



# REGENERATION SCHOOLS

## MINUTES

### MEETING OF THE DIRECTORS OF REGENERATION SCHOOLS Thursday, January 22, 2026

**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:**

- Lori Flood, ReGeneration Schools Chief Operating Officer
- Barry Chambers, ReGeneration Schools Chief Financial Officer
- Caleb Hausman, ReGeneration Schools Chief of Staff
- 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 CT**

**2. Motion to Approve Previous Minutes**

- a. Motion to approve minutes from Q1 October 23, 2025 meeting - Josh Anderson
- b. Second – Father Tolliver
- c. 4 votes in favor, 0 opposed, 0 abstained
- d. Motion passes

**3. CEO Opening**



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- a. Wins:
  - i. Hired a Chief of Staff
  - ii. Ohio State Report Card - Performance index improvements
- b. Challenges:
  - i. Culture at ReGen Middle School
  - ii. ReGen Bond Hill & Basil enrollment
- c. Priorities:
  - i. ELA & math growth
  - ii. Staff retention and recruiting
  - iii. Student retention and enrollment
  - iv. Student joy

### **3. Introductions**

ReGen's CEO, S. Harvey, introduced ReGen's new Chief of Staff, Caleb Hausman. Caleb's bio includes:

Caleb held leadership roles across K-12 and higher education, including Specialist in the Office of New Initiatives at Baltimore City Public Schools, Director of Special Initiatives at The Chicago School, and Senior Research Manager at EAB. Across his career, Caleb has partnered with education leaders to scale impact, with a focus on academic growth and operational excellence, bringing expertise in strategy, communications, research, and policy to advance ReGen's mission. Master's in Politics & Education - Columbia University and Bachelor's in Public Policy Studies - Vanderbilt University

### **4. Academic Report**

ReGen's CAO, M. Hendricks and ReGen's CEO, S. Harvey, presented the academic report from across the OH & Chicago regions on the following topics:

- a. Q2 academic updates and priorities



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- b. Ohio State Report Card data - performance index
- c. Teacher strength in key grades and retention strategy

What the Data Shows:

- TWENTY ReGen teachers performed above the state average AND the state non-low-income average

Why This Matters:

- Demonstrates the strength of our instructional talent
- Validates our coaching, curriculum, and professional development investments

Key Outcome:

- 100% retention of these high-performing teachers for the current 2025-26 school year
- 100% remained in the same subject area; preserving instructional continuity

Review of Chicago Talent Retention Data

	Staff Last Year	Staff Retained	Fall 2025 Retention	YOY	Over Two Years
<b>Avalon</b>	54	45	83.3%	0.0%	+24.8%
<b>Basil</b>	52	48	92.3%	+16.2%	+26.8%
<b>Washington Park</b>	48	31	64.6%	+24.2%	+26.6%
<b>IL TOTALS</b>	<b>154</b>	<b>124</b>	<b>80.5%</b>	<b>+14.6%</b>	<b>+26.5%</b>

Review of Ohio Talent Retention Data

	Staff Last Year	Staff Retained	Fall 2025 Retention	YOY	Over Two Years
<b>Bond Hill</b>	26	15	57.7%	+5.3%	+4.7%
<b>Avondale</b>	16	10	62.5%	+22.5%	+62.5%
<b>Middle School</b>	12	4	33.3%	-16.7%	+33.3%
<b>AES/RMS Support</b>	7	5	71.4%	-28.6%	---
<b>OH TOTALS</b>	<b>61</b>	<b>34</b>	<b>55.7%</b>	<b>+3.6%</b>	<b>+2.7%</b>

## 5. Operations Updates

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



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- a. Talent Data:
  - i. Review of current OH open positions = 94% hired (2 open math teacher positions at RMS & 1 open K co-teacher position at RBH)
  - ii. Review of current IL open positions = 98% hired (1 open position at AVA - MS Sped & 2 open at WPK - ES Sped and school social worker)
- b. Enrollment Data:
  - i. Chicago network current enrollment: 1,468 (-105 from budgeted target)
  - ii. Ohio network current enrollment: 601 (-111 from budgeted target)
  - iii. Combined networks: + 48 from SY24
  - iv. Review of SY26 enrollment strategies and marketing campaigns
- c. Attendance Data
  - i. Ave. Chicago Current ADA = 92% & CA = 10%
  - ii. Ave. Cincinnati Current ADA = 85.3% & 25%
- d. Transportation

	RBH	AES	RMS
# Routed on First Student	218	92	125
# Routed on First Alt	2	3	4
% of Enrolled Students Transported	83%	58%	78%

## 6. Finance Update

ReGen's CFO, B. Chambers, presented a financial overview and financial updates on the following items:

- a. Financial overview
- b. Balance sheet + DCOH
- c. YTD vs budget

## 7. Board Business

A board discussion on how ReGen is leveraging AI was led by ReGen's CEO, S. Harvey, and ReGen's CAO, M. Hendricks. The main purpose of leveraging AI: increase instructional precision, reduce staff workload,



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and accelerate student learning. AI supports leaders, teachers, staff and Home Office but not students directly.

## **8. Meeting adjourned at 12:02 pm CST by Josh Anderson**

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

Jen Bares, Board Secretary - January 22, 2026