9, 2024 (minutes approved - amendments need to be made to finalize minutes and post)			
• January 26, 2024 (minutes approved - amendments need to be made to finalize minutes and post)			
• February 5, 2024 (minutes approved - amendments need to be made to finalize minutes and post)			
• February 7, 2024 (minutes approved - amendments need to be made to finalize minutes and post)			
• March 12, 2024 (minutes approved - amendments need to be made to finalize and post)			
• April 9, 2024 (minutes approved - amendments need to be made to finalize and post)			
• May 6, 2024 (minutes approved - amendments need to be made to finalize and post)			
• May 14, 2024 (minutes approved - amendments need to be made to finalize and post)			
• June 17, 2024 (minutes approved - amendments need to be made to finalize and post)			
• July 9, 2024 (minutes approved - amendments need to be made to finalize and post)			

#### Missing Recordings

- February 13, 2024 (recording needed to transcribe minutes)
- February 15, 2024 (recording needed to transcribe minutes)
- March 20, 2024 (recording needed to transcribe minutes)

#### Executive Session – No recordings

- September 18, 2023 Exec Session (minutes to be drafted)
- September 21, 2023 Exec Session (minutes to be drafted)
- February 21, 2024 Exec Session (minutes to be drafted)
- May 2, 2024 Exec Session (minutes to be drafted)

	Purpose	Presenter	Time
<b>VIII. Executive Session</b>			<b>8:04 PM</b>
<b>A. Adjourn to Executive Session</b>	Vote	Todd Tetreault	1 m
<ul style="list-style-type: none"> <li>• Adjourn to Executive session , not to return to open session in accordance with the Open Meeting Law, M.G.L. c. 30A, Section 21(a), as the Chair has determined that an open session would have a detrimental effect.</li> </ul>			
<b>IX. Closing Items</b>			<b>8:05 PM</b>
<b>A. Adjourn Meeting</b>	Vote	Todd Tetreault	1 m

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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

## Leadership Report

**Section:** II. Leadership Report  
**Item:** A. Leadership Report  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** Executive Director Report 11-12-24.pdf

# Executive Director Board Update

November 12th, 2024



# Recent School Events



- Elementary Unity Day
- Evacuation Drill
- PSAT & HS MCAS Testing
- Principal Connection Family Event
- FEA Harlem Wizards Fundraiser



# October Academic Milestones

- Fall Academic Assessments
  - MAP Growth
  - BIMAS
  - Reading Levels-DIBELS & MAP
- District Academic Team
- Evaluation Process Support
- Extracurricular & Stipends Review
- HS “ETL” launch
- MS/HS Instructional Coach



# Contract Implementation Update

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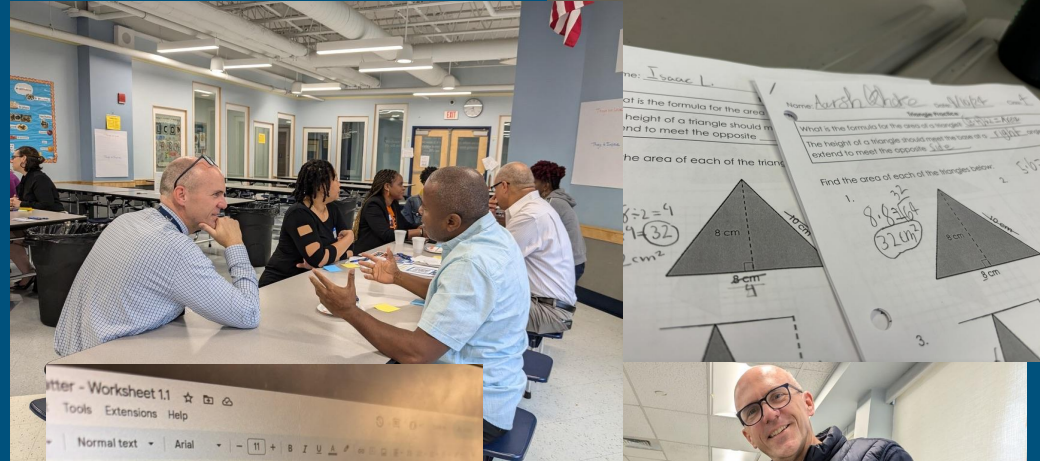
- Final Draft Signed by All Parties
- Salary Adjustments and Retroactive Pay Completed
- Ongoing Meetings with FRCSTA leadership
- Shared problem solving and communication in the future

**COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
FOXBOROUGH REGIONAL CHARTER SCHOOL  
AND  
FOXBOROUGH REGIONAL CHARTER SCHOOL TEACHERS  
ASSOCIATION**

**September 13, 2024 – June 30, 2027**

# Ongoing Entry Learning Process

- Ongoing Class Observations
- Principal Shadowing
- Meeting with Student Groups
- Assessment and Accountability Data review



Worksheet 11

Station	Material Common Name	Material Chemical Formula	Pure Substance
1	Air	$N_2 + O_2 + CO_2$	Mixture
2	Olive oil and water	$C_{18}H_{34}O_2 + H_2O$	Mixture
3	Salt water	$NaCl + H_2O$	Mixture
4	helium	$He$	Pure Substance
5	Sugar water	$C_6H_{12}O_6 + H_2O$	Mixture
6	water	$H_2O$	Pure Substance
7	copper	$Cu$	Pure Substance
8	Aluminum	$Al$	Pure Substance
9	salt	$NaCl$	Pure Substance
10	carbon dioxide	$CO_2$	Pure Substance
11	sugar	$C_6H_{12}O_6$	Pure Substance



# Enrollment Update

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- Finalized October 1st SIMS Enrollment
  - 1472
- Students with IEPs - 139 / 9.4%
- Students with 504 Plans - 43 / 2.9%
- English Learners - 124 / 8.4%
- Students by Race/Ethnicity
  - Black - 1088 / 73.9%
  - White - 168 / 11.5%
  - Asian - 60 / 4.1%
  - Other - 156 / 10.6%
- Top Home Districts
  - Brockton
  - Attleboro
  - Foxborough
  - Taunton
  - Stoughton
  - North Attleborough
  - Norton
  - Mansfield
  - Norwood

# Coversheet

## MCAS and Accountability Update 2024

**Section:** III. Board Business  
**Item:** A. MCAS and Accountability Update 2024  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** MCAS and Accountability Data Fall 2024.pdf

# FRCS 2024 MCAS and Accountability Data

November 12th, 2024  
FRCS Board of Trustees Meeting



# Agenda

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1. Accountability System Overview and Results
2. Overview of Relevant Demographic Changes & MCAS Results
3. Detailed MCAS Results
  - a. MCAS Growth
  - b. MCAS Comparison with Sending Districts
  - c. MCAS Results by Subgroup
4. Chronic Absenteeism

# MA Accountability System Designations

Schools of recognition	Not requiring assistance or intervention				Requiring assistance or intervention	
	Meeting or exceeding targets	Substantial progress toward targets	Moderate progress toward targets	Limited or no progress toward targets	Focused/targeted support	Broad/comprehensive support
Recognized for high achievement, high growth, or exceeding targets	Cumulative criterion-referenced target percentage 75-100	Cumulative criterion-referenced target percentage 50-74	Cumulative criterion-referenced target percentage 25-49	Cumulative criterion-referenced target percentage 0-24	<ul style="list-style-type: none"> <li>•Percentiles 1-10</li> <li>•Low graduation rate</li> <li>•Low performing group(s)</li> <li>•Low participation</li> </ul>	<ul style="list-style-type: none"> <li>•Underperforming schools</li> <li>•Chronically underperforming schools</li> </ul>



# FRCS Overall Accountability Information

## Accountability Information

**Overall classification** Not requiring assistance or intervention

**Reason for classification**

Moderate progress toward targets

**Progress toward improvement targets**  
41% - Moderate progress toward targets

**Accountability percentile**  
-

OVERALL RESULTS

STUDENT GROUP RESULTS

DETAILED DATA FOR EACH INDICATOR

SCHOOLS IN THIS DISTRICT

### Overall progress toward improvement targets

	2023	2024
Annual criterion-referenced target percentage	40%	43%
Weight	40%	60%
<b>Cumulative Criterion-referenced target percentage</b> (2023 x 40%) + (2024 x 60%)	41%	
	Moderate progress toward targets	

OVERALL RESULTS

STUDENT GROUP RESULTS

DETAILED DATA FOR EACH INDICATOR

SCHOOLS IN THIS DISTRICT

### School Accountability Information

### About the Data

School	Accountability information	School accountability percentile
Foxborough Regional Charter School	Not requiring assistance or intervention	54

2024 Progress toward improvement targets		Foxborough Regional Charter School Board Meeting Agenda - Tuesday November 12, 2024 at 6:00 PM											
		Non-high school students (Non-high school grades)			High school students (High school grades)			Non-high school students (Non-high school grades)			High school students (High school grades)		
		Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %
Achievement	English language arts achievement	0	4	-	2	4	-	0	4	-	0	4	-
	Mathematics achievement	0	4	-	4	4	-	2	4	-	2	4	-
	Science achievement	0	4	-	-	-	-	1	4	-	2	4	-
	<b>Achievement total</b>	<b>0</b>	<b>12</b>	<b>60.0</b>	<b>6</b>	<b>8</b>	<b>67.5</b>	<b>3</b>	<b>12</b>	<b>47.5</b>	<b>4</b>	<b>12</b>	<b>67.5</b>
Growth	English language arts growth	2	4	-	2	4	-	2	4	-	2	4	-
	Mathematics growth	2	4	-	3	4	-	3	4	-	3	4	-
	<b>Growth total</b>	<b>4</b>	<b>8</b>	<b>20.0</b>	<b>5</b>	<b>8</b>	<b>22.5</b>	<b>5</b>	<b>8</b>	<b>22.5</b>	<b>5</b>	<b>8</b>	<b>22.5</b>
High school completion	Four-year cohort graduation rate	-	-	-	-	-	-	4	4	-	-	-	-
	Extended engagement rate	-	-	-	-	-	-	4	4	-	-	-	-
	Annual dropout rate	-	-	-	-	-	-	0	4	-	-	-	-
	<b>High school completion total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>12</b>	<b>20.0</b>	<b>-</b>	<b>-</b>	<b>-</b>
Progress toward attaining English language proficiency	English language proficiency total	0	4	10.0	-	-	-	-	-	-	-	-	-
	Chronic absenteeism	4	4	-	4	4	-	0	4	-	4	4	-
Additional indicators	Advanced coursework completion	-	-	-	-	-	-	2	4	-	-	-	-
	<b>Additional indicators total</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>2</b>	<b>8</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>
Weighted total		1.2	9.6	-	5.6	7.6	-	4.4	10.7	-	4.2	10.3	-
Percentage of possible points		13%			74%			41%			41%		
Percentage of possible points by gradespan		43%						41%					
		Weight of non-high school results:75%						Weight of high school results:25%					
2024 Annual criterion-referenced target percentage		Powered by BoardOnTrack						43%					

# Highlights from Accountability System & Results

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## FRCS Strengths

- Strongest Results with our **Struggling Learners**
- Growth Strongest in **Mathematics**
- Strong High School **Graduation Rates**
- **Attendance** Rates and Chronic Absenteeism Strong Relative to Statewide Trend
- Overall Ranking of **54th Percentile Statewide** among All Districts
- **Slight Improvement** from 2023 to 2024 on Accountability System target scorecard

## FRCS Areas for Growth

- Absolute **Performance in English, Math and Science** still far from targets
- Increase in **Dropout Rate** in 2024 due to small cohort impacted
- Added focus on **intermediate and advanced English learner** development

2024 Progress toward improvement targets														
Progress toward targets (Non-high school grades)					Lowest performing students (Non-high school grades)			All students (High school grades)			Lowest performing students (High school grades)			
Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %

Indicator		All students (Non-high school grades)			Lowest performing students (Non-high school grades)			All students (High school grades)			Lowest performing students (High school grades)		
		Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %
Achievement	English language arts achievement	0	4	-	2	4	-	0	4	-	0	4	-
	Mathematics achievement	0	4	-	4	4	-	2	4	-	2	4	-
	Science achievement	0	4	-	-	-	-	1	4	-	2	4	-
	<b>Achievement total</b>	<b>0</b>	<b>12</b>	<b>60.0</b>	<b>6</b>	<b>8</b>	<b>67.5</b>	<b>3</b>	<b>12</b>	<b>47.5</b>	<b>4</b>	<b>12</b>	<b>67.5</b>

	High school completion total	-	-	-	-	-	-	8	12	20.0	-	-	-
Progress toward attaining English language proficiency	English language proficiency total	0	4	10.0	-	-	-	-	-	-	-	-	-
Additional indicators	Chronic absenteeism	4	4	-	4	4	-	0	4	-	4	4	-
	Advanced coursework completion	-	-	-	-	-	-	2	4	-	-	-	-
	<b>Additional indicators total</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>2</b>	<b>8</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>
Weighted total		1.2	9.6	-	5.6	7.6	-	4.4	10.7	-	4.2	10.3	-
Percentage of possible points		13%		-	74%		-	41%		-	41%		-
Percentage of possible points by gradespan		43%						41%					
		Weight of non-high school results:75%						Weight of high school results:25%					
2024 Annual criterion-referenced target percentage		Powered by BoardOnTrack 43%											

**2024 Progress toward improvement targets**  
 Foxborough Regional Charter School Board Meeting Agenda - Tuesday November 12, 2024 at 6:00 PM

		All students (Non-high school grades)			Lowest performing students (Non-high school grades)			All students (High school grades)			Lowest performing students (High school grades)		
		Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %
		<b>Achievement</b>	English language arts achievement	0	4	-	2	4	-	0	4	-	0
Mathematics achievement	0		4	-	4	4	-	2	4	-	2	4	-
Science	0		4	-	-	-	-	1	4	-	2	4	-

Indicator	All students (Non-high school grades)			Lowest performing students (Non-high school grades)			All students (High school grades)			Lowest performing students (High school grades)		
	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %

<b>Growth</b>	English language arts growth	2	4	-	2	4	-	2	4	-	2	4	-
	Mathematics growth	2	4	-	3	4	-	3	4	-	3	4	-
	<b>Growth total</b>	<b>4</b>	<b>8</b>	<b>20.0</b>	<b>5</b>	<b>8</b>	<b>22.5</b>	<b>5</b>	<b>8</b>	<b>22.5</b>	<b>5</b>	<b>8</b>	<b>22.5</b>

<b>completion total</b>													
Progress toward attaining English language proficiency	English language proficiency total	0	4	10.0	-	-	-	-	-	-	-	-	-
	Chronic absenteeism	4	4	-	4	4	-	0	4	-	4	4	-
Additional indicators	Advanced coursework completion	-	-	-	-	-	-	2	4	-	-	-	-
	Additional indicators total	4	4	10.0	4	4	10.0	2	8	10.0	4	4	10.0
Weighted total		1.2	9.6	-	5.6	7.6	-	4.4	10.7	-	4.2	10.3	-
Percentage of possible points		13%		-	74%		-	41%		-	41%		-
Percentage of possible points by gradespan		43%						41%					
		Weight of non-high school results:75%						Weight of high school results:25%					
<b>2024 Annual criterion-referenced target percentage</b>		Powered by BoardOnTrack 43%											

2024 Progress toward improvement targets

Foxborough Regional Charter School Board Meeting Agenda - Tuesday November 12, 2024 at 6:00 PM

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Achievement	English language arts achievement	0	4	-	2	4	-	0	4	-	0	4	-
	Mathematics achievement	0	4	-	4	4	-	2	4	-	2	4	-
	Science achievement	0	4	-	-	-	-	1	4	-	2	4	-
	<b>Achievement</b>	<b>0</b>	<b>12</b>	<b>60.0</b>	<b>6</b>	<b>8</b>	<b>67.5</b>	<b>3</b>	<b>12</b>	<b>47.5</b>	<b>4</b>	<b>12</b>	<b>67.5</b>

Indicator	All students (Non-high school grades)			Lowest performing students (Non-high school grades)			All students (High school grades)			Lowest performing students (High school grades)		
	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %

High school completion	Four-year cohort graduation rate	-	-	-	-	-	-	4	4	-	-	-	-
	Extended engagement rate	-	-	-	-	-	-	4	4	-	-	-	-
	Annual dropout rate	-	-	-	-	-	-	0	4	-	-	-	-
	<b>High school completion total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>8</b>	<b>12</b>	<b>20.0</b>	<b>-</b>	<b>-</b>	<b>-</b>

Additional indicators	Advanced coursework completion	-	-	-	-	-	-	2	4	-	-	-	-
	<b>Additional indicators total</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>2</b>	<b>8</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>
Weighted total		1.2	9.6	-	5.6	7.6	-	4.4	10.7	-	4.2	10.3	-
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2024 Progress toward improvement targets													
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Achievement	English language arts achievement	0	4	-	2	4	-	0	4	-	0	4	-
	Mathematics achievement	0	4	-	4	4	-	2	4	-	2	4	-
	Science achievement	0	4	-	-	-	-	1	4	-	2	4	-
	<b>Achievement total</b>	<b>0</b>	<b>12</b>	<b>60.0</b>	<b>6</b>	<b>8</b>	<b>67.5</b>	<b>3</b>	<b>12</b>	<b>47.5</b>	<b>4</b>	<b>12</b>	<b>67.5</b>
Growth	English language arts growth	2	4	-	2	4	-	2	4	-	2	4	-
	Mathematics growth	2	4	-	3	4	-	3	4	-	3	4	-
	<b>Growth total</b>	<b>4</b>	<b>8</b>	<b>20.0</b>	<b>5</b>	<b>8</b>	<b>22.5</b>	<b>5</b>	<b>8</b>	<b>22.5</b>	<b>5</b>	<b>8</b>	<b>22.5</b>
	Four-year cohort graduation rate	-	-	-	-	-	-	4	4	-	-	-	-

Indicator	All students (Non-high school grades)			Lowest performing students (Non-high school grades)			All students (High school grades)			Lowest performing students (High school grades)		
	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %

Progress toward attaining English language proficiency	English language proficiency total	0	4	10.0	-	-	-	-	-	-	-	-	-
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indicators	coursework completion												
	<b>Additional indicators total</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>2</b>	<b>8</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>
	Weighted total	1.2	9.6	-	5.6	7.6	-	4.4	10.7	-	4.2	10.3	-
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	Percentage of possible points by gradespan	43%						41%					
		Weight of non-high school results:75%						Weight of high school results:25%					
	<b>2024 Annual criterion-referenced target percentage</b>	Powered by BoardOnTrack						43%					

2024 Progress toward improvement targets													
		All students (Non-high school grades)			Lowest performing students (Non-high school grades)			All students (High school grades)			Lowest performing students (High school grades)		
		Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %
Achievement	English language arts achievement	0	4	-	2	4	-	0	4	-	0	4	-
	Mathematics achievement	0	4	-	4	4	-	2	4	-	2	4	-
	Science achievement	0	4	-	-	-	-	1	4	-	2	4	-
	<b>Achievement total</b>	<b>0</b>	<b>12</b>	<b>60.0</b>	<b>6</b>	<b>8</b>	<b>67.5</b>	<b>3</b>	<b>12</b>	<b>47.5</b>	<b>4</b>	<b>12</b>	<b>67.5</b>
Growth	English language arts growth	2	4	-	2	4	-	2	4	-	2	4	-
	Mathematics growth	2	4	-	3	4	-	3	4	-	3	4	-
	<b>Growth total</b>	<b>4</b>	<b>8</b>	<b>20.0</b>	<b>5</b>	<b>8</b>	<b>22.5</b>	<b>5</b>	<b>8</b>	<b>22.5</b>	<b>5</b>	<b>8</b>	<b>22.5</b>
High school	Four-year cohort graduation rate	-	-	-	-	-	-	4	4	-	-	-	-
	Extended engagement rate	-	-	-	-	-	-	4	4	-	-	-	-

Indicator	All students (Non-high school grades)			Lowest performing students (Non-high school grades)			All students (High school grades)			Lowest performing students (High school grades)		
	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %	Points earned	Total possible points	Weight %
Chronic absenteeism	4	4	-	4	4	-	0	4	-	4	4	-
Advanced coursework completion	-	-	-	-	-	-	2	4	-	-	-	-
<b>Additional indicators total</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>	<b>2</b>	<b>8</b>	<b>10.0</b>	<b>4</b>	<b>4</b>	<b>10.0</b>

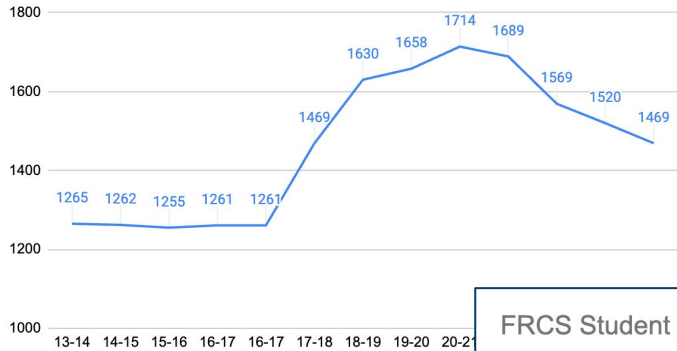


# Overview of Relevant Demographic Changes & MCAS Results

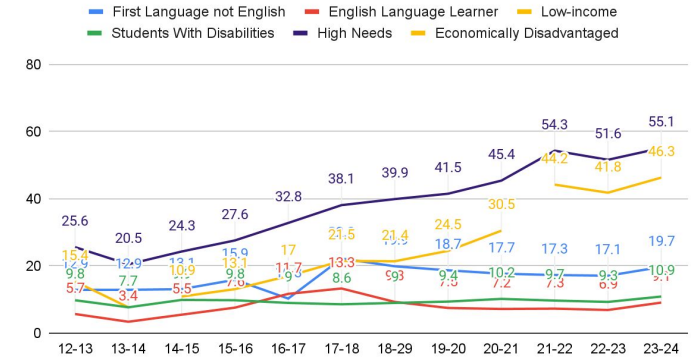
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# Key Context - Shifting Enrollment at FRCS

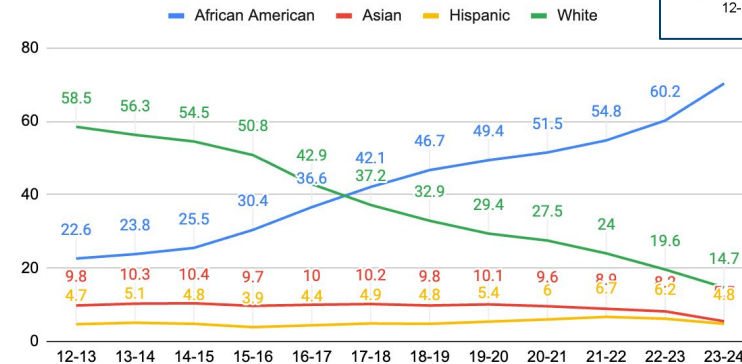
FRCS Total Enrollment Over Time



FRCS Student Enrollment By Special Populations



FRCS Student Enrollment By Race/Ethnicity



# Summary of Trends in MCAS Results

---

- Percentages scoring **Proficient and Advanced decreasing** since 2018 in most subjects and grades, **mirroring state trends**
- Decreases in percentages Proficient and Advanced are greater than state average and/or **have not rebounded since the pandemic**
- Patterns overall are **similar across grade levels and subjects**
- Percentages scoring Proficient and Advanced remain **at or above weighted average of students home districts**
- **Growth rates** (SGPs) remain in the 40-60% **expected range**
- Significant **gaps for key subgroups** (Low Income students, Students with disabilities, English learners, Black students) vs state averages

# Key Strategies Underway to Improve Outcomes

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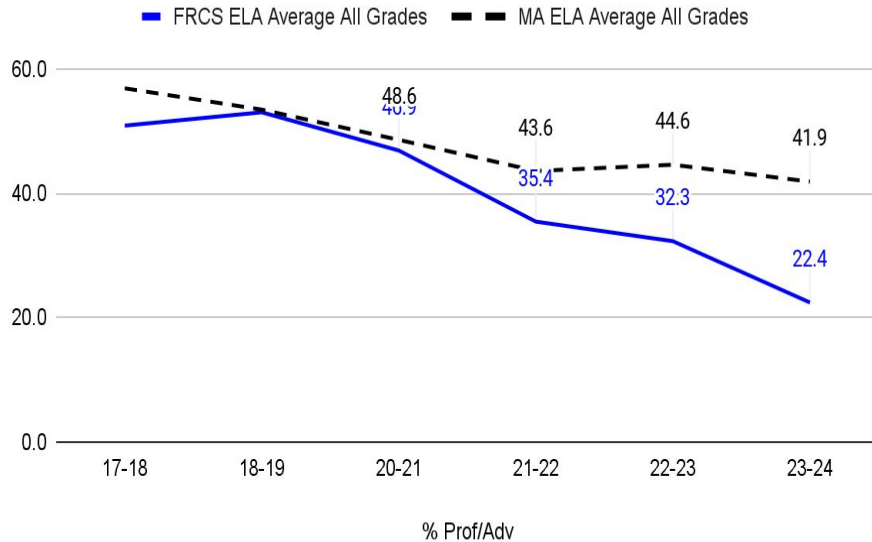
- Focus on Leadership and Educator **Stability and Development**
- Investment in Educator **Support and Evaluation**
- Development of **Tiered Systems of Support** for Students (RTI, MTSS)
- Expansion of Repertoire of **Instructional Strategies**
- Professional Development on **Culturally Responsive Instruction**
- Utilization of Informative Instructional and Social/Emotional **Data to Adjust Practices and Support Levels**
- **Goal Setting and Strategic Planning** to Develop and Align Resources with Goals

# Detailed MCAS Results

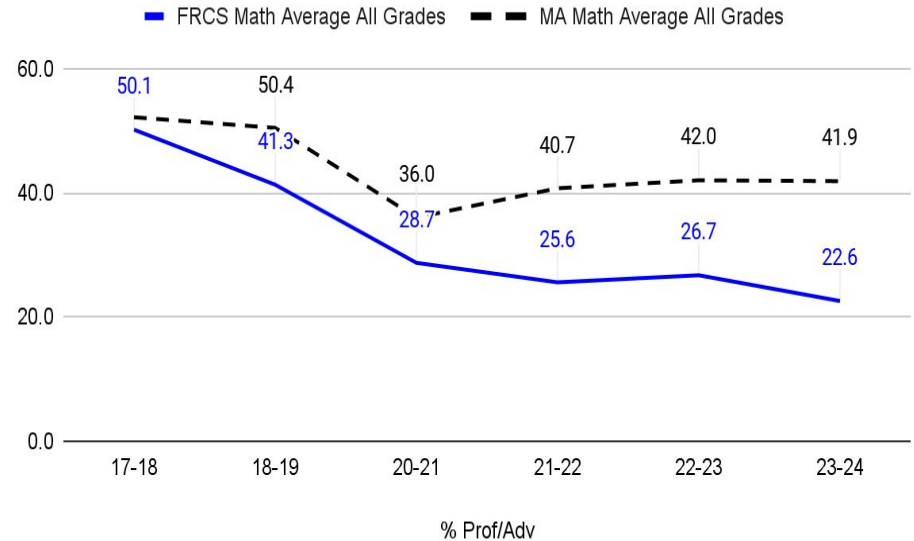
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# FRCS ELA & Math Results vs MA

FRCS ELA Average All Grades and MA ELA Average All Grades

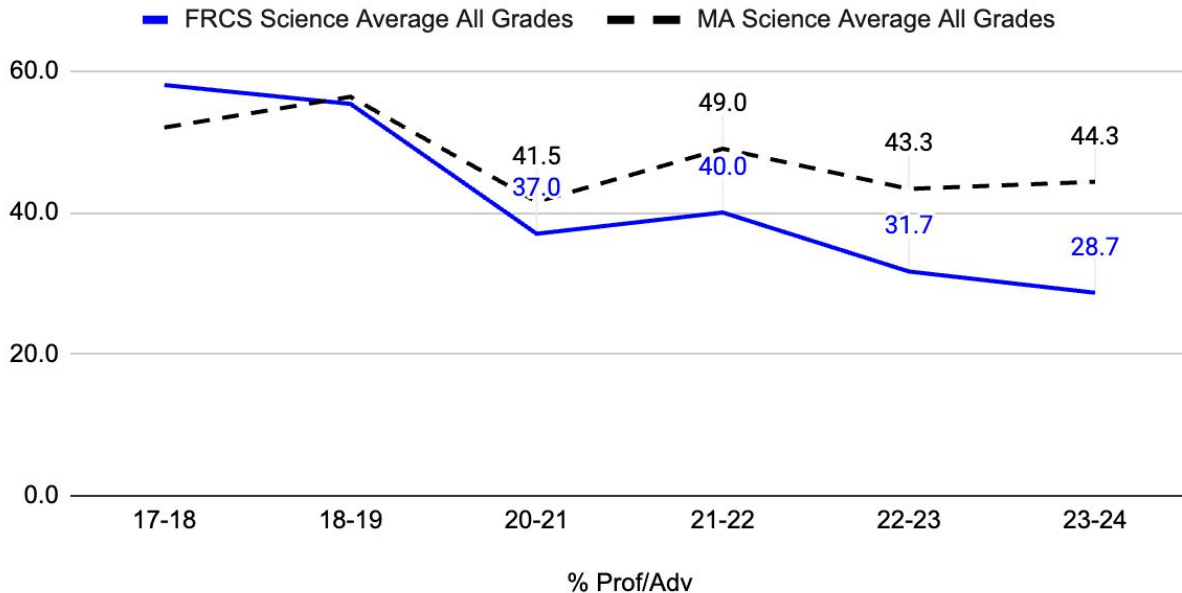


FRCS Math Average All Grades and MA Math Average All Grades

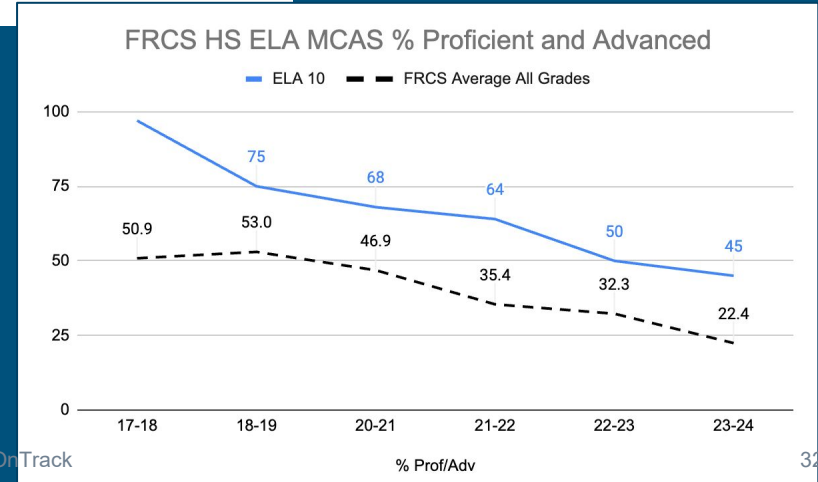
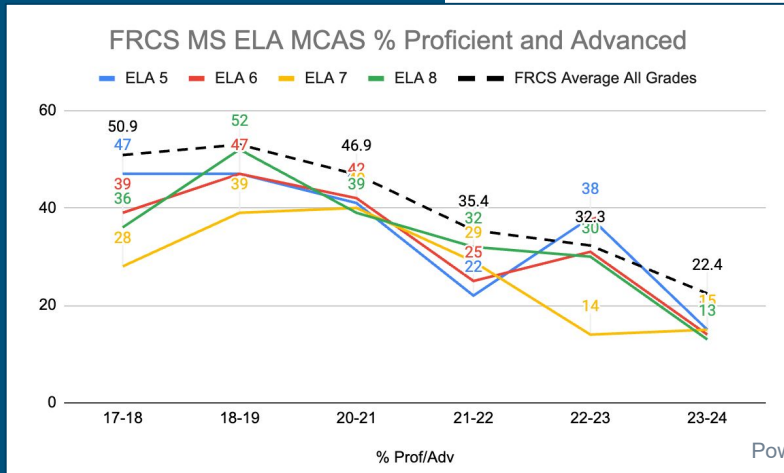
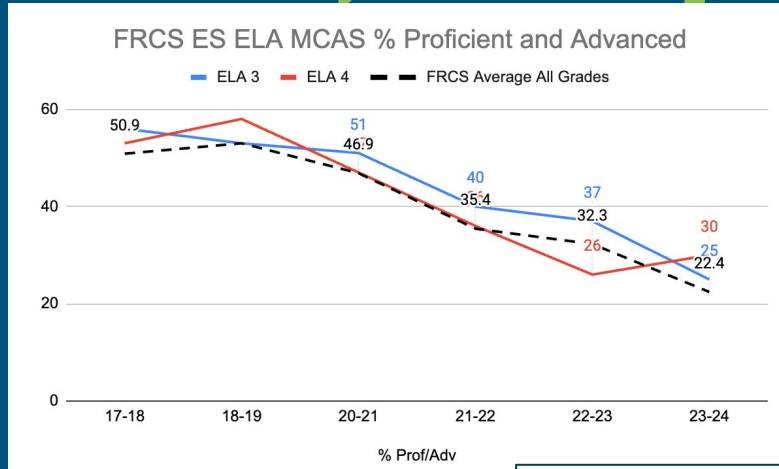


# FRCS Science Results vs MA

FRCS Science Average All Grades and MA Math Average All Grades

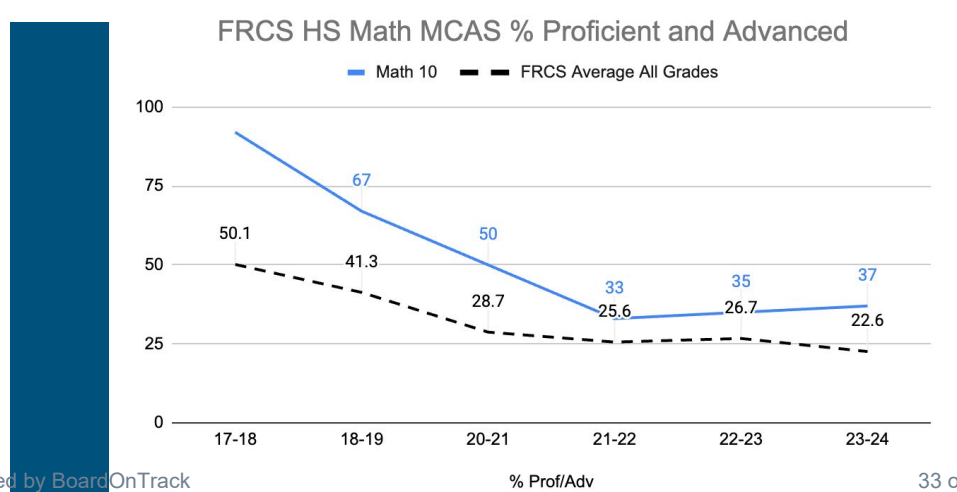
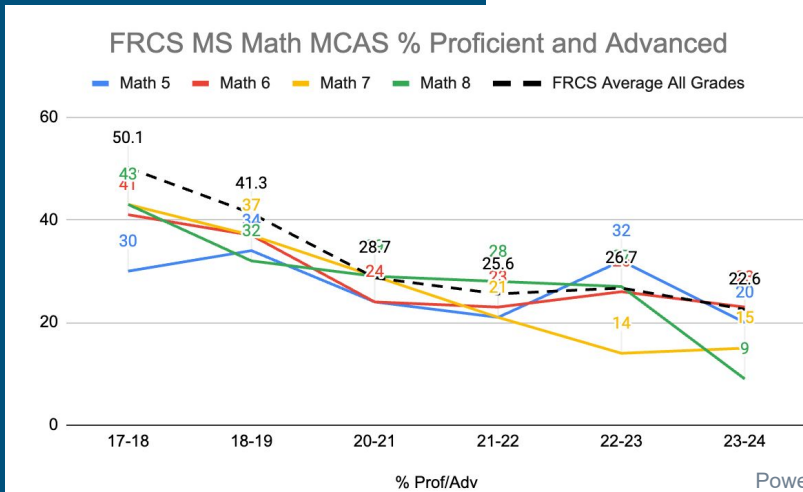
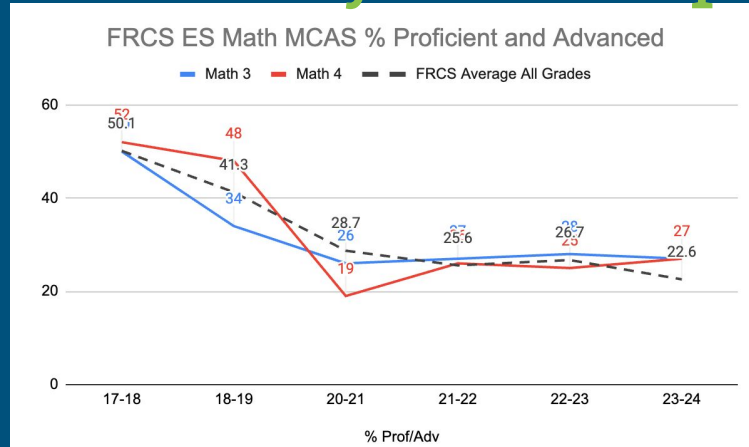


# FRCS ELA Results By Grade Span



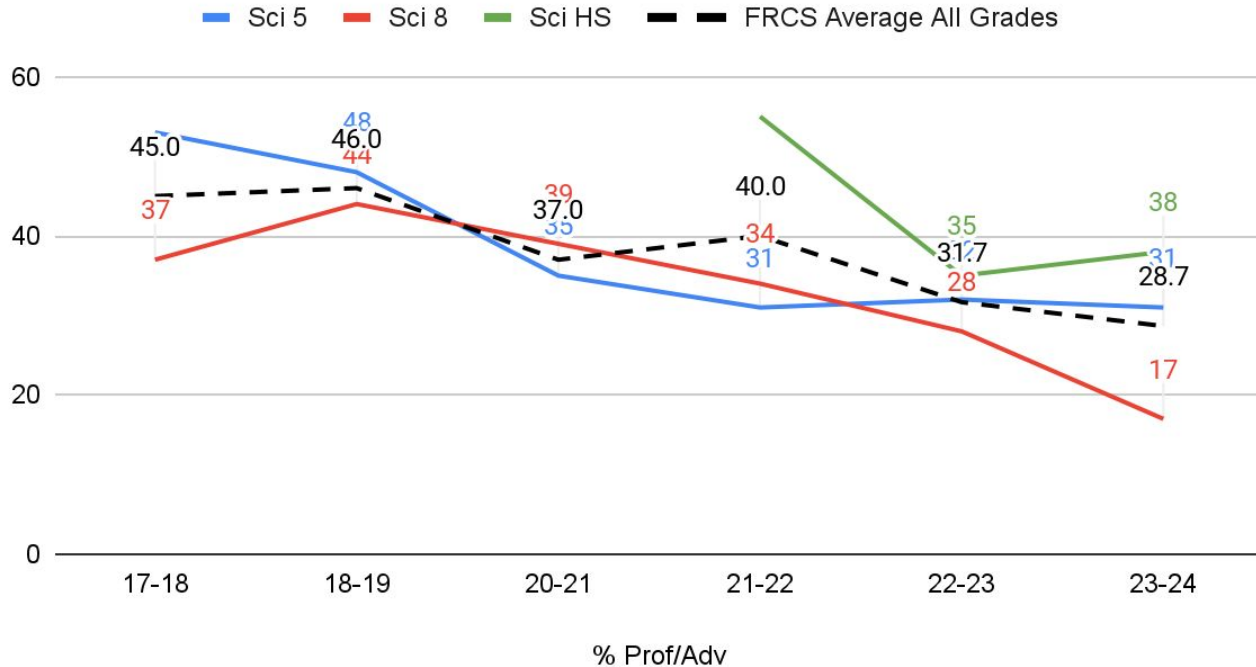


# FRCS Math Results By Grade Span



# FRCS Science Results By Grade

## FRCS Science by Grade MCAS % Proficient and Advanced

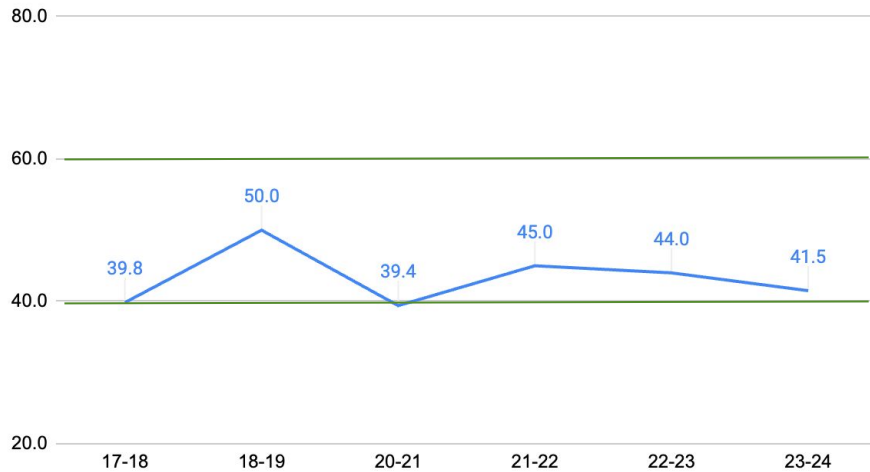


# MCAS Growth

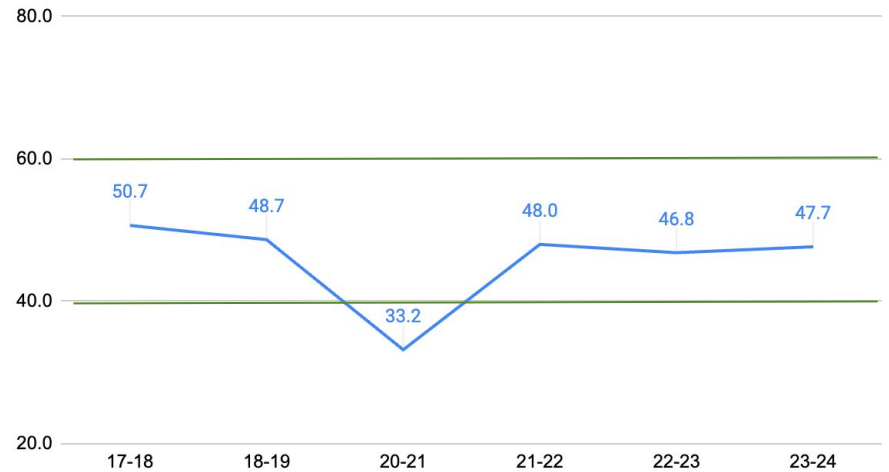
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# MCAS Growth Rates Over Time

FRCS ELA Average Student Growth Percentile Over Time



FRCS Average Math Student Growth Percentile Over Time

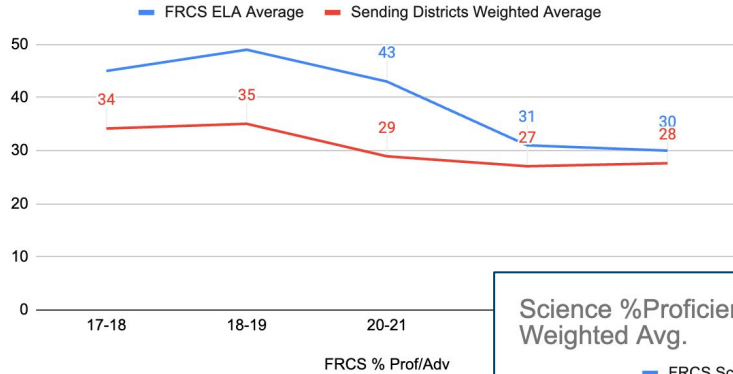


# MCAS Comparison with Sending Districts

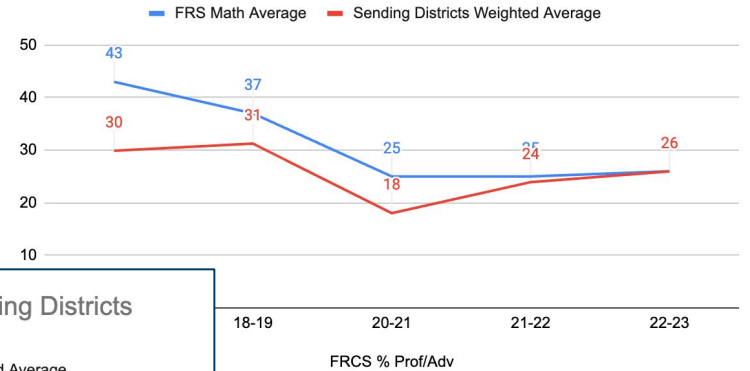
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# MCAS Comparisons with Home Districts Gr. 3-8

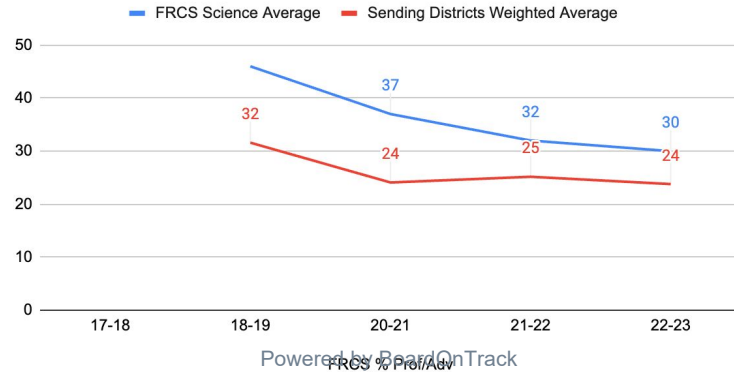
ELA %Proficient/Advanced: FRCS vs Sending Districts Weighted Avg.



Math %Proficient/Advanced: FRCS vs Sending Districts Weighted Avg.



Science %Proficient/Advanced: FRCS vs Sending Districts Weighted Avg.

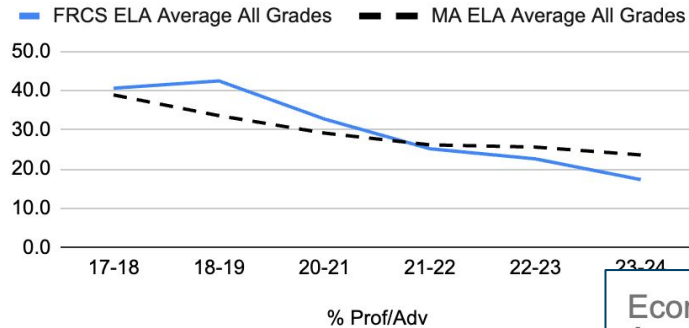


# MCAS Results by Subgroup

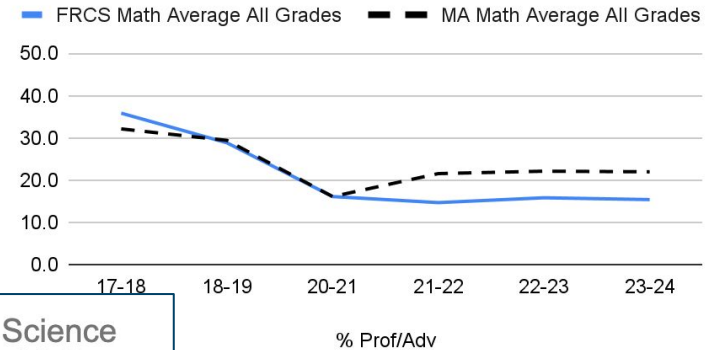
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# Low Income/Econ. Disad. Stu. Subgroup MCAS Data

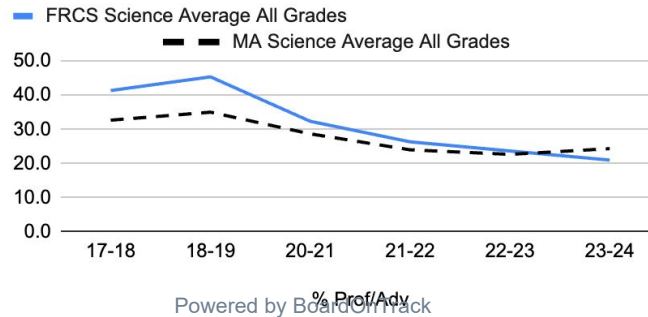
Econ Disad/Low Inc. Stus - FRCS ELA Average All Grades and MA ELA Average...



Econ Disad/Low Inc. Stus - FRCS Math



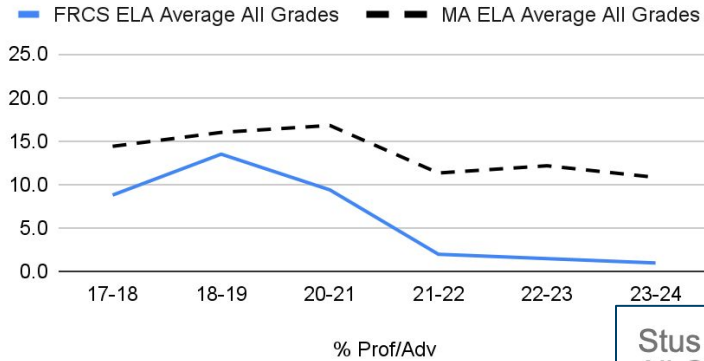
Econ Disad/Low Inc. Stus - FRCS Science Average All Gr. & MA Sci. Average All Gr



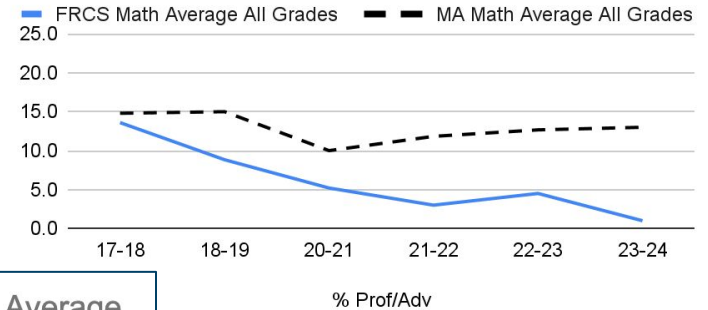


# Students with Disabilities Subgroup MCAS Data

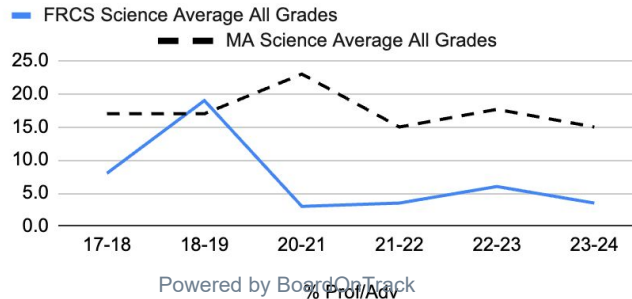
Stus w Disabilities - FRCS ELA Average All



Stus w Disabilities - FRCS Math Average All Grades and MA Math Average All Grades

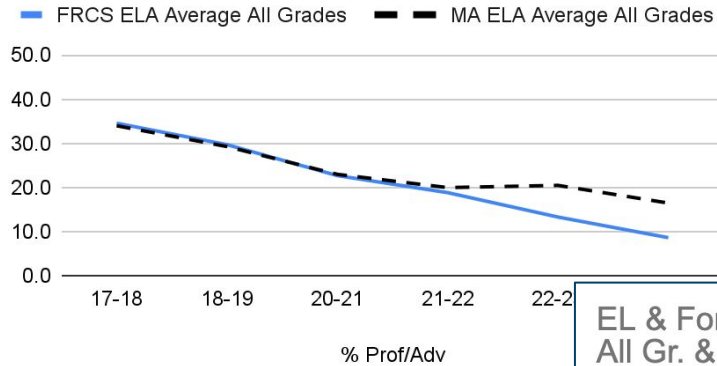


Stus w Disabilities - FRCS Science Average All Gr. and MA Science Average All Gr.

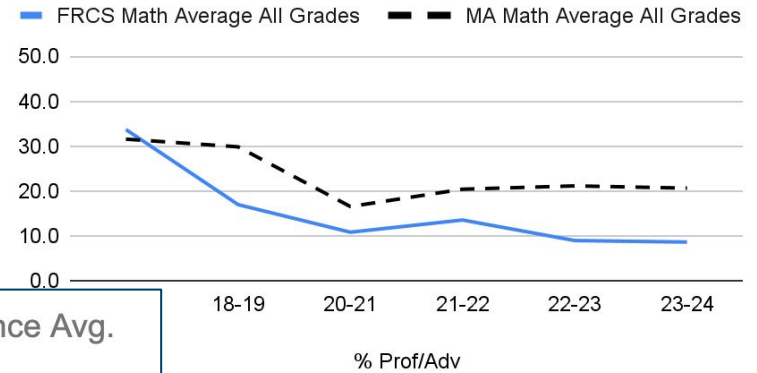


# EL & Former EL Students Subgroup MCAS Data

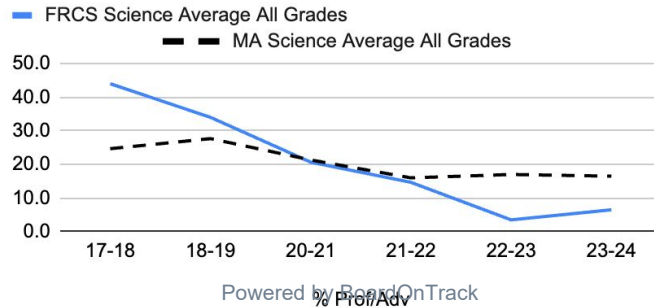
### EL & Former EL Stus - FRCS ELA Average



### EL & Former EL Stus - FRCS Math Average

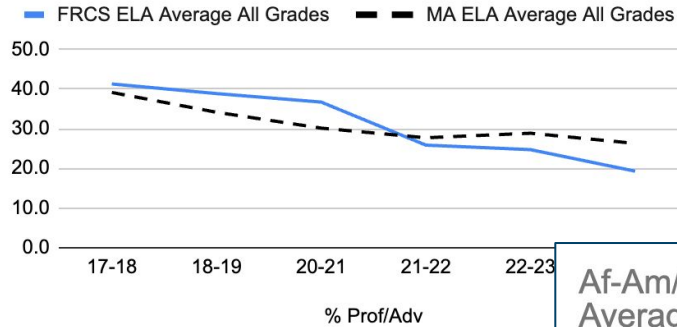


### EL & Former EL Stus - FRCS Science Avg. All Gr. & MA Science Avg. All GGr.

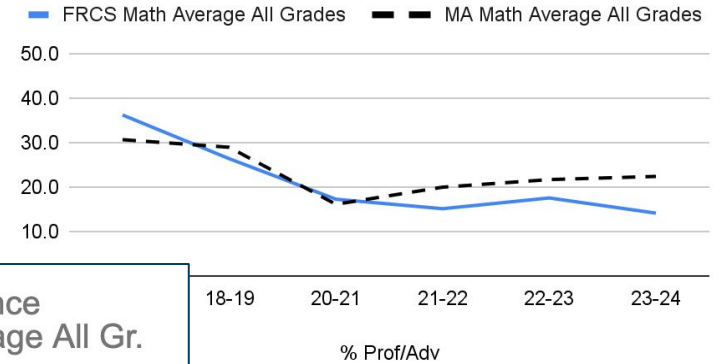


# Black/African American Subgroup MCAS Data

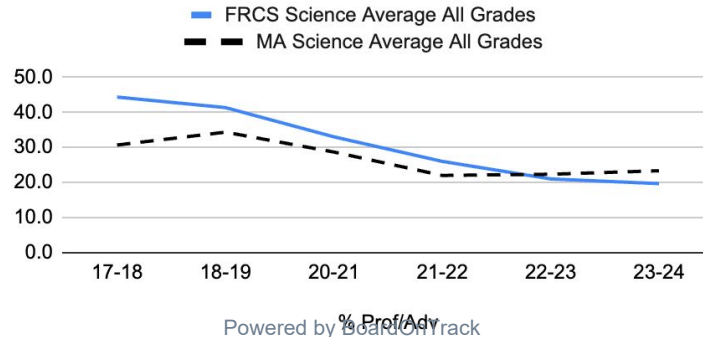
Af-Am/Black Students - FRCS ELA Average All Grades and MA ELA Average All Grades



Af-Am/Black Students - FRCS Math Average and MA Math Average All Grades



Af-Am/Black Students - FRCS Science Average All Gr. & MA Science Average All Gr.

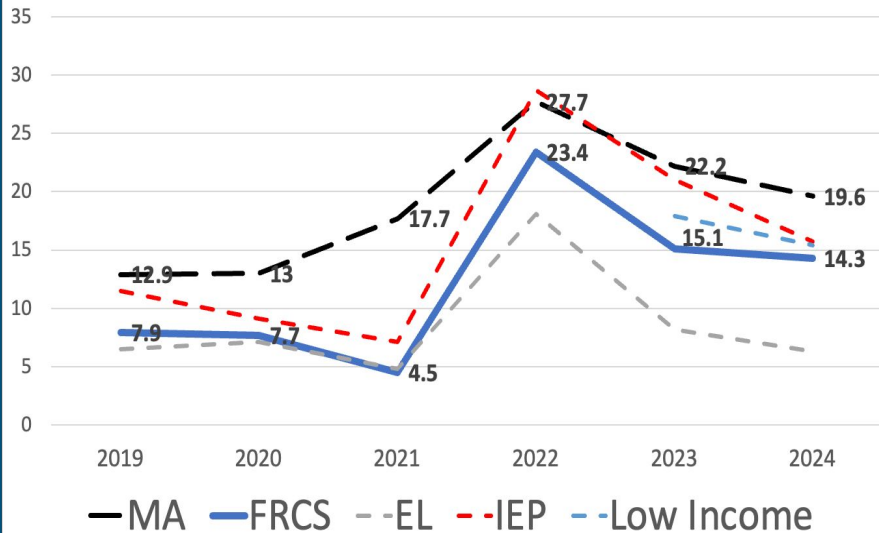


# Chronic Absenteeism Data

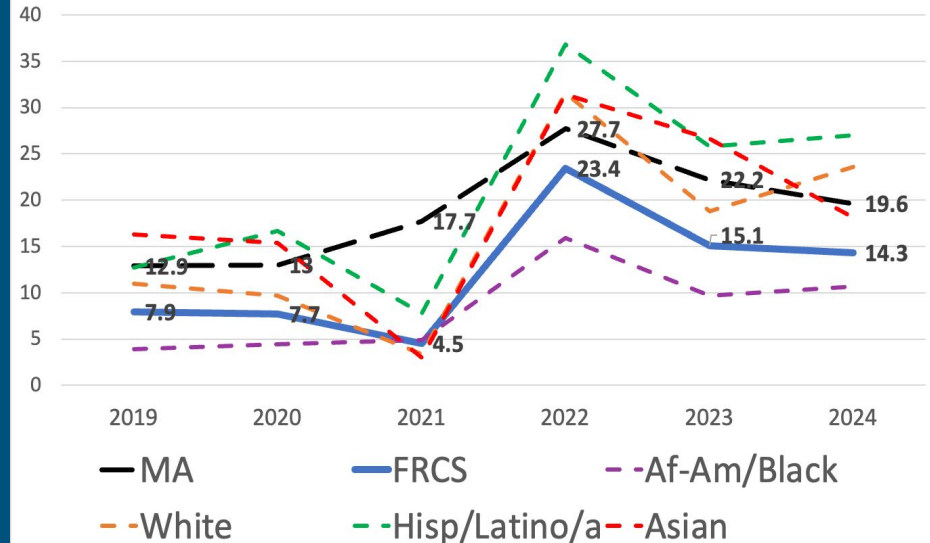
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# FRCS Chronic Absenteeism Data

## Chronic Absenteeism Percentage by Sub-Group



## Chronic Absenteeism Percentage by Race Ethnicity



# Key Strategies Underway to Improve Outcomes

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- Focus on Leadership and Educator **Stability and Development**
- Investment in Educator **Support and Evaluation**
- Development of **Tiered Systems of Support** for Students (RTI, MTSS)
- Expansion of Repertoire of **Instructional Strategies**
- Professional Development on **Culturally Responsive Instruction**
- Utilization of Informative Instructional and Social/Emotional **Data to Adjust Practices and Support Levels**
- **Goal Setting and Strategic Planning** to Develop and Align Resources with Goals

# Questions and Discussion

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# Coversheet

## Post Graduate Planning - Class of 2024

**Section:** III. Board Business  
**Item:** B. Post Graduate Planning - Class of 2024  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** FRCS College Preparation Program.pptx.pdf





# **A Report on the FRCS School Counseling Department's College Preparatory Program & Class of 2024 Statistics**

**Mrs. Bridget Lemieux, Principal**

**Mr. Adam Goldberg, School Counselor Department Head**

**Mrs. Sarah DeMello, High School Counselor**

**Mr. Saed Mahfouz, Project Specialist**

## Our Presentation This Evening

- Welcome & Introductions
- Comprehensive School Counseling Curriculum
- Additional Learning Opportunities
- Report on the Class of 2024
- Preliminary Report on the Class of 2025



# Comprehensive School Counseling Curriculum



The Guidance Team (from Left)  
Adam Goldberg, Keisha Joseph, Saed Mahfouz,  
Sarah DeMello

- Curriculum in Academic, Career & Personal Social Lessons
- Developmental approach Grades 9-12
- Individual academic and personal supports
- Naviance leading web-based college & career search tool
- Freshman & Sophomore assemblies during ETL
- Classroom-based content for juniors and seniors

# School Counseling

## 9-12 Curriculum & Testing Highlights

- Gr. 9-11: Fall - Enter to Learn~Exit to Lead (ETL) Presentations
- Gr. 11: Spring - Prepare for Success-11 (All juniors)
- Gr. 12: Fall - Prepare for Success-12
- Gr. 9-12: Academic Counseling - every student has individual mid-year review meeting & schedule planning for next year
- Gr. 9-12: Personal/Social Counseling - all student have access to their counselor for immediate support

Generic Calendar  
of College  
Board/ACT  
Exams

- Gr. 9-12: AP Exams (in May)
- Gr. 10: Spring - Pre-ACT
- Gr. 11: Fall - PSAT/NMSQT  
Spring - SAT's (offered at FRCS)
- Gr. 12: Fall - SAT's (offered at FRCS)

# Junior & Senior Resources

## “Prepare for Success - 11”

### FRCS College Admissions Handbook

FRCS College Visit Form

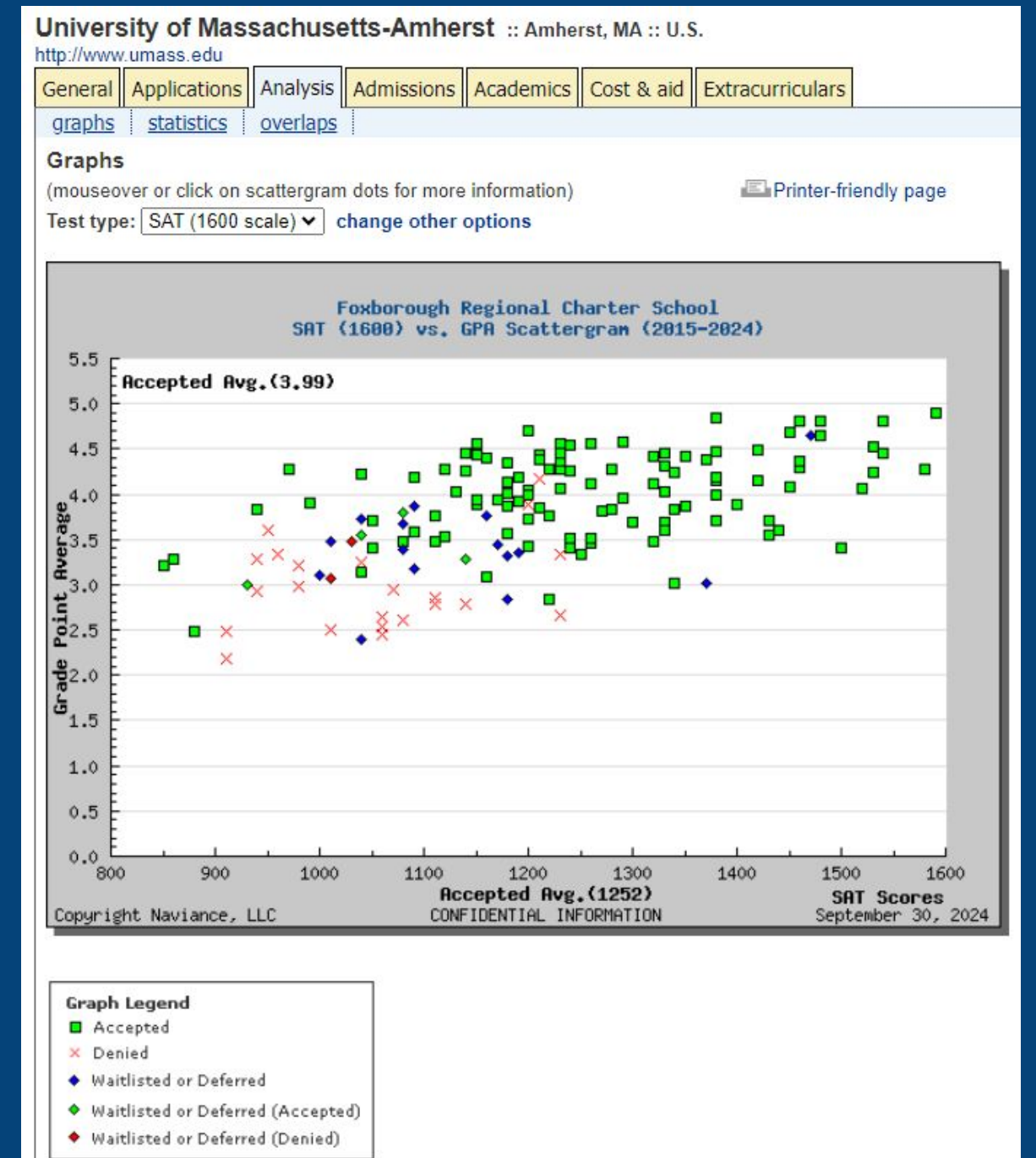
Common Application Instruction Packet

*Financial Aid Night (**MEFA**) Sponsored  
every year in November*

- Intro/College Handbook/Transcripts
- Naviance/SAT Planning
- Common Application
- College/Career Planning
- Touring/Interviewing
- Essays!
- Teacher Recommendations
- Financial Aid overview
- Summer planning & reflection

## Web-based system for e

- Primary vehicle for supporting college process
- School information/teacher letters
- College and career search
- All students have accounts
- Juniors/Seniors complete various projects
  - Resume
  - College and career match tools
  - Colleges I'm Thinking About





# Support Navigating the Financial Aid Process

- **High School Financial Aid Night, Sponsored by MEFA (Massachusetts Educational Financing Authority)**
- **Individual support with students in completing FAFSA/CSS Profile**
- **Collaboration with FRCS Scholarship Committee**
  - **Awarded \$12,000 to FRCS graduates in the Class of 2024**

# College

## Visits

- **Colleges Visit FRCS and UMSL (14 so far)**

- Students sign up and receive a pass
- Chance to meet with regional admissions rep
- Valuable information left by reps

- **Students Traveling to Visit Colleges**

- Seniors permitted 5 days
- Absence Excused protocol requires teacher/parent signature and returned confirmation of visit

## Colleges that have Visited FRCS

Bentley University - 10/30/24  
Bridgewater State University - 10/28/24  
Dean - 10/15/24  
Dean - 11/12/24  
Emmanuel College - 9/30/24  
Framingham State - 10/18/24  
Massasoit Community College - 12/18/24  
MCPHS - 9/27/24  
Rhode Island College - 9/23/24  
Suffolk University - 10/16/24  
UMass Boston - 10/3/24  
UMass Dartmouth - 10/9/24  
UMass Lowell - 10/23/24  
University of Miami - 10/4/24  
Wheaton College - 10/10/24  
WPI - 10/1/24





# Outstanding Learning Opportunities for Students

**Virtual High School**

**Dual Enrollment**

**Elementary Education Practicum**

**Enter-to-Lead within the 7-Day Cycle**

**Advanced Placement**

# Dual Enrollment

**Dual Enrollment is an opportunity to take a course outside the FRCS Curriculum and receive both high school AND college credit.**

- **Credit from Husson U, BSU, Bristol CC, Massasoit CC**
- **Open to Juniors and Seniors**
- **Must have GPA of 3.0 or higher**
- **Scholars use Academic Enrichment(AE) to complete their work**
- **27 students are enrolled in a Dual Enrollment Experience**

**Some of our scholars are a semester ahead when they begin college!**

## List of Dual Enrollment Courses

Business Mathematics with Basic Calculus  
 Principles of Macroeconomics  
 Business Law I  
 College Writing  
 English Composition II  
 Fundamentals of Chemistry II  
 General Psychology  
 Historical Perspectives of Healthcare  
 Human Growth and Development  
 Introduction to Chemistry  
 Introduction to Java Programming  
 Introduction to Language and Culture  
 Logic and Problem Solving  
 Medical Terminology  
 Principles of Accounting I  
 Principles of Microeconomics  
 Principles of Sociology



# Virtual High School

**Virtual High School (VHS) allows scholars to supplement their course curriculum**

- **Open to Juniors and Seniors**
- **Scholars will have a block during the school day to complete their work asynchronous**

**27 FRCS Students are enrolled in VHS classes**

## List of VHS Courses

Psychology of Crime

Bioethics

Psychology of Crime

Genes and Disease

Sports and Society

Criminology

Psychology of Crime

Biochemistry

Poetry Writing

Biochemistry

Criminology

American Sign Language 1

AP® Computer Science Principles

AP® Statistics

AP® Physics C

AP® World History

AP® Seminar

AP® Economics

AP® World History (TG\_FY24-25)

AP® Economics (CB1\_FY24-25)

AP® Computer Science A SAPAO (AC2\_FY24-25)

AP® Computer Science Principles SAPAO

(OD2\_FY24-25)

AP® Physics C: Electricity & Magnetism Self-Paced

# Elementary Education Practicum - Student

## Teaching

We partner with FRCS Elementary School to offer scholars interested in becoming a teacher applied classroom experience.

- Open to Juniors and Seniors
- Full-year elective
- Learn to create lesson plans & activities
- Keep weekly reflective journal

**7 Students enrolled**



# Advanced Placement - 2024

## Highlights

A total of 229 Advanced Placement exams were administered in Spring, 2024

Average AP score across all exams = 3.14

- AP Calculus AB:
  - 2023 = 9 exams (2.00 average score)
  - 2024 = 9 exams (3.11 average score)
- AP English Literature
  - 2023 = 17 exams (2.94 average score)
  - 2024 = 18 exams (3.28 average score)
- AP Spanish Language
  - 2023 = 24 exams (2.96 average score)
  - 2024 = 12 exams (3.08 average score)
- AP US Government & Politics
  - 2023 = 23 exams (2.09 average score)
  - 2024 = 16 exams (3.5 average score)

### FRCS AP COURSE OFFERINGS

AP African American History  
 AP Art Studio 2-D  
 AP Biology  
 AP Calculus AB  
 AP Calculus BC  
 AP Chemistry  
 AP English Language & Composition  
 AP English Literature & Composition  
 AP Environmental Science  
 AP European History  
 AP Physics C  
 AP Precalculus  
 AP Psychology  
 AP Psychology  
 AP Spanish Language  
 AP Statistics  
 AP United States Government and Politics



# Enter-to-Learn in the 7-Day Cycle

Day 1 =EBoard, GSA  
 Tiered Interventions  
 Day 2 =National Honor Society  
 Tiered Interventions  
 Day 3 =National Spanish Honor Society,  
 Science Honor Society, National  
 Greenschool Society  
 Tiered Interventions  
 Day 4 =Student Councils  
 Tiered Interventions  
 Day 5 =School-wide Club participation  
 Day 6 =School-wide Club participation  
 Day 7 =Fly 50

Clubs
Art Club
Book Club
Brotherhood
Comics & Anime
Debate
Fitness
Math Team
Mindfulness
Mock Trial
Robotics
Singing
Sisterhood
Student Advocacy
Students in Medicine
Theater
Wellness
Yearbook



# Class of 2024 Statistics



# DATA: Class of 2024

## **86 Seniors sent 1407 applications to 252 colleges and universities**

- 80 (93%) of the graduating class will attend 2- or 4-yr colleges and universities
  - 75 (87.2%) students will attend 4-year Private and Public Universities
- 2 (2.3%) students are exploring the trades
- 4 (4.5%) students will be exploring work and GAP year options





# DATA: Class of 2024 Matriculations

American International College	1	Pratt MWP College of Art and Design	1
Arizona State University-Tempe	1	Quinnipiac University	1
Bentley University	1	Roger Williams University	2
Boston University	4	Roxbury Community College	1
Bridgewater State University	8	Southeastern Technical Institute	1
Bristol Community College	1	Southern New Hampshire University	1
Bryant University	1	Suffolk University	1
Curry College	4	University of Massachusetts-Amherst	7
Emmanuel College	4	University of Massachusetts-Boston	12
		University of	
Fairfield University	1	Massachusetts-Dartmouth	4
Fitchburg State University	1	University of Massachusetts-Lowell	5
Framingham State University	1	University of San Francisco	1
Hampshire College	1	Virginia Tech	1
Mass College of Pharmacy and Health Sciences	3	Wentworth Institute of Technology	2
Massasoit Community College	2	Wheaton College - Massachusetts	1
McGill University	1	Worcester Polytechnic Institute	1
Pennsylvania College of Health Sciences	1	Xavier University	1
Pennsylvania State University	1		

Row Labels	Count of State
AZ	1
CA	1
CT	2
MA	66
NH	1
NY	1
OH	1
PA	2
QC	1
RI	3
VA	1
<b>Grand Total</b>	<b>80</b>



# DATA: Class of 2024

## Top 20 Applied to Colleges

College	# of Apps	College	# of Apps
University of Massachusetts-Boston	58	University of Rhode Island	27
Boston University	55	Curry College	28
University of Massachusetts-Amherst	55	Suffolk University	25
University of Massachusetts-Dartmouth	52	Emmanuel College	24
University of Massachusetts-Lowell	47	Tufts University	23
Northeastern University	45	Harvard University	21
Bridgewater State University	45	Brown University	20
Boston College	32	Salem State University	20
University of Connecticut	31	Simmons University	20
Mass College of Pharmacy and Health Sciences	29	Stonehill College	20



# Class of 2025 Statistics



# Class of 2025 (86 Seniors) Preliminary Highlights

## College Application Status

- 47 (55%) sent 355 apps by 11/15
- Approx 830 total applications are expected to be have been to 170 institutions sent by 1/1
  - Early Action = 190
  - Early Decision = 11

## MCAS

27 Seniors recipients of the Adams Scholarship for MCAS achievement

## Seniors Taking AP Courses

50 (58%) of Seniors have taken at least one AP course during HS

# AP's	Students	# AP's	Students
1	7	6	3
2	10	7	3
3	5	8	4
4	4	9	7
5	4	10	2

AZ	CA	CO	CT	DC	FL	GA	IA	IL	IN	MA	MD	ME	MI	MN	MO	NC	NH	NJ	NY	OH	OR	PA	RI	SC	TX	VA	VT	WA	Total
1	8	2	38	10	11	21	1	10	2	452	11	6	1	1	2	12	4	6	33	4	2	30	40	2	3	11	1	2	727



# THANK YOU!

**Adam Goldberg:** [agoldberg@foxboroughrcs.org](mailto:agoldberg@foxboroughrcs.org)

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# Coversheet

## Field Trip Overview

**Section:** III. Board Business  
**Item:** C. Field Trip Overview  
**Purpose:** FYI  
**Submitted by:**  
**Related Material:** BOT Field Trip Presentation November 2024.pdf



FRCS  
*FIELD TRIPS*



# WHAT DO FIELD TRIPS AT FRCS PROVIDE ?

Opportunity

Experiential Learning

New Perspectives'

Sparks Igniting Curiosity

Engaging Learning

Window to the World

Real- world Learning Experience's



# Enhancing Core Instruction

- connects learning to the broader world
- building connections between academic content and real-life application
- deepening students' understanding of core content areas.
- create equitable learning opportunities and ensuring all students, regardless of background, can access enriching experiences that contribute to their holistic experience at FRCS



**NEWPORT MANSIONS 2024  
- US HISTORY HS**

# FIELD TRIP CRITERIA



**Japan 2024**



Alignment with FRCS Charter & Mission



Align field trip experiences with curriculum standards



Enhance classroom learning experiences



Accessible to all students



Ensuring Meaningful Experiences for Students

# GUIDANCE

## **Educational Alignment**

- Link to Curriculum
- Learning Objectives
- Pre-Trip Preparation

## **Integration with Instruction**

- Classroom Connection
- Post-Trip Follow-Up

## **Student Engagement & Differentiation**

- Engagement Strategies
- Differentiated Learning
- Accessibility

## **Assessment & Reflection**

- Assessment of Learning
- Reflection Opportunities

## **Cultural Responsiveness & DEIB Considerations**

- Inclusive Learning
- Representation

Flamenco

*Japan*

**SEMASC  
Conference**

*Wards Berry Farm*

*Peru*

*Southwick Zoo*

**MUSEUM OF FINE ARTS**

Debate Classical Comp

Leadership Conference

**CARSON  
BEACH**



*Newport Mansions*

***ITALY***

**Robotics Tournaments**

*Boston Science Museum*

---

**2023-2024 FIELD TRIP RECAP**

# ACTION PLAN

Refine the approval process

Support Upcoming Field Trips



Provide a Menu of Field Trip Options

Create a Bank of Service Options

Build on Leadership Opportunities

# Coversheet

## Executive Director Evaluation (FY24)

**Section:** III. Board Business  
**Item:** D. Executive Director Evaluation (FY24)  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:** FY23-24 Executive Director Evaluation Survey Eddie Ingram - report.pdf

# Report

## FY23-24 Executive Director Evaluation Survey

<b>Start Date:</b>	July 28, 2024
<b>Close date:</b>	October 26, 2024
<b>Subject:</b>	Eddie Ingram

### Legend

- BOARD — Average for all board members
- STAFF — Average for everyone with one of the roles: STAFF, NBM\_COMMITTEE, ADMIN\_ASSISTANT
- 👤 — Eddie Ingram
- 👤 — One person
- 👤 — Me

### Summary

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
Demonstrates Integrity					<span style="border: 1px solid black; border-radius: 15px; padding: 2px 10px; display: inline-block;">BOARD</span>	21%
Cultivates a Culture of Excellence				<span style="border: 1px solid black; border-radius: 15px; padding: 2px 10px; display: inline-block;">BOARD</span>		25%
Drives Academic Excellence and Student Performance			<span style="border: 1px solid black; border-radius: 15px; padding: 2px 10px; display: inline-block;">BOARD</span>			33%
Leads the Educational Program				<span style="border: 1px solid black; border-radius: 15px; padding: 2px 10px; display: inline-block;">BOARD</span>		53%
Develops and Leads Staff				<span style="border: 1px solid black; border-radius: 15px; padding: 2px 10px; display: inline-block;">BOARD</span>		46%
Manages Organizational Compliance and Administration				<span style="border: 1px solid black; border-radius: 15px; padding: 2px 10px; display: inline-block;">BOARD</span>		42%
Builds and Maintains Family Satisfaction				<span style="border: 1px solid black; border-radius: 15px; padding: 2px 10px; display: inline-block;">BOARD</span>		22%

Strongly Disagree Disagree Neutral Agree Strongly Agree I Don't Know

Manages Financial Performance				BOARD		58%
Actively Promotes the Organization and Ensures Adequate Resources				BOARD		71%
Ensures Adequate Facilities				BOARD		33%
Partners with the Board				BOARD		38%
Engages the Community				BOARD		37%
Overall Leadership and Performance				BOARD		33%

### Interaction

	I am the person being evaluated	Hardly ever	Once or twice a quarter	Once or twice a month	Once or twice a week	Daily
How often do you interact with the person being evaluated?				BOARD		

### Core Competencies




This section is for evaluating the CEO's demonstration of core competencies that have been directly linked to successful charter schools. Please provide comments with examples for as many competencies as possible with suggestions on what he/she could start, stop or continue doing more of to be the most effective leader possible.

#### Demonstrates Integrity \*

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
Deals with others in a straightforward, honest, and ethical manner.					BOARD	



Strongly Disagree Disagree Neutral Agree Strongly Agree I Don't Know





Behaves in a way that supports the organization's mission, vision and values.					BOARD	
Admits mistakes and takes timely corrective action.					BOARD	
Treats others with dignity and respect.					BOARD	

Comments or examples that support your responses above.

Subject \_\_\_\_\_

EI BOT Auto-response

**Cultivates a Culture of Excellence \***





	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
Creates and maintains an organizational culture that promotes student achievement and college preparation for all students.				BOARD		
Makes the organization a place where staff and students are all committed to excellence and believe that hard work is the key to achieving it.				BOARD		
Demonstrates commitment to competent communications and conflict resolution.				BOARD		
Consistently evaluates and proactively improves people, processes, programs, and services for greater effectiveness, efficiency, and value.				BOARD		

Comments or examples that support your responses above.

Subject \_\_\_\_\_

EI BOT Auto-response

### Drives Academic Excellence and Student Performance \*

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
All students demonstrate levels of mastery, which exceed grade-level standards.			BOARD			
The organization creates, maintains and regularly revises systems and processes to drive student achievement.				BOARD		
The organization has met or exceeded agreed upon goals set for increasing student performance.			BOARD			
The organization is on track to outperform other public schools in our community.			BOARD			

Comments or examples that support your responses above.

Subject

EI BOT Auto-response

### Role-Specific Competencies

This section is for evaluating the CEO's key competencies in leading, directing, and managing your organization. Please provide comments with examples for as many competencies as possible. Consider suggestions on what your CEO could start, stop, or continue doing to be the most effective leader possible.

### Leads the Educational Program \*

Demonstrates thorough knowledge of effective curriculum, assessment, and instructional practices to close the achievement gap.

BOARD



Ensures that the organization uses performance data to drive decision-making and curricular decisions.

BOARD



Ensures there is a standards-based curriculum. The curriculum includes scope and sequences for all subjects taught at every existing and expected grade level, and it exceeds national academic standards.

BOARD



Ensures all teachers regularly use assessment data to plan curriculum, lesson plans, meet individual student needs, and make daily instructional decisions.

BOARD



The organization's structure and staffing ensures that special student populations are making progress equal to those students in its regular education program.

BOARD







Comments or examples that support your responses above.

Subject \_\_\_\_\_

EI BOT Auto-response

Develops and Leads Staff \*

Strongly Disagree Disagree Neutral Agree Strongly Agree I Don't Know



Attracts and selects high performing staff and leadership.				BOARD		
Creates a staff culture and work environment in which highly effective staff members are actively engaged and feel connected to the organization and its mission.				BOARD		
Develops, maintains, and regularly reviews and revises systems and practices that improve staff ability to increase student achievement.				BOARD		
Successfully retains top performers. Creates an environment where staff is committed to a long tenure and would recommend working at the school to others.				BOARD		

**Comments or examples that support your responses above.**

**Subject** \_\_\_\_\_

EI BOT Auto-response

**Manages Organizational Compliance and Administration \***

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
Ensures that the organization meets and is in compliance with all local, state and federal laws and mandates.				BOARD		
Oversees development and proper functioning of an enrollment and admission process.				BOARD		

Strongly Disagree Disagree Neutral Agree Strongly Agree I Don't Know

Provides for the overall safety and well being of students and staff.

BOARD



Ensures organization is administered well with efficient investment of staff time and other resources.

BOARD



Comments or examples that support your responses above.

Subject \_\_\_\_\_

EI BOT Auto-response

**Builds and Maintains Family Satisfaction \***

Strongly Disagree Disagree Neutral Agree Strongly Agree I Don't Know

Ensures organization has frequent, meaningful, and well-attended ways for families to be involved in their child's learning and the school community.

BOARD



Provides indication of a high level of parent satisfaction with the organization as evidenced by quantitative data and low student attrition rates.

BOARD



Listens and responds respectfully to the range of concerns expressed by parents and families.

BOARD







Comments or examples that support your responses above.

Subject \_\_\_\_\_

EI BOT Auto-response

# Manages Financial Performance \*



	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
Understands and provides leadership in the areas of financial planning, budgeting, accounting, and management of the organization's financial resources.				BOARD		
Determines the current and future financial resources needed to realize the organization's mission.				BOARD		
Ensures that clear and accurate accounting, payroll, cash management, and insurance systems are maintained.				BOARD		
Oversees the development, maintenance, and regular revision of systems for capturing, managing, and analyzing financial data to improve performance.				BOARD		

Comments or examples that support your responses above.

Subject \_\_\_\_\_

EI BOT Auto-response

# Actively Promotes the Organization and Ensures Adequate Resources \*

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
Partners with the board to develop effective public relations, marketing and fundraising plans.				BOARD		
Coordinates efforts of the Board and its Development Committee to implement a board-approved fundraising plan.				BOARD		

Strongly Disagree Disagree Neutral Agree Strongly Agree I Don't Know

Creates partnerships with community organizations and businesses.

BOARD



Pursues and secures philanthropic support that directly supports the mission and vision of the organization.

BOARD



Comments or examples that support your responses above.

Subject \_\_\_\_\_

EI BOT Auto-response





Ensures Adequate Facilities \*

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
Oversees necessary facilities planning and makes recommendations to the Board.				BOARD		
Assures the proper maintenance of the organization's facility and adherence to all local, state, and federal codes.				BOARD		
Ensures the physical environment reflects the organization's mission and values as well as enhances learning.				BOARD		
The organization's physical environment (buildings and grounds) is well-cared for, sanitary, and promotes health and safety.				BOARD		

Comments or examples that support your responses above.

Subject \_\_\_\_\_

**Partners with the Board \***

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree	I Don't Know
Acts as liaison to ensure an effective flow of critical information between the board and the organization's senior staff, teachers and students.				BOARD		
Helps to facilitate the board's governance, composition and committee structure. Implements board policies, and recommends policies for board consideration.				BOARD		
Develops and implements strategic and operational plans to achieve the organization's mission and vision; allocates resources accordingly.					BOARD	
With input from the board, ensures the development and ongoing refinement of a long-term strategy; establishes objectives and plans that meet the needs of students, staff, and all constituents; ensures consistent and timely progress toward strategic objectives.				BOARD		

Comments or examples that support your responses above.

Subject \_\_\_\_\_

**Engages the Community \***



Strongly Disagree Disagree Neutral Agree Strongly Agree I Don't Know

Serves as chief spokesperson for the organization, in coordination with the Board Chair.

BOARD



Listens and responds respectfully to the range of concerns expressed by various constituents.

BOARD



Develops and maintains effective external relationships that support the organization's performance and fundraising success.

BOARD



Maintains communication with local and state officials.

BOARD



Builds strong relationships with relevant community organizations.

BOARD



Comments or examples that support your responses above.

Subject

EI BOT Auto-response

Overall Leadership and Performance \*

Strongly Disagree Disagree Neutral Agree Strongly Agree I Don't Know

Leads the organization in fulfilling its mission and goals in accordance with the policies established by the Board of Trustees.

BOARD



Takes responsibility for the success or failure of the organization. Provides vision and leadership by example.

BOARD



Strongly Disagree Disagree Neutral Agree Strongly Agree Don't Know

Develops and implements strategic and operational plans to achieve the organization's mission and vision; oversees the operation of the organization, develops staff, allocates resources and ensures proper controls.

BOARD



Oversees well-being of the entire organization by fostering positive and productive relationships across the organization and community.

BOARD



Comments or examples that support your responses above.

Subject \_\_\_\_\_

EI BOT Auto-response

### Additional information

What are the CEO's most significant accomplishments and/or strengths demonstrated this year? \*

Subject \_\_\_\_\_

EI BOT Auto-response

What are the top three things the CEO should do next year to move the organization forward? \*

Subject \_\_\_\_\_

EI BOT Auto-response

Subject \_\_\_\_\_

EI

BOT Auto-response

# Coversheet

## Committee Reports ( Finance/Facilities, Governance, DEI, Academic Excellence)

**Section:** IV. Updates and Reports  
**Item:** A. Committee Reports ( Finance/Facilities, Governance, DEI, Academic Excellence)  
**Purpose:** Discuss  
**Submitted by:**  
**Related Material:** Diversity Equity and Inclusion Committee Scope (Update Oct 2024).pdf  
Oct. 2024 Balance Sheet Summary.pdf  
Oct 2024 Budget to Actual Summary.pdf  
Oct 2024 Budget to Actual Comparative.pdf

## Diversity, Equity & Inclusion Advisory Committee

**Reports to:** The Board of Trustees

**Term of Office:** One year

### **Purpose**

The Diversity, Equity & Inclusion Advisory Committee is commissioned by and accountable to the Board of Trustees. The primary responsibility of the committee is to discuss, recommend and support implementation of policies and practices that promote a more diverse, inclusive and equitable community for staff, students and families at FRCS.

The committee shall act in an advisory capacity to provide guidance, insights and recommendations to help shape the strategic execution of and decision-making processes related to initiatives that impact diversity, equity and inclusion. ~~bring to the Board of Trustees r~~Recommendations for revisions to the policies located in the student and staff handbooks, including but not limited to the following: i.e., Code of Conduct, Anti-Racism, Dress Code, Harassment etc. will be presented to the Board of Trustees, as appropriate.

The committee shall collaborate with other FRCS committees, boards, groups etc. to support initiatives and activities/ events honoring and celebrating diversity within the FRCS community to promote equity and inclusion including but not limited to the following: Open House, New Family calls, Family Day, Diwali, Juneteenth etc.

The committee shall review relevant data sets, plans, calendars etc. for consideration during decision-making Including but limited to the following: Staff Annual enrollment plan, School Calendar and Demographics for Enrollment, Code of Conduct, Staffing, etc.

### **Responsibilities**

- Annually review policies to ensure alignment with the communities' profile.
- Make suggestions to the Board of Trustees for changes in policy, as needed.
- Report to the Board of Trustees at regular meetings of the Board in a manner determined by the Board.
- Annually evaluate committee work and the objective commitments and report results to the Board of Trustees.
- Review data, policies and procedures etc. from a Diversity, Equity and Inclusion perspective and ensure alignment with the committee's purpose.
- To notify the Finance Committee of any decisions made that impact on the school finances. Such decisions will be made with a clause stating that they are

recommendations and are subject to the school's budget policies and procedures. Depending on the nature of the proposed budget change, related policies and procedures may include approval by the Finance Committee and/or the Board of Trustees.

### Composition

- The committee's Chair and Vice Chair positions are filled by members of the Board of Trustees and appointments shall be made at least annually in accordance with the FRCS Bylaws.
- The clerk/secretary to the committee is a member responsible for open meeting law compliance.

### Compliance

- This committee will meet at least quarterly but can call additional meetings, as needed ~~once every other month on the third Wednesday.~~
- Meeting Location: FRCS/Hybrid ~~(primarily Zoom)~~
- ~~The committee shall call additional meetings as needed.~~

**Financial Report - Balance Sheet (Summary)****Foxborough Regional Charter School**

For 10/31/2024

Run: 11/07/2024 at 4:11 AM

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	10/31/2024	6/30/2024	Change
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash - operations	11,684,381.52	14,041,484.16	(2,357,102.64)
Cash - debt service reserve	2,413,424.98	3,148,710.28	(735,285.30)
Accounts Receivable:			
Intergovernmental	0.00	542,655.92	(542,655.92)
Other	71,556.66	10,622.90	60,933.76
Prepaid Expenses	11,980.64	18,922.06	(6,941.42)
<b>Total Current Assets</b>	<b>14,181,343.80</b>	<b>17,762,395.32</b>	<b>(3,581,051.52)</b>
<b>Capital Assets</b>			
Right-Of-Use-Asset	324,662.00	324,662.00	0.00
Land/Building Improvements	52,753,672.81	52,753,672.81	0.00
Furniture, equipment and software	6,692,328.30	6,692,328.30	0.00
Construction in progress	3,035,869.57	1,377,511.24	1,658,358.33
Less: accumulated depreciation and amortization	(22,035,415.33)	(21,286,769.07)	(748,646.26)
<b>Total investment in capital assets</b>	<b>40,771,117.35</b>	<b>39,861,405.28</b>	<b>909,712.07</b>
Loss on defeasance (2017 bonds)	3,392,114.47	3,392,114.47	0.00
<b>TOTAL ASSETS</b>	<b>58,344,575.62</b>	<b>61,015,915.07</b>	<b>(2,671,339.45)</b>
<b>LIABILITIES AND NET ASSETS</b>			
Accounts Payable	618,725.94	2,103,386.34	(1,484,660.40)
Accrued expenses	123,833.13	700,007.57	(576,174.44)
Accrued compensation	149,529.38	1,652,462.36	(1,502,932.98)
Bonds payable - US Bank	0.00	0.00	0.00
Deferred income	(3,703.33)	107,242.87	(110,946.20)
Lease Liability	67,389.64	77,156.33	(9,766.69)
<b>Total current liabilities</b>	<b>955,774.76</b>	<b>4,640,255.47</b>	<b>(3,684,480.71)</b>
BONDS PAYABLE 2017B	21,703,500.00	22,260,000.00	(556,500.00)
BOND PREMIUM 2017B	2,175,370.80	2,175,370.80	0.00
<b>Total bonds payable</b>	<b>23,878,870.80</b>	<b>24,435,370.80</b>	<b>(556,500.00)</b>
LOAN PAYABLE EASTERN BANK	2,760,209.74	2,936,489.69	(176,279.95)
<b>Total loans payable (Eastern)</b>	<b>2,760,209.74</b>	<b>2,936,489.69</b>	<b>(176,279.95)</b>
<b>Total liabilities</b>	<b>27,594,855.30</b>	<b>32,012,115.96</b>	<b>(4,417,260.66)</b>
<b>Net Assets</b>			
Investment in capital assets	0.00	0.00	0.00
Restricted - Board Capital	7,364,392.00	5,165,006.00	2,199,386.00
Unrestricted	21,639,407.11	21,639,406.06	1.05
Net income	1,745,921.21	2,199,387.05	(453,465.84)
<b>Total net assets</b>	<b>30,749,720.32</b>	<b>29,003,799.11</b>	<b>1,745,921.21</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>58,344,575.62</b>	<b>61,015,915.07</b>	<b>(2,671,339.45)</b>

## Financial Report - Budget to Actual (Summary)

### Foxborough Regional Charter School

For 10/31/2024

Run: 11/07/2024 at 4:37 AM

Page: 1

	Budget	Actual	Budget - Actual	% of Budget
<b>REVENUES</b>				
Per Pupil Tuition	29,069,550.00	9,802,784.00	(19,266,766.00)	(33.72)
Federal Grants/Reimbursements	1,068,778.00	93,619.22	(975,158.78)	(8.76)
State Grants/Reimbursements	0.00	0.00	0.00	0.00
Other Grant Revenues	0.00	0.00	0.00	0.00
Food Service Program	1,153,000.00	(362.01)	(1,153,362.01)	0.03
Extended Day Program	0.00	0.00	0.00	0.00
Transportation Program	690,000.00	456,203.05	(233,796.95)	(66.12)
Building Rental Revenue	126,000.00	12,360.00	(113,640.00)	(9.81)
Other Revenues	347,000.00	191,173.56	(155,826.44)	(55.09)
<b>Total Revenues</b>	<b>32,454,328.00</b>	<b>10,555,777.82</b>	<b>(21,898,550.18)</b>	<b>(32.53)</b>
<b>EXPENSES</b>				
<b>Personnel</b>				
Administration & Finance	1,694,588.00	471,328.13	1,223,259.87	27.81
Teaching & Learning	14,737,508.00	2,791,048.64	11,946,459.36	18.94
Student Activities	808,697.00	151,060.39	657,636.61	18.68
Operations	976,522.00	298,405.34	678,116.66	30.56
Grants	364,861.00	77,461.54	287,399.46	21.23
<b>Subtotal Personnel</b>	<b>18,582,176.00</b>	<b>3,789,304.04</b>	<b>14,792,871.96</b>	<b>20.39</b>
<b>Operating Costs</b>				
Administration & Finance	1,007,800.00	442,925.28	564,874.72	43.95
Teaching & Learning	428,750.00	702,728.31	(273,978.31)	163.90
Student Activities	3,647,459.00	622,784.34	3,024,674.66	17.07
Operations	2,570,550.00	811,750.73	1,758,799.27	31.58
Employee Benefits	2,533,319.00	673,078.42	1,860,240.58	26.57
Grants	574,529.00	100,843.10	473,685.90	17.55
<b>Subtotal Operating Costs</b>	<b>10,762,407.00</b>	<b>3,354,110.18</b>	<b>7,408,296.82</b>	<b>31.17</b>
<b>Total Expenses</b>	<b>29,344,583.00</b>	<b>7,143,414.22</b>	<b>22,201,168.78</b>	<b>24.34</b>
<b>NET BUDGET FROM OPERATIONS</b>	<b>3,109,745.00</b>	<b>3,412,363.60</b>	<b>302,618.60</b>	<b>(109.73)</b>
Capital Outlay	1,158,500.00	721,902.12	436,597.88	62.31
Debt Service	2,446,022.00	195,894.01	2,250,127.99	8.01
Depreciation	0.00	748,646.26	(748,646.26)	0.00
Board Capital Reserve	(1,158,500.00)	0.00	(1,158,500.00)	0.00
<b>NET BUDGET RESERVED</b>	<b>663,723.00</b>	<b>1,745,921.21</b>	<b>1,082,198.21</b>	<b>(263.05)</b>



## Financial Report - Budget to Actual (Comparative Summary)

Run: 11/07/2024 at 4:19 AM

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### Foxborough Regional Charter School For 10/31/2024

	Budget FY2025	YTD Actual 10/31/24	Current Year Budget - Actual	Current Year % of Budget	Budget FY2024	YTD Actual 10/31/23	Prior Year Budget - Actual	Prior Year % of Budget
<b>REVENUES</b>								
Per Pupil Tuition	29,069,550.00	9,802,784.00	(19,266,766.00)	(33.72)	27,900,000.00	10,359,857.00	(17,540,143.00)	(37.13)
Federal Grants/Reimbursements	1,068,778.00	93,619.22	(975,158.78)	(8.76)	1,202,133.00	136,185.30	(1,065,947.70)	(11.33)
State Grants/Reimbursements	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Grant Revenues	0.00	0.00	0.00	0.00	5,650.00	0.00	(5,650.00)	0.00
Food Service Program	1,153,000.00	(362.01)	(1,153,362.01)	0.03	650,000.00	(54.50)	(650,054.50)	0.01
Extended Day Program	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Transportation Program	690,000.00	456,203.05	(233,796.95)	(66.12)	690,000.00	428,040.85	(261,959.15)	(62.03)
Building Rental Revenue	126,000.00	12,360.00	(113,640.00)	(9.81)	60,000.00	12,000.00	(48,000.00)	(20.00)
Other Revenues	347,000.00	191,173.56	(155,826.44)	(55.09)	186,000.00	237,220.54	51,220.54	(127.54)
<b>Total Revenues</b>	<b>32,454,328.00</b>	<b>10,555,777.82</b>	<b>(21,898,550.18)</b>	<b>(32.53)</b>	<b>30,693,783.00</b>	<b>11,173,249.19</b>	<b>(19,520,533.81)</b>	<b>(36.40)</b>
<b>EXPENSES</b>								
<b>Personnel</b>								
Administration & Finance	1,694,588.00	471,328.13	1,223,259.87	27.81	1,259,452.39	395,716.96	863,735.43	31.42
Teaching & Learning	14,737,508.00	2,791,048.64	11,946,459.36	18.94	13,007,261.90	2,633,435.59	10,373,826.31	20.25
Student Activities	808,697.00	151,060.39	657,636.61	18.68	1,231,229.00	258,162.52	973,066.48	20.97
Operations	976,522.00	298,405.34	678,116.66	30.56	892,698.54	266,156.44	626,542.10	29.81
Grants	364,861.00	77,461.54	287,399.46	21.23	430,891.00	82,353.51	348,537.49	19.11
<b>Subtotal Personnel</b>	<b>18,582,176.00</b>	<b>3,789,304.04</b>	<b>14,792,871.96</b>	<b>20.39</b>	<b>16,821,532.83</b>	<b>3,635,825.02</b>	<b>13,185,707.81</b>	<b>21.61</b>
<b>Operating Costs</b>								
Administration & Finance	1,007,800.00	442,925.28	564,874.72	43.95	970,640.00	407,954.24	562,685.76	42.03
Teaching & Learning	428,750.00	702,728.31	(273,978.31)	163.90	723,961.59	136,295.78	587,665.81	18.83
Student Activities	3,647,459.00	622,784.34	3,024,674.66	17.07	3,574,385.00	731,967.74	2,842,417.26	20.48
Operations	2,570,550.00	811,750.73	1,758,799.27	31.58	2,361,151.00	847,115.80	1,514,035.20	35.88
Employee Benefits	2,533,319.00	673,078.42	1,860,240.58	26.57	2,460,076.00	605,715.41	1,854,360.59	24.62
Grants	574,529.00	100,843.10	473,685.90	17.55	681,186.00	61,181.01	620,004.99	8.98
<b>Subtotal Operating Costs</b>	<b>10,762,407.00</b>	<b>3,354,110.18</b>	<b>7,408,296.82</b>	<b>31.17</b>	<b>10,771,399.59</b>	<b>2,790,229.98</b>	<b>7,981,169.61</b>	<b>25.90</b>
<b>Total Expenses</b>	<b>29,344,583.00</b>	<b>7,143,414.22</b>	<b>22,201,168.78</b>	<b>24.34</b>	<b>27,592,932.42</b>	<b>6,426,055.00</b>	<b>21,166,877.42</b>	<b>23.29</b>
<b>NET BUDGET FROM OPERATIONS</b>	<b>3,109,745.00</b>	<b>3,412,363.60</b>	<b>302,618.60</b>	<b>(109.73)</b>	<b>3,100,850.58</b>	<b>4,747,194.19</b>	<b>1,646,343.61</b>	<b>(153.09)</b>
Capital Outlay	1,158,500.00	721,902.12	436,597.88	62.31	305,000.00	167,460.20	137,539.80	54.90
Debt Service	2,446,022.00	195,894.01	2,250,127.99	8.01	2,446,147.00	38,253.91	2,407,893.09	1.56
Depreciation	0.00	748,646.26	(748,646.26)	0.00	0.00	765,310.83	(765,310.83)	0.00
Board Capital Reserve	(1,158,500.00)	0.00	(1,158,500.00)	0.00	0.00	0.00	0.00	0.00
<b>NET BUDGET RESERVED</b>	<b>663,723.00</b>	<b>1,745,921.21</b>	<b>1,082,198.21</b>	<b>(263.05)</b>	<b>349,703.58</b>	<b>3,776,169.25</b>	<b>3,426,465.67</b>	<b>(1,079.82)</b>

# Coversheet

## Bylaw Approval

**Section:** V. Administrative/Housekeeping (Trainings, Member Reminders)  
**Item:** C. Bylaw Approval  
**Purpose:** Vote  
**Submitted by:**  
**Related Material:** FRCS Bylaws 24.11.05 DESE Provisional Approval.pdf



## **BYLAWS of THE FOXBOROUGH REGIONAL CHARTER SCHOOL**

### ARTICLE I

#### Name

Section 1.1 Name: The name of this public entity shall be the Foxborough Regional Charter School (the "Charter School").

### ARTICLE II

#### Purposes

Section 2.1 Charter: The purpose of Foxborough Regional Charter School is to operate a K-12 public school in the town of Foxborough, Massachusetts, chartered as set forth in its Charter dated February 25, 1998, issued by the Secretary of Education of the Commonwealth of Massachusetts and in Massachusetts General Laws c. 71, S89, as each may be amended from time to time. The Board of Trustees holds the charter granted by the Commonwealth of Massachusetts.

### ARTICLE III

#### Board of Trustees

Section 3.1 Number and Election: The Board of Trustees shall consist of not fewer than five (5) and not more than 15 members. Trustees shall be elected at the annual meeting or at a meeting called for that purpose to take office immediately upon appointment by the Commissioner of Elementary and Secondary Education and hold office until the annual meeting of the Trustees at which their respective terms expire.

Section 3.2 Selection and Term of Office: Trustees shall be elected to terms of at least one year, but no more than three years, with a limit of 5 successive terms and 15 years that a Trustee may serve. Trustees shall be elected for staggered terms, so that the terms of no more than one third of the Trustees may expire each year. The Board of Trustees may not discriminate against potential members on the basis of race, color, national origin, creed, ancestry, ethnicity, age, gender identity, religion, marital status, sexual orientation, or non-disqualifying handicap or mental condition. The board of trustees will exercise due diligence in assessing the suitability of candidates for board membership with respect to potential conflicts of interest and areas of skill and expertise that will be of value to the board of trustees, such due diligence to occur prior to a vote by the board of trustees to request the Commissioner to appoint the proposed member(s). Prior to submitting a candidate to the Commissioner for approval, the board of trustees must determine that no financial interests under G.L. c. 268A exist which may preclude a majority of the board from participating in deliberations or voting on certain matters within the scope of the board's authority. 603 CMR 1.06(2)(b).

The Term for any vacancy on the Board or on a committee of the Board can be filled by a majority vote of the current Trustees. Should any trustee, office or committee position become vacant, the Board of Trustees may appoint a successor through a majority vote of the Trustees present and voting. The appointed successor will serve for the remainder of the original term, and their commitment will not

extend beyond that term without a subsequent vote. Partial terms do not count toward term limits.

**Section 3.3 Powers/Duties:** The Board of Trustees shall have and may exercise all the powers of the Charter School as set forth in Massachusetts General Laws c. 71, S89 and 603 CMR 1.00, as each may be amended from time to time. The Board of Trustees is a public entity, and each member thereof is a special state employee. The Board of Trustees, which operates independently of any school committee, shall ensure that the school and its Board members shall comply with all applicable laws and regulations regulating charter schools in Massachusetts. The Board of Trustees shall ensure that the Charter School is academically successful, organizationally viable, faithful to the terms of its charter and earns charter renewal. The Board of Trustees is a public employer for the purposes of tort liability (M.G.L. Chapter 258) and for collective bargaining purposes (M.G.L. Chapter 150E). The Board of Trustees has the responsibility to select, appoint, evaluate, and/or remove the Executive Director, however it is prohibited from exercising managerial powers over the day-to-day operations of the school. The board of trustees will fulfill their fiduciary responsibilities, including but not limited to, the duty of loyalty and duty of care, as well as the obligation to oversee the school's budget. 603 CMR 1.06(1)

The Board of Trustees must ensure that school operates in compliance with all applicable state and federal laws including, but not limited to:

- Successfully completing the opening procedures process in accordance with G.L. c. 70, § 89; 603 CMR 1.00; and any guidelines issued by the Department;
- Requesting the Commissioner's appointment of any new trustees and receiving that approval prior to any new trustees beginning their service as members;
- Submitting timely annual reports;
- Submitting timely annual independent audits;
- Hiring, evaluating, and removing, if necessary, qualified personnel to manage the charter school's day-to-day operations and holding these administrators accountable for meeting specified goals;
- Approving and monitoring progress towards meeting the goals of the school's Accountability Plan;
- Adopting and revising school policies, including plans for student recruitment and retention;
- Responding to complaints in writing as required by 603 CMR 1.09; and
- Ensuring that members of the board receive orientation and training regarding their duties and obligations as members of a board of trustees per 603 CMR 1.06(1)(a-i).

**Section 3.4 Regular Meetings:** Regular meetings of the Board of Trustees shall be held at such places, within the Commonwealth of Massachusetts, and at such times as the Board of Trustees may from time to time determine; however the Board of Trustees must meet at least quarterly. Written notice of a regular meeting of the Board of Trustees shall be given no less than forty-eight (48) hours before the meeting by Posting the meeting and agenda to the Board's current electronic platform, via email and web postings. No notice to the Trustees shall be required for any regular meeting held at a time and place fixed in advance by the Board of Trustees, if notice of the times and places so fixed for regular meetings shall have been given to such Trustee within the same calendar year, in writing, as specified above.

**Section 3.5 Special Meetings:** Special meetings of the Board of Trustees may be held at any time and at any place, within the Commonwealth of Massachusetts, when called by the Chair or by two (2) or more Trustees, reasonable notice thereof being given to each Trustee by the Secretary, or, in case of the death, absence, incapacity, or refusal of the Secretary, by the Officer or Trustees calling the meeting, or at any time without call or formal notice, provided all the Trustees are present or waive notice thereof by a writing which is filed with the records of the meeting. In any case, it shall be deemed sufficient notice to a Trustee to send notice by email at least forty-eight (48) hours, before the meeting, addressed to the Trustee at the Trustee's usual email address.

**Section 3.6 Annual Meetings:** The Annual Meeting of the Trustees shall be held on the second Tuesday in the month of November, if it be not a legal holiday, and if it be a legal holiday, then on the next succeeding day not a legal holiday, at such hour and place as the Chair or the Secretary may determine. Purposes for which an annual meeting is to be held, in addition to those prescribed by law, and by these Bylaws, may be specified by

the Board of Trustees or by a writing signed either by the Chair or by the Vice Chair or by a quorum of the Trustees. If such Annual Meeting is omitted on the day herein provided therefore, a Special Meeting may be held in place thereof, and any business transacted or elections held at such meeting shall have the same effect as *if* transacted or held at the Annual Meeting, and in such case such reference in these Bylaws to the Annual Meeting of the Trustees shall be deemed to refer to such Special Meeting. Written notice of the annual meeting of the Board of Trustees shall be given no less than forty-eight (48) hours before the meeting by posting the meeting and agenda to the Board's current electronic platform, via email and web postings. In case of the death, absence, incapacity or refusal of the Secretary, such notice may be given by any other Officer or by a person designated either by the Secretary or by the person or persons calling the meeting or by the Board of Trustees.

Section 3.7 Quorum: At any meeting of the Trustees, a majority of the Trustees then in office shall constitute a quorum for the transaction of business, but a lesser number may adjourn any meeting from time to time, without notice other than the announcement of adjournment at the meeting, until a quorum is present. When a quorum is present at any meeting, the affirmative vote of a majority of the Trustees in attendance shall, except where a special majority vote is required by law or by these Bylaws, decide any question brought before such meeting.

Section 3.8 Complaints: A parent, guardian, or other individuals or groups who believe that the school has violated or is violating any provision of M.G.L. c. 71, § 89, or 603 CMR 1.00 may file a complaint, in writing, with the Board of Trustees. Upon receipt, the Board of Trustees shall conduct a review of such complaints and respond to the complainant(s) in writing within 45 days. Such response shall inform the complainant(s) of the right to submit the complaint in writing to the Commissioner of the Department of Elementary and Secondary Education should they not be satisfied with the response from the Board of Trustees.

Section 3.9 Waiver of Notice: Notice of any meeting may be waived if each Trustee, by a writing filed with the records of the meeting, waives such notice.

Section 3.10 Open Meeting Law: The Board of Trustees and its committees, irrespective of what the title may be, will comply in all respects with the Open Meeting Law, G.L. c. 30A, §§ 18-25, and the regulations, guidance, and directives of the Office of the Attorney General. This includes, but is not limited to, training, notice of meetings, records of meetings, and executive sessions. G.L. c. 30A, § 18-25

Section 3.11 Remote Participation: A member of the board of trustees may participate remotely in a meeting provided that such participation complies with the requirements of 940 CMR 29.10 including, but not limited to, meeting the permissible reasons for remote participation.

Section 3.12 Conflict of Interest Law: The Board of Trustees complies with the Massachusetts Conflict of Interest Law, M.G.L. Chapter 268A. Members of the board of trustees will comply with the Commonwealth's state ethics requirements including, but not limited to, meeting all training requirements; complying with G.L. c. 268A, the conflict of interest law; filing all required disclosures under G.L. c. 268A; and filing all statements of financial interest in a timely fashion as required by G.L. c. 71, § 89(u). Failure to comply with state ethics requirements may result in removal of individual board members by the board of trustees or by the Commissioner. G.L. c. 71, § 89(u); 603 CMR 1.06(2)(e)

Section 3.13 Disclosure of Financial Interest: Trustees shall disclose any financial interest or business transactions that they (or any of their immediate family) have in any charter school in Massachusetts or elsewhere with the Massachusetts State Ethics Commission, the Massachusetts Department of Elementary and Secondary Education, and the city or town clerk in which the school is located within 30 days of joining the Board of Trustees and by September 1 annually, including the year after service is completed, unless service is less than 30 days in that year.

## ARTICLE IV

### Committees

#### Section 4.1 Committees:

The Board of Trustees, in accordance with the Bylaws, may create committees to act in furtherance of the School's mission. Members of committees are nominated by Board members and elected by the Board of Trustees. Non-trustees may serve on a committee unless otherwise noted in the description of the committee. The creation of any committee that has not already been approved through the adoption of the Bylaws shall be made after discussion and vote during a meeting of the Board of Trustees held in accordance with the Open Meeting Law.

The size, membership, and function of all committees shall be expressly discussed and voted upon during a meeting of the Board and/or included in the description of the committee included in the Bylaws. All committees shall include at least one board member. Any amendments to the size, membership, and/or function of a committee included in the adoption of the Bylaws shall be made after discussion and vote during a meeting of the Board of Trustees held in accordance with the Open Meeting Law.

Each committee shall conduct itself in accordance with the Open Meeting Law. Procedures and policies pertaining to executive sessions of the full Board of Trustees shall apply to committees. The taking and dissemination of minutes of committee meetings shall be performed in accordance with the Open Meeting Law.

No committee shall take any action that binds the Board of Trustees and/or the School. Rather, committees are authorized only to provide recommendations to the Board of Trustees for further discussion and action.

The standing committees are the following:

The Finance / Facilities Committee provides financial analysis, advice, oversight of the School's budget, and ensures the School is operating within its financial resources. Members may not be limited to Board members. The Board Chair, Treasurer, Executive Director, and the Finance Director of the School shall serve as members of the finance committee.

The Governance committee supports the Board of Trustees in the oversight of the School District by ensuring the Trustees are monitoring academic performance and adherence to local/state/federal agencies' policies & laws. This committee also oversees development of policies that act to guide procedures at the school level and ensure compliance.

The Diversity, Equity & Inclusion (DEI) Committee is responsible to discuss, recommend and support the implementation of policies and practices that promote a more diverse, inclusive, and equitable community for staff, students, and families at FRCS.

The Academic Excellence committee ensures that all students achieve academic excellence through rigorous standards, innovative teaching practices, and effective resource allocation.

## ARTICLE V

### Officers

Section 5.1 Election: The Officers of the Charter School shall consist of a Chair, a Vice Chair, a Treasurer and a Secretary. Other Officers, their powers and their terms of office, may be prescribed by a majority of Trustees from time to time as the Board of Trustees may determine. All Officers shall be elected by the Trustees at any meeting thereof.

Section 5.2 Qualification and Powers: Each Officer shall be a Trustee. Subject to law and to the other provisions of these Bylaws, each Officer shall hold office for a term of one (1) year. Officers may not serve beyond the term limits established for trustees in Article III Section 3.2 (15 years). Each Officer shall, subject to these Bylaws, have in addition to the duties and powers herein set forth, such duties and powers as the Board of Trustees shall from time to time designate.

Section 5.3 Chair: The Chair shall, subject to law, to the other provisions of these Bylaws, and to the general supervision of the Board of Trustees, have general charge of the governance of the Charter School. The Chair shall preside at all meetings of the Board of Trustees. In the absence of the Chair, the Vice chair shall preside, and in the absence of the Vice Chair, the Chair shall designate a Chair *ad interim*.

Section 5.4 Vice-Chair: In the absence of the Chair, the Vice-Chair shall, subject to law, and to the other provisions of these Bylaws, and to the general supervision of the Board of Trustees, have general charge of the governance of the Charter School. The Vice Chair shall preside at all meetings of the Board of Trustees. In the absence of the Vice Chair, the Secretary or Treasurer shall preside, and in the absence of the Vice Chair, the Chair shall designate a Chair *ad interim*.

Section 5.5 Secretary: The Secretary or a designee shall keep the records of all meetings of the Board of Trustees and committees of the Board. The Secretary schedules meetings, maintains, develops, and coordinates agendas and facilitates meeting minutes, votes, and decisions. The Secretary also oversees compliance with the Open Meeting Law.

Section 5.6 Treasurer: The Treasurer shall, subject to the direction and under the supervision of the Board of Trustees, have general charge of the financial concerns of the Charter School and the care and custody of the funds, securities, and valuable papers of the Charter School, except the Treasurer's own bond, if any, and shall have power to endorse for deposit or collection all notes, checks, drafts, and other obligations and orders for the payment of money payable to the Charter School or its order, and to accept drafts on behalf of the Charter School. The Treasurer shall keep, or cause to be kept, accurate books of account, which shall be the property of the Charter School, and if required by the Board of Trustees, shall give bond for the faithful performance of the duties of the office in such form, in such sum, and with such sureties as the Board of Trustees shall require.

## ARTICLE VI

### Resignations, Removals, and Vacancies

Section 6.1 Resignations and Removals: Any Trustee or Officer may resign at any time by delivering written notice of resignation to the Chair or the Secretary or to a meeting of the Board of Trustees. Any Trustee or Trustees may be removed from office, with or without cause, by majority vote of the number of Trustees then in office, at any meeting called for that purpose with at least fourteen (14) days advance notice, in writing or by email, to all Trustees. The Board of Trustees may, by vote of a majority of the Trustees present at voting, censure or remove from office, with or without cause, any Officer appointed by the Board or terminate or modify the authority of any such Officer.

Section 6.2 Vacancies: If the position of any Trustee becomes vacant, by reason of death, resignation, removal, disqualification or otherwise, a successor may be appointed by a majority of the Trustees then in office, which appointment may be held at the same meeting at which a former Trustee resigns or is removed, provided that the Trustees shall receive at least fourteen (14) days advance written notice or by email of the intent to elect a successor Trustee. Any vacancy on any committee of the Board may be filled by a majority vote of the Trustees then in office. If any office becomes vacant, the Board of Trustees may appoint a successor, by vote of a majority of the Trustees present and voting. Each such successor shall hold office for the unexpired term. The Board of Trustees shall have and may exercise all its power notwithstanding the existence of one (1) or more vacancies in its number.

## ARTICLE VII

### Indemnification

#### Section 7.1:

The School shall, to the extent legally permissible under M.G.L. Chapter 258, § 9, indemnify each person who serves or who has served at any time as a member of the Board of Trustees (collectively, "Indemnified Officers" or individually, "Indemnified Officer"), against and for any and all certain threatened or pending claims or administrative or judicial proceedings to which he or she may be or become subject by reason of their service as a member of the Board of Trustees; provided, however, that such Indemnified Officer acted (i) within the scope of their role as a member of the Board of Trustees, (ii) in good faith, and (iii) in the reasonable belief that their actions were in the best interests of the School, and further provided, that any such Indemnified Officer cooperates with the School in defending against any threatened or pending claim or administrative or judicial proceedings. Indemnification shall not be provided if not permitted under M.G.L. Chapter 258, § 9, and shall not be provided if such Indemnified Officer acted in a grossly negligent, willful, or malicious manner.

7.2 Expenses. Indemnified Officers shall be indemnified against all expenses and liabilities permitted under M.G.L. Chapter 258, § 9, including counsel fees, in an amount not to exceed \$1,000,000 arising out of any claim, action, award, compromise, settlement or judgment, as provided in and consistent with M.G.L. Chapter 258, § 9 and these By-Laws.

7.3 Advances; Repayment. Such indemnification may, to the extent authorized by the Board of Trustees, include payment by the School of expenses, including attorneys' fees, reasonably incurred in defending a civil or criminal action or proceeding in advance of the final disposition of such action or proceeding, upon receipt of an undertaking by the Indemnified Officer to repay such payment if not entitled to indemnification under M.G.L Chapter 258 or this Article. which undertaking may be accepted without regard to the financial ability of such Indemnified Officer to make repayment.

7.4 Authorization. The payment of any indemnification or advance shall be conclusively deemed authorized by the School under this Article, and each Trustee approving such payment shall be wholly protected, if:

- (i) the payment has been approved or ratified by a majority vote of the Trustees who are not at the time parties to the proceeding; or
- (ii) the action is taken in reliance upon the opinion of independent legal counsel (who may be counsel to the School) appointed for the purpose by vote of the Trustees in the manner specified in subparagraph (i) or, if that manner is not possible, appointed by a majority of the Trustees then in office; or
- (iii) a court having jurisdiction shall have approved the payment.

7.5 Heirs, Executors, and Administrators. The indemnification provided hereunder shall inure to the benefit of the heirs, executors, and administrators of any Indemnified Officer entitled to indemnification hereunder.

7.6 Non-Exclusive Rights. The right of indemnification under this Article shall be in addition to and not exclusive of all other rights to which any person may be entitled. Nothing contained in this Article shall affect any rights to indemnification to which the School employees, agents, Trustees, Officers and other persons may be entitled by contract or otherwise under law.

7.7 Adverse Amendments. No amendment or repeal of the provisions of this Article which adversely affects the right of an Indemnified Officer under this Article shall apply to that Indemnified Officer with respect to the acts of omissions of such Indemnified Officer that occurred at any time prior to such amendment or repeal, unless such amendment or repeal was voted for by, or was made with, the written consent of such Indemnified Officer.



7.8 Sovereign Immunity. Nothing in this Article shall be construed to constitute a waiver of the School's sovereign immunity as a state entity.

#### ARTICLE VIII

##### Fiscal Year

Section 8.1: The fiscal year of the Charter School shall begin on July 1 and end on June 30 of the following calendar year.

#### ARTICLE IX

##### Amendments

Section 9.1: These Bylaws may be altered, amended or repealed in whole or in part by the affirmative vote of two-thirds of the Trustees then in office, present at any regular or special meeting of the Board of Trustees, duly called at which a quorum is present, and the notice of which specifies that one of the purposes of the meeting is the amendment of these Bylaws, subject to approval by the commissioner of elementary and secondary education.

Date of provisional approval by the Department of Elementary and Secondary Education: November 5, 2024

Date of approval by the Board of Trustees of Sturgis Charter Public School:

Date of approval by the commissioner of elementary and secondary education: