

APPROVED



## Foxborough Regional Charter School

### Minutes

#### Board Meeting

Board Development - Candidate Interviews

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#### Date and Time

Wednesday January 8, 2025 at 6:00 PM

#### Location

Edwards Conference Room

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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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#### Trustees Present

Anissia Vixamar, Badawi Dweik, Matthew Yezukevich (remote), Mia Ortiz, Sergio Martin, Todd Tetreault (remote)

#### Trustees Absent

None

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### Trustees who arrived after the meeting opened

Anissia Vixamar

### Ex Officio Members Present

Toby Romer

### Non Voting Members Present

Toby Romer

### Guests Present

Heidi Berkowitz

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## I. Opening Items

### A. Record Attendance

### B. Call the Meeting to Order

Sergio Martin called a meeting of the board of trustees of Foxborough Regional Charter School to order on Wednesday Jan 8, 2025 at 6:10 PM.

Anissia Vixamar arrived at 6:20 PM.

## II. Board Member Candidate Interviews

### A. Katie Breault

#### Chief Delivery Officer:

As Chief Delivery Officer, she is deeply committed to providing opportunities for young adults, particularly by assisting graduates in their transition into the workforce. She is part of a movement that emphasizes hiring based on **skills** rather than traditional educational backgrounds, aiming to place skilled workers into jobs. She strongly believes in the power of **skills-first placement** and views it as an essential way to create equal opportunities for young people.

#### Background:

She graduated with the first FRCS class in **2003**, after having attended **Mansfield Public Schools** until 1998. From a young age, she was driven to make a difference in the world, witnessing firsthand the significant impact a teacher can have on a young person. This experience shaped her belief that **teacher mentors** are key to success.

She has a fundamental belief in the **potential of every individual**, which fuels her passion for creating opportunities for others. She "stumbled" into **workforce**

**development**, but it quickly became clear that her calling was to serve others by creating opportunities for them.

**Service-Oriented:**

As a **mother of two**, her passion for giving back extends to local communities. She firmly believes that everyone needs someone to believe in them, and this belief is what motivates her work.

**Essential Skills for Students:**

When it comes to **skills development**, she believes that skills can be divided into two categories:

1. **Hard skills**—technical skills, particularly those related to **AI** and **technology**.
2. **Essential skills**—interpersonal abilities like **face-to-face communication**, **teamwork**, and **logistics** (such as meeting deadlines and attendance).

She believes these skills are crucial for **career success**, and the focus must shift toward preparing students to excel in both areas.

**Role as a Trustee:**

As a trustee, her focus is on **career and college readiness**. She believes there needs to be a balance between **college pathways** and **career pathways**, especially given the growing concern around **college debt**. She feels it's important to provide clear, viable options for **career-goers** and set students up for **long-term success**, regardless of their chosen path.

**Managing Teams and Working in Groups:**

She leads a team of **22** and identifies as a **collaborative leader**. She values open, honest communication and is comfortable expressing her opinions, particularly when they differ from the group's. However, she always supports the team's decision, even if it differs from her own. She believes this approach is essential to maintaining a healthy team dynamic.

**Advocating for the School:**

To advocate for the school, she believes it is important to first understand the school's current needs and priorities. She is currently in **learning mode** until she fully grasps what is most important for the school at this time. Once she has a clear understanding, she plans to **bring visibility** to her area and leverage her network to support the school's goals. She would explore the best ways to contribute effectively in this area.

**Commitment to Hours:**

She is absolutely committed to dedicating the necessary hours. She has thought about it carefully and is ready to fully dedicate her time to the role.

**Management Style:**

As a manager she has participated in extensive **executive coaching**. **She believes in listening first**, and remaining **objective**. She is **data-driven**, ensuring that decisions are based on thorough analysis rather than emotions. Her team appreciates that she takes the time to **fully understand** situations before acting.

**Colleague Style:**

She is a strong advocate for **strengths-based leadership**. She recognizes that no one is perfect at everything, so she focuses on contributing her strengths and appreciating what each team member brings to the table. She shares her **personal perspective** while respecting the collective decision-making process. She is an **ENTP Myers-Briggs** type, meaning she enjoys **brainstorming**, **problem-solving**, and constructively challenging ideas.

**Interests in FRCS:**

She is deeply interested in how the school builds **strong bonds** and supports **teacher development** to better serve students. She is passionate about **continuous training**, particularly in areas like **cultural awareness** and **avoiding assumptions**. She believes these efforts are essential in fostering an inclusive environment.

**Mission and Demographics:**

While the school's **mission** remains the same, the **demographics** have changed significantly over the years. The school is now focusing on **strategic planning** to address these shifts. She believes it is important to recognize that **success** looks different for students today, and the school must adapt its approach accordingly.

**Vision of the School:** The school is currently embarking on a new **strategic planning process** that involves all stakeholders. The goal is to build on the school's **strengths** and history, while investing in **staff development** through professional growth opportunities.

**Skills-First / DEI Focus:** There is a strong focus on **diversity, equity, inclusion, and belonging (DEIB)**. The board committee is working on defining goals and creating a path forward to ensure the school serves its students in the best possible way.

**Personal Motivation:**

On a personal level, she is motivated by her **3-year-old and 5-year-old** children. She is committed to helping create a school environment she would want them to attend, which is why she is passionate about being part of this process.

**B. Ryan Higgins**

**Ryan Higgins – January 8, 2025**

**Tell Us About Yourself:**

Ryan Higgins has worked with **FRCS** for approximately 11 years as a financial advisor. His involvement began with the first bond issue, where he helped raise funds for the construction of the school. He also played a key role in refinancing the school in 2017 and contributed to the development of the school's **finance policies and procedures**. Currently, Ryan works at **Fidelity Investment Banking Group**, where he helps raise money through **municipal bonds** to fund organizations. Before this, he worked at **First Southwest** and **Hilltop Financial**, advising state agencies, toll roads, universities, local governments, and school districts.

Ryan resides in **Easton**, is married, and has a **2-year-old daughter**. His wife works as a surgeon at **Morton Hospital**.

### **Why Are You Interested in Being a Board Member?**

Having worked with the school for many years, Ryan truly misses being involved with **FRCS** since transitioning to his current role. He sees this as an excellent opportunity to continue contributing to the school's growth and development in a meaningful way. Ryan is eager to be part of the school's ongoing journey and continue supporting its success.

### **Where Do You See the Future of Education, Especially at FRCS?**

Ryan believes that **enrollment** and a strong **waitlist** are essential for **FRCS**. While this trend is not unique to Foxborough, it underscores the importance of **community outreach** to maintain and strengthen enrollment. Financially, Ryan feels the school is in a **solid position** to not only sustain but also expand its offerings in the future.

### **How Would You Navigate Gray Areas? (Including Outside of Finance)**

Ryan approaches gray areas with an **open mind**, prioritizing discussion and learning. He values creating a space where diverse perspectives can be shared. He believes it is essential to **listen to others**, consider all viewpoints, and contribute to the final decision in a **collaborative** manner. Ryan is committed to continuously learning and evolving, especially when dealing with areas beyond finance.

### **What Type of Manager Are You, and What Would the Expectations Be?**

As a manager, he is **communicative**, **supportive**, **open-minded**, and **collaborative**. He fosters an environment where feedback is encouraged and team members are empowered to share their ideas.

### **How Would You Advocate for the School?**

As a resident of **Easton**, Ryan actively promotes the school in both his personal and professional life. He leverages his network to advocate for **enrollment** and other school initiatives. He is always open to participating in school activities and contributing to its growth.

### **Do You Have the Time to Commit to the Board?**

Ryan is happy to commit to the necessary hours. He is accustomed to working long hours, and although his job may involve travel, he is open to joining board meetings virtually when needed. He is also willing to do any prep work required to contribute effectively.

#### **How Will You Approach a Decision That Isn't Your Opinion?**

Ryan believes in accepting and supporting the **board's decisions** even if they differ than his own personal thoughts.. While he will share his opinion to add value to the discussion, he is open to others' perspectives and prioritizes the group's decision for the benefit of the school.

#### **Ryan's Questions:**

- **Subcommittee Preferences:** Ryan is open to joining any subcommittee but would prefer the **Finance Committee** given his background and experience.
- **Other Topics of Interest:** He understands that the board finance and facilities committee deals with topics such as **budget-to-actual monitoring, transportation, enrollment, and facilities**, which is now combined with finance.
- **Board Meetings:** Board meetings are held on the second Tuesday of each month at **6 PM**.
- **Professional Development:** There is an opportunity for **professional development** on **BoardOnTrack**, which will help him further understand board governance.

### **III. Other Business**

#### **A. Next Steps**

The board will interview a third candidate on January 14, 2025 at the scheduled Board meeting

### **IV. Closing Items**

#### **A. Adjourn Meeting**

Anissia Vixamar made a motion to adjourn.

Badawi Dweik seconded the motion.

The board **VOTED** unanimously to approve the motion.

#### **Roll Call**

Badawi Dweik	Aye
Matthew Yezukevich	Aye
Todd Tetreault	Aye
Anissia Vixamar	Aye
Sergio Martin	Aye
Mia Ortiz	Aye

There being no further business to be transacted, and upon motion duly made, seconded and approved, the meeting was adjourned at 7:15 PM.

Respectfully Submitted,  
Sergio Martin

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### **Documents used during the meeting**

- 2024.12.06 - KBreault\_Resume.pdf
- 2024.11.20 - Ryan Higgins Resume.pdf

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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.