



Foxborough Regional Charter School

Special Board Meeting

Published on January 14, 2026 at 7:24 AM EST
Amended on January 15, 2026 at 7:19 AM EST

Date and Time

Friday January 16, 2026 at 8:00 AM EST

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.

Online meeting link: <https://foxboroughrcs-org.zoom.us/j/81031801860?pwd=Sa1FaADSrQL13vYX2lnHdvqjdrtrBI.1>

Agenda

	Purpose	Presenter	Time
I.	Opening Items		8:00 AM

	Purpose	Presenter	Time
A. Record Attendance			1 m
B. Call the Meeting to Order			
C. Approve Executive Director Evaluation	Vote	Sergio Martin	5 m
II. Other Business			8:06 AM
A. Approval of minutes	Approve Minutes	Sergio Martin	10 m
<ul style="list-style-type: none">• Executive Sessions• August 8, 2023• August 15, 2023• September 18, 2023• September 21, 2023• February 21, 2024			
III. Closing Items			8:16 AM
A. Adjourn Meeting	Vote		

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

Coversheet

Approve Executive Director Evaluation

Section:	I. Opening Items
Item:	C. Approve Executive Director Evaluation
Purpose:	Vote
Submitted by:	
Related Material:	FY25 - Toby_Romer_ED_Evaluation summary report.pdf



Foxborough Regional Charter School Executive Director Evaluation School Year 2024-2025

Toby Romer

Prepared By: Sergio M. Martin, Chairman of the Board

Date: 14 Oct 2025

Executive Summary

This is the first school year for Toby Romer as the Executive Director of the Foxboro Regional Charter School (FRCS).

School Year 2024-25 Goals

1. Complete Entry
Complete entry process with one-on-one meetings, focus groups, and observations with Board members, families, faculty and staff, and students by February 1st, 2025. Make initial presentation on findings to Board in January 2025 and complete report to the Board and school community on the entry findings by April, 2025.
2. Develop and Strengthen Management Structures & Supports
Ensure continued and improved function of each school and the district overall, including implementation of the new contract, and well-planned and executed daily operations, student enrollment, staffing, and staff support.
3. Initiate Organizational Planning and Improvement
Establish a timeline and process for a strategic plan for the next chapter of FRCS' development that includes mechanisms for student, family, staff and leader input, as well as an assessment of the educational ecosystem, by June 1st, 2025.

Evaluation report results

The consensus of the evaluation indicates that Mr. Romer's performance over the last year has been very positive. Most evaluation surveys agreed or highly agreed that Mr. Romer completed all goals.

There are three areas of consensus across all groups that participated in the evaluation, highlighting the following areas:

- Focus on reaching out and listening to all members of the FRCS community during his first year to gain an understanding of the FRCS community past and present, and especially his approachability at all times.
- Strong example and model of work ethic.
- Support of professional development of teachers and staff.

We expect M. Romer to continue leveraging the momentum gained in FY25 and build a strong team of leaders and educators that ultimately will help every student to succeed at FRCS.

Similarly to his accomplishments in FY25, the survey reflected three common areas of focus on the next school year:

- Improve academic excellence
- Increase student enrollment and retention
- Build trust across all FRCS stakeholders

Purpose of Evaluation

It is the Board's responsibility to hire, manage and support the Executive Director of the organization. This annual evaluation serves as an important tool in meeting that responsibility. The main purposes of the evaluation are:

1. To provide the Executive Director with the opportunity to reflect on their performance over the past year, and to share those reflections in a structured way with the Board
2. To provide explicit feedback from staff and Board to the Executive Director on his performance, to help him recognize both strengths and areas for improvement.

Methodology

The Executive Director completed a self-evaluation and provided evidence to support their rating. This information was shared with the full Board and the Executive Director's direct reports and then the full Board and direct reports were asked to complete an online, anonymous survey through BoardOnTrack's Executive Director Evaluation Tool.

Evaluation

The structure of this evaluation is through an examination of the important pieces of the Executive Director's job at Foxborough Regional Charter School. As the Executive Director, Toby Romer is the Chief Executive of the organization and bears ultimate responsibility for staff contributions to academic performance, mission-aligned school culture, and organizational viability. With the Board, the Executive Director sets short and long term goals for the organization and assesses the organization's adherence to its mission and charter promises.

Comments from both staff and the Board are both integrated within the set of responsibilities below.

School Year 2024-25 Goals

Goal 1 - Complete Entry

Process: Complete entry process with one-on-one meetings, focus groups, and observations with Board members, families, faculty and staff, and students by February 1st, 2025. Make initial presentation on findings to Board in January 2025 and complete report to the Board and school community on the entry findings by April, 2025.

Status: Complete; on time.

Goal 2 - Develop and Strengthen Management Structures & Supports

Ensure continued and improved function of each school and the district overall, including implementation of the new contract, and well-planned and executed daily operations, student enrollment, staffing, and staff support.

Status: Complete; on-going effort.

Goal 3 – Initiate Organizational Planning and Improvement

Establish a timeline and process for a strategic plan for the next chapter of FRCS' development that includes mechanisms for student, family, staff and leader input, as well as an assessment of the educational ecosystem, by June 1st, 2025.

Status: Complete; on time.

Comments examples that support the evaluation summary:

Integrity

“Toby's integrity is clear -- letting you know of successes and challenges alike. He does a great job of listening but, when needed, he will push back (in the best way) and in doing so provide a clear context of why he may disagree. “

“In my interactions with Toby, I've observed him to consistently uphold the highest ethical standards in all aspects of his work. I've found him to be honest and transparent in his communication with colleagues, students, and families. Toby can be counted on to follow through on commitments and to make decisions that reflect both school policies and a deep respect for student needs. He models fairness, accountability, and confidentiality, earning the trust of the E-leadership team, staff, students, and families.”

“Treats everyone fairly and with respect.”

Culture of Excellence

“Mr. Romer actively supports team development, offering constructive feedback and encouragement to help others grow in their roles. He also takes initiative to streamline workflows and strengthen systems, ensuring that programs and services meet the evolving needs of the school community.

“Toby fosters a culture where excellence is expected, celebrated, and continuously pursued by staff, students, and families alike. Through transparent leadership, strategic goal-setting, and data-informed decision-making, Toby ensures that expectations are not only aspirational but also attainable and supported. He encourages reflective practice, promotes innovation, and holds teams accountable to outcomes aligned with the district's vision & mission.”

Leads the Educational Program

“Toby provides instructional leadership across the educational program. He meets weekly with the Director of T&L and the Director of student Services to understand progress with curriculum development, instructional quality, and program coherence across grade levels in gen education as well as special education. Toby fosters collaboration among academic leaders, creating structures for vertical and horizontal alignment that strengthen instructional consistency and student learning outcomes. Through regular engagement with academic staff, thoughtful resource allocation, and a commitment to equity and rigor, Toby ensures the educational program

remains dynamic, responsive, and student-centered.”

“Toby brings a strong academic background as a former teacher, principal, and deputy superintendent of academics, and that experience is evident in his leadership of the educational program. He works closely with both the Director of Teaching and Learning and the Director of Student Support Services to ensure curriculum, instruction, and assessment practices are aligned and effective. There is a clear commitment to standards-based curricula with scope and sequence across subjects, as well as the use of data to drive instructional decisions. His leadership emphasizes closing the achievement gap and ensuring that special populations receive the supports needed to make equitable progress alongside their peers.”

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Engages the Community

“Toby consistently serves as a strong ambassador for the district, cultivating relationships with stakeholders, community partners, and funders to enhance visibility and support.”

“Toby’s approachable style and steady presence have restored stakeholder confidence. He has successfully stabilized the school’s operations and culture. As he enters his second year, the focus will shift toward forward momentum—and I am confident in his ability to lead the school into its next phase of growth.”