



REGENERATION SCHOOLS

MINUTES

MEETING OF THE DIRECTORS OF REGENERATION SCHOOLS Thursday, January 23, 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
- Andy Redman, 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
- Beth Purvis, CICS Chief Executive Officer
- Jen Bares, ReGeneration Schools Special Projects Manager & Board Secretary

Minutes:

1. Call to order by Josh Anderson at 10:05 AM

2. Motion to Approve Previous Minutes

- a. Motion to approve minutes from Q1 October 24, 2024 meeting -
Josh Anderson
- b. Second – Father Tolliver
- c. 4 votes in favor, 0 opposed, 0 abstained
- d. Motion passes

3. CEO Opening

- a. Wins:
 - i. Hired Associate Chief Operating Officer
 - ii. Engaged recruiter for Ohio Superintendent, Principal



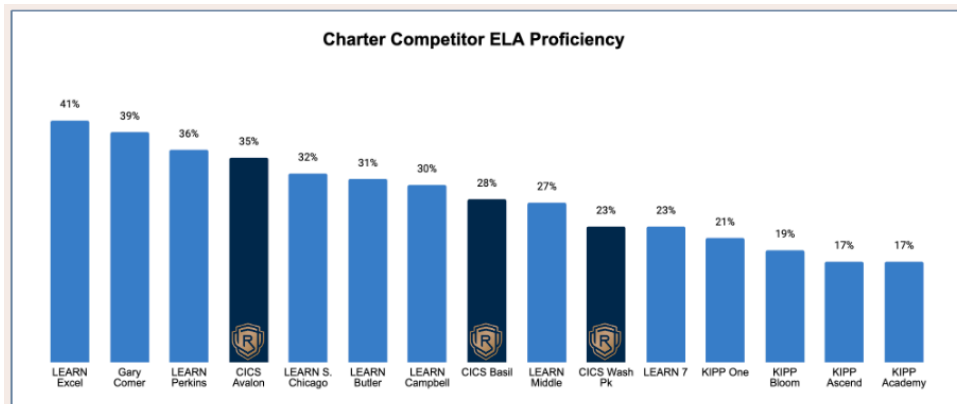
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- Fellows
 - iii. Completion of ReGen Avondale capital investments - soccer field, basketball court, outdoor classroom, building signage, monument sign and flag poles
- b. Challenges:
 - i. Culture
 - ii. Bond Hill & Avondale enrollment and attendance
 - 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

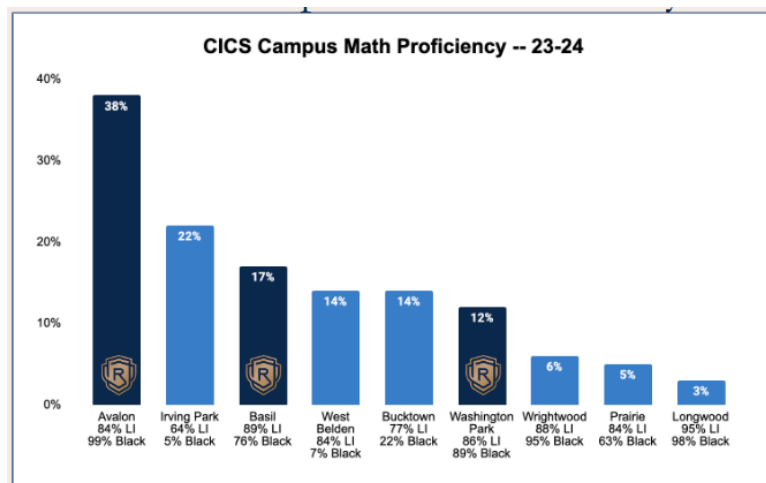
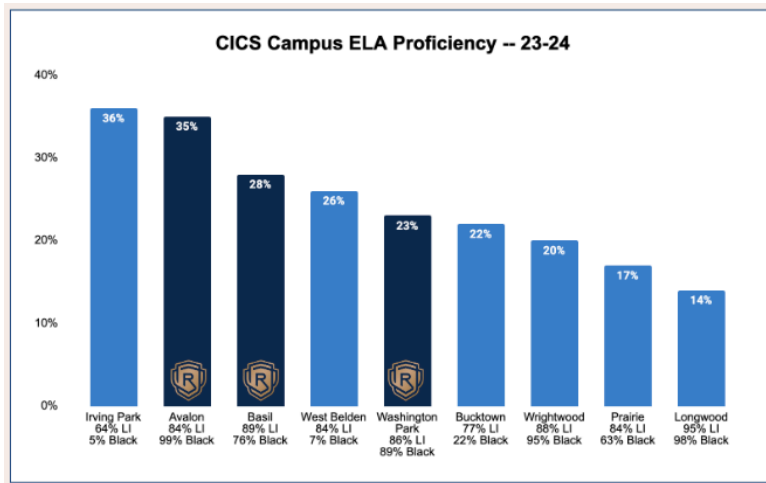
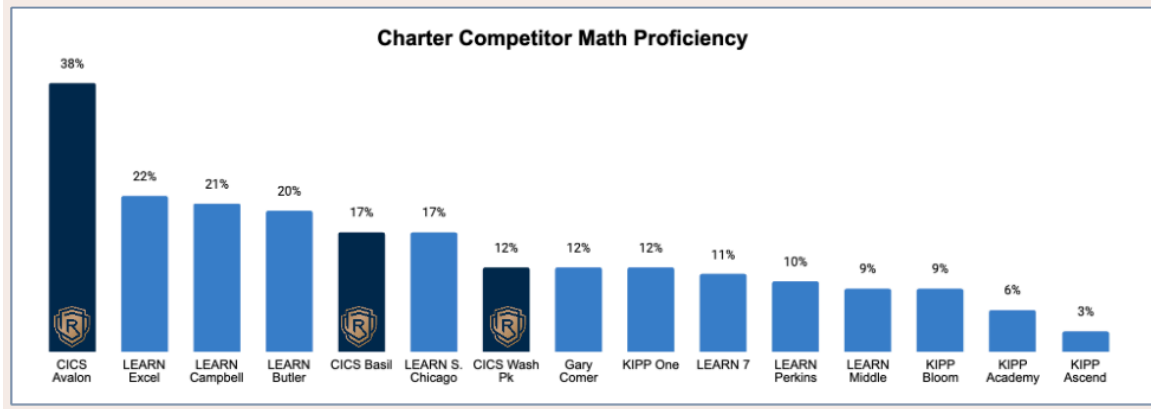
ReGen's CAO presented the academic report from across the OH & Chicago regions on the following topics:

- a. Ohio state test data
- b. Ohio school comparison
- c. Chicago state test data
 - i. Highlight: Avalon 3rd grade math at 72% proficiency and 8th grade at 55% proficiency
 - ii. Highlight: At Avalon and Basil in math, we saw improvements year over year in every grade except 7th
- d. Chicago school comparison





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- e. Q2 academic priorities and updates
 - i. Our second round of interim assessments began the week of January 13th to mirror the format and rigor of the spring state tests in Ohio and Illinois. In addition, students in grades 3-8 are taking weekly “power practice quizzes” in both math and ELA to assess habits and standards.
 - ii. Data driven instructional practices with weekly looking at student work meetings, intervention blocks and tutoring for priority scholars.
 - iii. All students in grades 3-8 have begun test prep in both math and ELA. Test prep provides students with re-teach lessons and prioritized standards and tasks that mirror the state exam.
 - iv. K - 4 is prioritizing small group phonics based instruction with our Reading Mastery curriculum and guided reading.
 - v. We are monitoring student growth in math and reading through the iReady universal screener. All students have participated in two rounds of diagnostic testing.
 - 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, facilities and talent across the network.

- a. Enrollment Data: - Review of current and budgeted enrollment data
 - i. Network current enrollment: 2,010
 - ii. + 195 from SY24; -99 from budgeted enrollment target
- b. SY25 Enrollment Efforts
 - i. Strategies: Hired CECs at each campus; codified processes; increased trainings; increased marketing spend; implemented parent engagement plans
 - ii. Highlights: Received 100 more applications than SY24; registered 191 more new students than SY24; increased conversion rate by 12% from SY24



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- iii. Marketing Campaign Data:
 - 1. Digital Lead Gen Ads: Over 10,000 clicks, 1.8% CTR; almost 600,000 ad views; almost 700 leads; 146 enrolled leads
 - 2. CTA: Over 44 million impressions; 52 applications
 - 3. Radio: 14 applications
 - 4. Billboards: Almost 10 million impressions; 7 applications
- c. Attendance Data
 - i. Current ADA = Overall increase from SY24
- ci. Facilities Update
 - i. Completion of Avondale capital investments (outdoor classroom, basketball court, building and monument signage)
- cii. Talent
 - i. Review of current OH open positions = 92% hired
 - ii. Review of current IL open positions = 90% hired
 - iii. Review of current Home Office open positions = 87% hired

ReGen's CEO led a board discussion on teacher retention. After current data and strategies tried and challenges were shared, the board and ReGen team engaged in a discussion protocol of clarifying and deep probing questions followed by a brainstorming solutions session.

- Spring to Fall IL Teacher Retention Data = 69%
- Spring to Fall OH Teacher Retention Data = 47%

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

In honor of board appreciation month, ReGen's CEO highlighted the board members and thanked all members for their support and dedication to the children of Chicago and Cincinnati.



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7. Meeting adjourned at 12:10 pm CST by Josh Anderson

- a. Motion to adjourn - Josh Anderson
- b. Second - Andy Redman
- c. 4 votes in favor, 0 opposed, 0 abstained
- d. Motion passes

Jen Bares, Board Secretary - January 23, 2025