



EAGLE RIDGE ACADEMY

Dear Eagle Ridge Academy community,

Eagle Ridge Academy has spent the last five years researching, planning for, and completing our expansion. The final phase of our expansion is to conduct an **After Expansion Review (AER)** in order to determine our strengths and weaknesses and to identify our future opportunities. We are asking for your participation in a three-step process.

1. **Complete our survey: April 27 – May 10.** The survey, which will be sent via e-mail on Friday, April 27, will identify ideas from a large number of stakeholders. The purpose of the survey is to better understand the impact of expansion on the facilities, academics, and operations of Eagle Ridge Academy as well as measure the Academy's progress on meeting its [strategic dimensions](#) outlined by the School Board. The survey results will be used to develop questions for small group meetings. The information gathered in small group meetings will determine action plans. You may sign up to be part of a small group at the end of the survey.
2. **Attend a small group meeting: May 21 – June 15.** We will generate questions from the survey to ask small groups of stakeholders to get detailed data. All stakeholders who complete a survey may request to be part of the small group discussions. You will receive an invitation upon your request at the end of the survey.
3. **Read our Communication of Summary and Action Plan: Available July 15.** From data collected in the survey and small group meetings, we will develop a Continuous Improvement Plan that prioritizes the needs identified in the summary report and an action plan of how to address these needs.

We will begin the process by focusing in three areas: Academics, Operations, and Facilities.

History of Eagle Ridge Academy's Expansion

In 2012, Eagle Ridge Academy enrolled about 750 students in grades K-12 and had recently added the lower school. We were located in the original Eden Prairie campus, and the lower school had joined the upper school in our original location. We expanded our original location from 40,000 square feet to 70,000 square feet.

The change in 2012 was ERA's fourth expansion since its inception in 2004. The expansions up to that point had been more reactive than proactive. In 2013, the ERA Board of Directors (BOD) set out to develop a long range facilities and enrollment plan that would best meet our needs. ERA started a [Strategic Growth Task Force](#) (SGTF) that was responsible for researching and advising the BOD. The SGTF was comprised of parents, community members, board members, teachers, and administrators. The SGTF studied enrollment projections, visited other schools, and hired a consultant to meet with teachers and parents regarding facility needs and wants.



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In May 2014, the BOD approved a [resolution](#) to expand our enrollment up to 1,600 students in K-12 by 2024. At this time, we moved from researching to planning for expansion. ERA started expansion groups for:

- Facility
- Staff hiring and new staff training
- Curriculum and Instruction
- Operations
- Finance and Budgeting
- Marketing and Admissions

These groups were charged with developing plans so we were best prepared for the growth. Growth that included 600 students and over 60 new staff between 2016 and 2018. These groups planned and worked for two years to prepare for the opening of our new building and welcoming of the families and staff in September 2016.

Our growth was intentional and was based upon parent feedback over the previous three years. The BOD's three-fold purpose was:

1. To have a graduating class of 75-100 students. This will allow us to have a small school feel while providing more:
 - a. Academic elective offerings
 - b. Extra-curricular activities
2. To develop a pyramid enrollment structure that limits the addition of new students when some current student leave ERA. For example: Grades K-6 will each have an enrollment of 138, Grades 7-8 will each have an enrollment of 125, and Grades 9-12 will each have a goal enrollment of 75-100. Thus, the majority of students in Grades 9-12 will have been Gryphons for the better part of their school career.
3. To provide a high quality Classical Education to more students. In 2014, ERA had 1,200 students on our waiting list. Our education is not for a select few, but for those that have a thirst for what we are providing.

