



REGENERATION SCHOOLS

MINUTES

MEETING OF THE DIRECTORS OF REGENERATION SCHOOLS Thursday, March 18, 2025

Location: Virtual via Zoom

Time: 10:00 am CT/11:00 am ET

Board Members Attending:

- Josh Anderson, Board Chair
- Fr. Rick Tolliver, Board Member
- Stacey Harvey, Board Member

Others Present:

- Angela Montagna, ReGeneration Schools Chief of Staff
- Lori Flood, ReGeneration Schools Chief Operating Officer
- Barry Chambers, ReGeneration Schools Chief Financial Officer
- Michael Hendricks, ReGeneration Schools Chief Academic Officer
- Jen Bares, ReGeneration Schools Special Projects Manager & Board Secretary

Minutes:

1. Call to order by Josh Anderson at 10:01 AM

2. Motion to Approve Previous Minutes

- a. Motion to approve minutes from Q2 January 23, 2025 meeting - Josh Anderson
- b. Second – Father Tolliver
- c. 3 votes in favor, 0 opposed, 0 abstained
- d. Motion passes

3. CEO Opening

- a. Wins:
 - i. Interviews with 3 potential OH superintendents; 3 principal fellows
 - ii. Launching tutoring program in OH
 - iii. Increasing ADA in Chicago



REGENERATION SCHOOLS

- iv. Spring Break Academy at six schools
- b. Challenges:
 - i. Culture
 - ii. Bond Hill & Avondale enrollment and attendance
 - iii. OH transportation
- c. Priorities:
 - i. ELA & math growth
 - ii. Staff retention and recruiting
 - iii. Student retention and enrollment
 - iv. Student joy

4. Academic Report

ReGen's CAO presented the academic report from across the OH & Chicago regions on the following topics:

- a. Q3 academic priorities and updates
 - i. All campuses have a daily test prep block in both math and ELA that matches the rigor and format of the state tests. Test prep provides students with re-reach lessons and prioritized standards from our weekly assessments.
 - ii. Strategic interventions based on our iReady, PPQ, and interim assessment data has allowed for differentiation and small group instruction.
 - iii. Students are taking mock IAR and OST exams leading up to the state test to build stamina and confidence, and for teachers to respond to the data.
 - iv. Data driven instructional practices with weekly looking at student work meetings, intervention blocks and tutoring for priority scholars.
 - v. K - 4 is prioritizing small group phonics based instruction with our Reading Mastery curriculum and guided reading.
 - vi. Leadership development with Uncommon Schools, including inspections for schools and Superintendents with a focus on monitoring student learning with real time coaching for rigor.

5. Operations Updates

ReGen's COO presented updates and data for enrollment, attendance and talent across the network.



REGENERATION SCHOOLS

- a. Enrollment Data:
 - i. Network current enrollment: 1,977
 - ii. + 162 from SY24; -132 from budgeted enrollment target
- b. Attendance data
 - i. Current ADA = Increase at 5 of 6 campuses from SY24
 - ii. Current CA = Decrease at 5 of 6 campuses from SY24
 - iii. Shared attendance incentives (ranging from daily, weekly to monthly)
- c. Talent
 - i. Review of current OH open positions = 92% hired
 - ii. Review of current IL open positions = 93% hired
 - iii. Review of current Home Office open positions = 95% hired

6. Finance Update

ReGen's CFO presented a financial overview and financial updates on the following items:

- a. Financial overview
- b. Balance sheet
- c. YTD vs budget
- d. Audit update
- e. Financial sustainability

7. Board Discussion

ReGen's CEO led a board discussion on employee value proposition. After the draft was shared, the board and ReGen team engaged in a discussion protocol of clarifying and deep probing questions followed by a feedback and solutions session.

8. Meeting adjourned at 11:41 am CST by Josh Anderson

- a. Motion to adjourn - Josh Anderson
- b. Second - Father Tolliver
- c. 3 votes in favor, 0 opposed, 0 abstained
- d. Motion passes

Jen Bares, Board Secretary - March 18, 2025