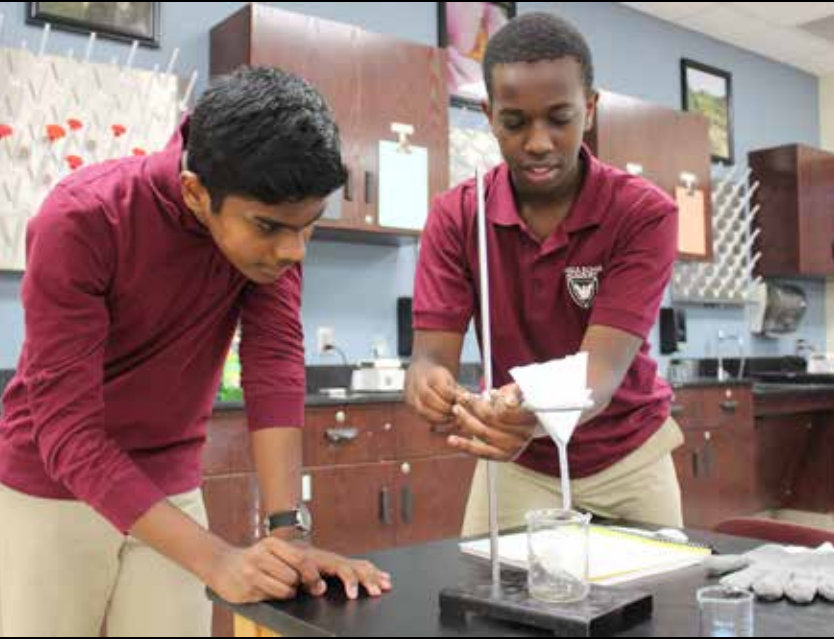




Annual Report 2017-2018



CULTIVATING WISDOM AND VIRTUE

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INTRODUCTION

Vision Statement

Eagle Ridge Academy will offer an academically rigorous, time-tested Classical, liberal arts curriculum that:

- prepares students to be exemplary and knowledgeable citizens;
- instills a life-long passion for learning;
- values self-discipline, respect, perseverance, and;
- fosters an appreciation for the United States of America and her unique role in the world.

Eagle Ridge Academy is a K-12 Classical, college-preparatory charter school. Eagle Ridge Academy is focused on providing a rigorous, academic foundation that works in conjunction with the school's Pillars and Latin motto "Probitas, Veritas, Pulchritudo": Goodness, Truth, and Beauty. The following virtues constitute the school's Pillars: Citizenship, Integrity, Perseverance, Honor, Excellence, and Respect. The school's motto identifies in Latin the central tenets of the school. Using these virtues and tenets as foundations, Eagle Ridge Academy is able to fulfill its mission.

Eagle Ridge Academy is delineated into three schools representative of the three stages of the Trivium: the School of Grammar (K-5), the School of Logic (6-8), and the School of Rhetoric (9-12). Grades five and eight serve a special role as the transitional years: grade five is the transitional year between the School

of Grammar and the School of Logic, and grade eight is the transitional year between the School of Logic and the School of Rhetoric.

Eagle Ridge Academy strives to incorporate aspects of all three stages of the Trivium in each of the three schools, to varying degrees as appropriate in each school, in order to help students learn the grammar level information of a particular discipline, understand the logical reasoning behind particular disciplines, and work on the art of speaking and writing articulately with adequate reasoning and support. Upon completion of their education at Eagle Ridge Academy, students will be exemplary and knowledgeable citizens who have been instilled with a life-long passion for learning; value self-discipline, respect, perseverance, and achievement; search for truth, beauty, and goodness; and foster an appreciation for the United States of America and her unique role in the world.

School Mission

The mission of Eagle Ridge Academy is to provide our students with a traditional, Classical Education that demands their best in academic achievement, behavior, and attitude, and challenges them to attain their highest potential.

INTRODUCTION

EAGLE RIDGE ACADEMY opened in 2004 with 107 students in grades 6, 7, and 9. Today, Eagle Ridge Academy serves students from 29 school districts in kindergarten through grade 12. The Eagle Ridge Academy Schools of Grammar and Logic have rigorous curricula to ensure high achievement: Core Knowledge Sequence, Saxon Math, Shurley English, Pearson History and Geography, Saxon Phonics, and leveled guided reading. The School of Rhetoric offers a wide variety of classes in Music, Arts, World Languages, Advanced Placement, College in the Schools, and the Humanities. Along with rigorous curriculum, Eagle Ridge Academy provides small class sizes and professional master teachers, which lead to our students achieving high

academic results. Eagle Ridge Academy offers numerous extracurricular activities in cooperation with the International School of Minnesota. In 2013, 2014, 2015, and 2016 Eagle Ridge Academy students scored in the top 2% of all public K-12 schools on the Minnesota Comprehensive Assessment. For 2017 and 2018 we are still in the top 5%; after having a slight decline in reading in 2017, our state test scores in reading had a significant increase. Eagle Ridge Academy has been honored again as a High Quality Charter School by the Minnesota Department of Education. We are proud of our students and staff for their achievements; however, producing graduates who are exemplary citizens and life-long learners is our foremost goal.



2017-2018 YEAR IN REVIEW

2017 marked our 14th year in operation. Eagle Ridge Academy has grown in student enrollment to about 1,380 students with six facility expansions over those 14 years. We are pleased to note that 2017-2018 was our last year of significant student growth.

Academics

Eagle Ridge Academy outpaced the average Minnesota school district by 21.8% in math, 18.2% in reading, 24.6% in science, and surpassed the Eden Prairie Public School District by 8.6% in math, 13% in science, and 3.9% in reading. 2018 ACT data is forthcoming from the College Board; this report will be updated when it becomes available.

Eagle Ridge Academy was designated as a High Quality Charter School by the Minnesota Department of Education in 2014, 2015, 2016, and 2017. Thus, Eagle Ridge Academy submitted, received, and executed a Federal Charter School Program (CSP) Grant and was awarded \$675,000 over a three year period in order to expand. The Eagle Ridge Academy School Board voted unanimously to expand our enrollment to between 1,200 and 1,600 students by the year 2024. The planned growth will give Eagle Ridge Academy the opportunity to offer a full range of courses and activities to our students and to provide more opportunities for families in search of Classical Education.

Governance and Operations

With respect to governance, Eagle Ridge

Academy has upheld all expectations as outlined in its charter contract. The Eagle Ridge Academy School Board has Working Groups in the areas of Operational Finance; Policy; Governance; and Curriculum, Instruction, and Student Achievement (CISA). CISA is the board workgroup that is responsible for our World's Best Workforce. Eagle Ridge Academy signed a charter agreement with Friends of Education through the year 2021.

In 2017-2018, Eagle Ridge Academy had an 85% retention rate for all staff.

Financially, Eagle Ridge Academy is at a strong point. The Academy is projected to have a 20.13% fund balance with more than \$3.1M.



SCHOOL ENROLLMENT AND ATTRITION

Eagle Ridge Academy is dedicated to providing a quality education without cost to families. As a charter school, Eagle Ridge Academy provides a Classical, college-prep education for all students. Eagle Ridge Academy follows all Minnesota statutes as they relate to application and admission procedures for public schools. Eagle Ridge Academy does not discriminate in any way.

Enrollment is open to all students residing in any Minnesota school district. Eagle Ridge Academy will accept all applications without question, unless the child does not meet the minimum age requirement for Kindergarten as set by the school board prior to the application period. For the 2017-2018 school year, a child was required to be five on or before September 1, 2017 in order to begin Kindergarten.

For the 2017-2018 school year, Eagle Ridge Academy had an open enrollment period from October 1, 2016 to January 15, 2017. All procedures and timing in regard to its enrollment period are posted on www.eagleridgeacademy.org.

All applications are submitted electronically and are date and time stamped through the process. Eagle Ridge Academy held a public randomized lottery on January 16, 2017. The lottery is used to determine placement if spots are available in a grade level for the 2017-2018 school year. Those who are

not selected are placed on a waiting list determined by their lottery placement. As permitted by Minnesota Statutes 124E.10, Eagle Ridge Academy offers preference to families with currently enrolled students and to children of staff. In order to get this preference, parents must submit an application during the open enrollment period. Preference is not given for any other reason. Applications received after the open enrollment period are placed at the bottom of the waitlist in the order that they are received and are considered on a first-come, first-served basis.

Enrollment History

Eagle Ridge Academy opened in 2004 with 107 students in grades 6, 7, and 9. In 2007-2008, student enrollment grew to 282 students and included grades 6-12. In 2010-2011, Eagle Ridge Academy added two sections of each grade, kindergarten through fifth, with a total enrollment of 567 students. The next year, 2011-2012, a third section of kindergarten through fifth grade was added for a total enrollment of 791 students. In 2016-2017, the Academy added about 400 students, and in 2017-2018, the Academy added another 200.

While the increased student population has moved us toward our goal of increasing the number of students in the upper school, we experienced growing pains in operations, student behavior, and small-school feel.

As Eagle Ridge Academy continues

SCHOOL ENROLLMENT AND ATTRITION

to grow, we are developing a plan to address the growing pains.

In the Spring of 2018, Eagle Ridge Academy's Board of Directors and administration conducted an After Expansion Review, which engaged families, staff, and students through surveys and a focus group meeting. The data from the survey and conversation from the focus groups identified three areas to address:

1. Increase safety and security during student drop off and pick up
2. Promote community engagement with families and students
3. Balance the rigor of Eagle Ridge Academy



SCHOOL ENROLLMENT AND ATTRITION

Enrollment

Demographics Geography:

Projected Enrollment by Grade Level

Grade	2018-2019	2019-2020	2020-2021
Kindergarten	138	138	138
Grade 1	138	138	138
Grade 2	138	138	138
Grade 3	138	138	138
Grade 4	138	138	138
Grade 5	138	138	138
Grade 6	134	125	131
Grade 7	100	115	120
Grade 8	90	92	108
Grade 9	67	78	93
Grade 10	58	58	71
Grade 11	48	54	52
Grade 12	46	44	49
Total	1,371	1,394	1,452



Students attended from 29 school districts:

District Name	Enrollment	Total	%
Eden Prairie	502	1356	39
Shakopee	169	1356	12
Bloomington	129	1356	10
Hopkins	105	1356	8
E. Carver	71	1356	5
Richfield	59	1356	4
Minneapolis	46	1356	3
Edina	43	1356	3
Prior Lake	38	1356	3
Osseo	33	1356	2
Minnetonka	27	1356	2
Wayzata	24	1356	2
Robbinsdale	23	1356	2
Burnsville	22	1356	2
St. Louis Park	17	1356	1
Rosemount	11	1356	1

District Name	Enrollment	Total	%
Jordan	7	1356	1
Waconia	6	1356	0
Norwood	4	1356	0
St. Peter	3	1356	0
Watertown-M	3	1356	0
Buffalo	3	1356	0
Lakeville	2	1356	0
St. Paul	2	1356	0
Inver Grove Heights	2	1356	0
New Prague	2	1356	0
Col. Heights	1	1356	0
Sibley E.	1	1356	0
Elk River	1	1356	0

Subgroup:	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
Hispanic/Latino	2%	2%	1%	2%	2%	2%
Native American	1%	1%	0%	1%	.5%	.5%
Asian	14%	21%	22%	25%	33%	33%
Black	5%	6%	7%	8%	15%	20%
White	75%	67%	63%	63%	46%	41%
Two or More Races	3%	3%	3%	3%	3%	3%
ELL	na	5%	6%	6%	7%	9%
Free & Reduced	14%	17%	19%	18%	19%	23%
SPED	8%	9%	9%	9%	7%	6%

Student Attrition Rates

The attrition rate has been predictable over the past three years. When reviewing student attrition data, the majority of student attrition is in the School of Rhetoric and specifically from grades eight to nine. The primary reasons, as discovered through family surveys and phone calls, include:

- Wider range of extracurricular activities in local public schools
- More variety in academic programming
- The rigor at Eagle Ridge Academy and high graduation standards

Grades	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018
K not returning to 1st	11%	7%	13%	3%	2%	1%	5%	5%
1st not returning to 2nd	13%	11%	10%	1%	5%	7%	4%	5%
2nd not returning to 3rd	13%	8%	16%	4%	7%	9%	2%	4%
3rd not returning to 4th	13%	11%	15%	4%	4%	3%	6%	4%
4th not returning to 5th	13%	14%	16%	7%	11%	9%	5%	5%
5th not returning to 6th	9%	17%	8%	7%	7%	12%	2%	11%
6th not returning to 7th	9%	20%	23%	9%	10%	7%	13%	23%
7th not returning to 8th	10%	25%	17%	5%	12%	8%	13%	20%
8th not returning to 9th	9%	41%	28%	26%	49%	31%	32%	27%
9th not returning to 10th	20%	22%	15%	13%	9%	4%	14%	7%
10th not returning to 11th	30%	33%	5%	11%	16%	8%	7%	20%
11th not returning to 12th	18%	9%	5%	5%	8%	9%	3%	10%
Total	14%	18%	14%	8%	12%	9%	9%	11%

GOVERNANCE AND MANAGEMENT

Governance and Management Information

The Eagle Ridge Academy Board of Directors is responsible for the overall governance of the school. The School Board is the primary decision-making body on matters concerning the development and implementation of all school policies. The Board provides leadership for policy development and oversight, and it provides communication regarding the direction of the school. This is accomplished by adopting policies that the Executive Director, staff, Working Groups, and volunteers carry out on a day-to-day basis.

In 2017-2018, the Policy Working Group reviewed and updated all annual mandatory policies and continued to develop policies that are needed to meet the growing needs of the Academy. The Governance Working Group reviewed Board Bylaws, ensuring any updates to State statutes are reflected.

The management model followed by the Academy provides a balance of efficiency and adequate staffing in all functions of school operations. The Eagle Ridge Academy Board of Directors provides oversight of the Executive Director, who is responsible for hiring and managing faculty and staff. The Executive Director is formally evaluated each year. This annual evaluation is based upon feedback from board members and the Executive

Director's direct reports. Goals are established based upon evaluation results as well as the strategic and operational needs of Eagle Ridge Academy.

The Executive Director assumes overall responsibility for personnel, facilities, services, and programs of the school. This includes hiring; supervising and evaluating faculty and staff; collaborating with the Eagle Ridge Academy School Board, parents, and students; implementing policies and procedures; ensuring safety and security; acting as an ex-officio to the Eagle Ridge Academy School Board; and representing Eagle Ridge Academy with Friends of Education, the Minnesota Department of Education, and other outside organizations.

Election of Eagle Ridge Academy School Board Members

Eagle Ridge Academy parents and staff elect new board members in April. In 2018, Eagle Ridge Academy used an electronic polling system in order to increase ease of voting and accuracy of ballot counting. Candidates participated in a forum prior to the election and an Election Guide with candidate information was made available to voters. New board members are seated during the first board meeting after July 1. Biographical information about board members is available on the Eagle Ridge Academy website.

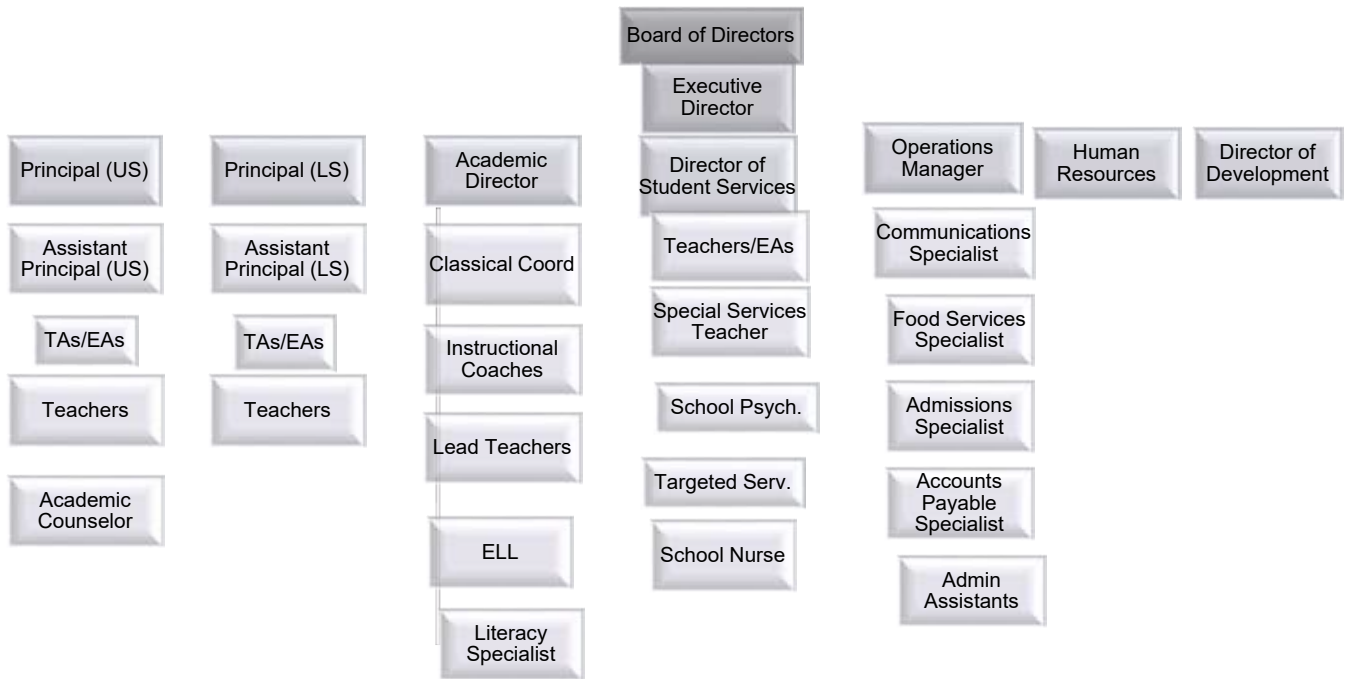
Name of School: EAGLE RIDGE ACADEMY District #: 4122															
BOARD MEMBER ROSTER															
Seat	Director Name	Comment Director	E or A	Term		Officer	Attendance	Director Contact Information	Affiliation - Check One			Obtained Required Training			
				Date Seated	Date Term Expires				Identify Officer Position (if any)	2017-2018 Meeting Attendance %	Email Address and Personal Phone #	Teacher *	Parent *	Community Member *	Finance
A	Kathy Oberstar	X	E	07/01/14 07/01/13	06/30/18		91.70%	koberstar@eagleridgeacademy.org		X		08/15/17 09/27/16 09/08/15 10/07/14 11/26/13	05/09/17 09/22/15 07/10/13	05/09/17 11/18/14 07/29/14	11/05/16 Strategic Planning 09/30/16 School Law Conf. 08/18/15 Dr. Perrin Classical 01/24/15 Strategic Planning 07/29/14 Charter School Conf.
B	John Schwartz	X	E A	07/01/15 01/13/15	06/30/19	Vice Chair	100.00%	jschwartz@eagleridgeacademy.org			X	08/15/17 09/27/16 09/17/15	05/09/17 09/22/15	05/09/17	11/05/16 Strategic Planning 01/24/15 Strategic Planning
C	Ken Kulus	X	E	07/01/17	06/30/19	Treasurer	100.00%	kkulus@eagleridgeacademy.org		X		08/15/17	11/14/17		
D	Ann Watanabe	X	E	07/01/13	06/30/19	Secretary	83.30%	awatanabe@eagleridgeacademy.org		X		08/15/17 09/27/16 09/08/15 11/26/13	11/14/17 05/09/17 09/22/15 07/10/13	05/09/17 11/18/14 07/29/14	11/05/16 Strategic Planning 09/30/16 School Law Conf. 08/18/15 Dr. Perrin Classical 01/24/15 Strategic Planning 07/29/14 Charter School Conf. 04/11/14 School Law Conf.
E	Austen Rockcastle	X	A	07/01/17	06/30/19		91.70%	arockcastle@eagleridgeacademy.org	X			08/15/17	11/14/17		
F	Julia Demakis-Haustin	X	A	10/24/17	06/30/19		80.00%	ldemakis@eagleridgeacademy.org	X				11/14/17		
G	Jane Wegener-Venema	X	E	07/01/16	06/30/18		91.70%	jwegener@eagleridgeacademy.org	X			08/15/17 09/27/16			11/05/16 Strategic Planning
H	Ashley Hudak	X	A	11/14/17	06/30/18		100.00%	ahudak@eagleridgeacademy.org	X			09/08/15 10/07/14	09/22/15	02/19/15	08/18/15 Dr. Perrin Classical
I	April Grabanski	X	E	07/01/13	06/30/18	Chair	91.70%	agrabanski@eagleridgeacademy.org	X			08/15/17 09/27/16 09/08/15 11/26/13	11/14/17 05/09/17 09/22/15 07/10/13	05/09/17 07/10/13	11/05/16 Strategic Planning 08/18/15 Dr. Perrin Classical 01/24/15 Strategic Planning
J	Katie Katzner	X	A	07/01/17	06/30/19		100.00%	kkatzner@eagleridgeacademy.org	X			08/15/17	11/14/17		
K	Mateen Ashtiani	X	A	01/10/17	06/30/18		91.70%	mashtiani@eagleridgeacademy.org		X		08/15/17	05/09/17	05/09/17	

*Teacher = Licensed teacher employed at the school
 *Parent = Parent of student enrolled at the school
 *Community Member = Individual who is neither a teacher employed at school nor a parent of a student enrolled at the school

GOVERNANCE AND MANAGEMENT

2017-2018 Eagle Ridge Academy Organization Chart

Eagle Ridge Academy



STAFFING

Staffing

Eagle Ridge Academy employed 155 staff for the 2017-2018 academic year, 88 of whom were teachers and five of whom were administrators. All teachers were licensed with three teachers on a variance for specific content areas. Eagle Ridge Academy employed 11 operations staff and 51 student support staff.

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Ahlstrom	Annica	Teacher	496145	08/01/2017	
Alavena	Joan	Assistant Teacher	357594	08/17/2017	
Alvarez	Emily	Teacher	487855	03/07/2016	
Anderson	Samantha	Teacher	499473	08/01/2017	
Anderson	Sarah	Teacher	440572	08/22/2011	
Bartow	Anne	Teacher	431652	08/16/2016	
Basic	Laurie	Teacher	489369	08/23/2010	
Bergeron	Jessica	Teacher	423628	08/18/2008	
Bertness	Jody	Food Services Specialist		09/27/2016	
Bloomgren	Susan	Academic Director	438926	08/23/2010	
Boal	Steve	Teacher	465142	10/23/2017	x
Boegel	Melissa	Teacher	434538	08/25/2008	
Boegel	Neal	Teacher	466974	10/19/2015	
Boelter	Kimberly	Educational Assistant		08/17/2017	
Carlson	Sarah	Teacher	462561	08/15/2012	
Choudhury	Sanghamitra	Paraprofessional		09/28/2017	
Christenson	Margie	Educational Assistant	493980	08/18/2014	x
Clapero	Daniel	Teacher	414336	08/20/2007	
Combs	Melanie	Paraprofessional		09/06/2016	
Conner	Emma	Teacher	485392	08/01/2017	
Conner	Karen	Operations Manager		04/19/2007	
Cornelius	Donna	Educational Assistant		8/16/2016	
Cornelius	Mary	Communications Specialist		05/23/2016	
D'Alessandro	Danielle	Building Substitute	498733	08/23/2010	
D'Alessandro	John	Teacher	443470	08/24/2009	
DeBrey	Jennifer	Student Program Specialist		08/22/2017	x
Demakis-Haustein	Julia	Teacher	455179	08/13/2015	
Devereaux	Collette	Teacher	486829	08/01/2017	
Dill	Elizabeth	Teacher	461526	08/16/2016	
Duske	Aaron	Teacher	482193	08/14/2017	
Een	Emily	Teacher	494399	08/16/2016	x
Emerson	Angela	Playground/ Lunchroom Assistant		09/19/2016	
Feist	Katherine	Teacher	495288	08/16/2016	
Feitz	Katherine	Speech Language Pathologist	497861	08/16/2016	

STAFFING

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Ferrel	Diane	Assistant Teacher	493334	08/17/2017	x
Freund	Caroline	Teacher	486913	08/01/2017	
Galgano	Eileen	Educational Assistant		08/16/2016	x
Gareis	Angie	Building Substitute	480055	08/16/2016	x
Gerheart	Janice	Admissions Specialist	430611	08/23/2010	
Gillitzer	Nicole	Teacher	433990	08/23/2010	
Gizzi	Anna	Teacher	490208	08/16/2016	
Goedjen	Tiffany	Teacher	423314	08/23/2010	
Gordon	Mandee	Teacher - Literacy	419560	08/16/2011	
Grabanski	April	Teacher	397151	08/23/2010	
Heitzman	Amanda	Educational Assistant (Library)		02/05/2018	
Herdrich	Stephanie	Teacher	445036	08/01/2017	
Herndon	Lisa	Educational Assistant		08/17/2017	
Hjerpe	Jennie	Educational Assistant		08/24/2015	x
Hochstein	Jeffrey	Teacher	500279	08/01/2017	x
Hoerr	Bridget	Teacher	456190	04/20/2016	
Hoffman	Riley	Teacher	446638	08/22/2011	
Hopper	Lisa	Teacher	482233	08/17/2015	
Hopper	Sarah	Teacher	474403	08/16/2016	
Horsman	Janet	Educational Assistant		08/16/2016	
Hudak	Ashley	Teacher	454486	08/16/2012	
Jambunathan	Sangeetha	Teacher	489093	08/13/2015	x
Jensen	Matthew	Educational Assistant		05/02/2011	
Jensen	Mitch	Teacher	324878	08/23/2010	
Johnson	Erin	Assistant Principal	417567	08/27/2004	
Johnson	Evan	Teacher	498105	08/01/2017	
Johnson	Jacklyn	School Psychologist Intern	502855	08/01/2017	
Johnson	Leiha	Teacher	385831	09/15/2014	
Johnson	Lisa	Teacher	344055	08/27/2004	
Katzner	Katie	Teacher	426762	04/09/2013	
Kelash	Christine	Teacher	406419	08/18/2014	
Klute	Wendy	Guidance Counselor	474520	09/05/2013	
Koehler	Stacey	Teacher	377247	08/16/2016	x
Kruschke	Jami	Teacher	451892	08/16/2016	
Lam	Howard	Educational Assistant	476806	08/17/2017	
Lee	Megan	Teacher	470488	08/1/2017	x
Lego	Melissa	Teacher	286078	08/22/2011	
Lengvenis	Cathy	Teacher	324764	08/16/2016	
Lentz	Stacy	Assistant Teacher	501968	08/17/2017	

STAFFING

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>License Number</u>	<u>Date Hired</u>	<u>Not Returning</u>
Lewandowski	Elizabeth	Assistant Teacher	187123	08/22/2011	
Lupo	Sue	Paraprofessional	247898	11/13/2017	
Lutz	Derek	Teacher	491099	08/16/2016	
Lyon	Kari	Human Resources Manager		09/14/2015	
Lysne	Sara	Paraprofessional		08/16/2016	
MacLennan	Stephen	Teacher	469505	08/17/2015	
Madigan	Andrew	Paraprofessional		09/18/2017	
Madigan	Missy	Instructional Coach	448096	10/26/2009	
Madson	Melissa	Teacher	429868	08/16/2016	
Magnuson	Jeffrey	Teacher	470625	08/16/2016	
Martin	Dilek	Accounts Payable Specialist	443938	08/22/2011	
Meier	Brian	Teacher	434985	09/02/2011	
Melendez	Kristin	Assistant Teacher	445074	08/18/2014	
Mellgren	Janelle	Principal	385030	07/01/2017	
Mills	Michelle	Teacher	426709	08/22/2011	
Mohamed	Khadija	Playground/ Lunchroom Assistant		09/12/2017	x
Molnar	Emily	Teacher	487514	08/17/2015	
Murray	Clare	Teacher	452069	08/18/2014	
Murray	E. Matisse	Teacher	474387	08/26/2013	
Myers	Marcy	Teacher	437680	08/16/2016	
Nielsen	Sara	Educational Assistant		08/17/2017	
Nilsson	Rebecca	Teacher	486021	08/1/2017	
Nygord	Kaia	Educational Assistant		08/17/2017	
O'Brien	Daniel	Teacher	313520	08/16/2012	
Olson	Christopher	Teacher	466354	08/16/2016	
Orning	Pamela	Paraprofessional	360608	08/16/2016	x
Ortgies	Kelsey	Teacher	462948	03/19/2012	
Osmundson	Krista	Teacher	406447	11/23/2010	
Palm	Heidi	Teacher	448032	08/23/2010	
Paster	Krista	Teacher	372106	08/18/2014	x
Peterson	Kristine	Teacher	460661	08/16/2016	
Pitman	Ann	Paraprofessional		08/20/2013	x
Pornschoegl	Romelle	Assistant Principal	358037	07/01/2017	
Powell	Erica	School of Logic & Rhetoric Principal	421409	07/01/2012	x
Quinvilan	Paul	Educational Assistant		08/21/2017	
Ralston	Katie	Teacher	484278	08/16/2016	
Rau	Amy	Teacher	445816	08/23/2010	
Rockcastle	S. Austen	Teacher	461465	08/17/2015	
Roubal	Lynne	Paraprofessional		08/21/2017	
Schelling	Rochelle	Teacher	431392	08/23/2010	x

STAFFING

License	Not				
Last Name	First Name	Position	Number	Date Hired	Returning
Schiffman	Kelly	Development Director		08/18/2014	
Schloesser	Luke	Teacher	427411	08/19/2013	x
Schmidt	Abigail	Teacher	473087	05/14/2013	
Schmitz	Erin	Assistant Teacher	422455	08/18/2014	
Seeley	Katie	Teacher	466012	08/16/2016	
Sheppard	Heidi	Building Substitute	462752	02/21/2017	
Shetty	Pooja	Educational Assistant		11/11/2015	
Shold	Victoria	Paraprofessional		11/7/2016	
Simons	Linnae	Educational Assistant		08/24/2016	
Sindelar	Sarah	Educational Assistant		08/17/2017	x
Snyder	Natalie	School Nurse	500326	08/21/2017	x
Soerens	Shannoniah	Teacher	404684	08/13/2015	
Soetanto	Sarah	SPED Clerk		11/2/2016	
Sommers Tillotson	Carolyn	Teacher	402139	08/27/2004	
Sorenson	Kelsey	Teacher	469555	11/07/2011	
Stangler	Amanda	Teacher	491904	08/16/2016	
Starkey	Rebecca	Educational Assistant (Library)		08/17/2017	
Strand	Marilyn	Administrative Assistant		05/21/2012	
Sutton	Wade	Teacher	411698	08/18/2014	
Tetzlaff	Kimberly	Teacher	286371	10/05/2015	x
Thomas	Lindsay	Teacher	442936	08/14/2017	
Toso	Suzannah	Teacher	434232	08/16/2016	
Trapp	Paula	Playground/ Lunchroom Assistant		01/03/2017	
Tripps	Dan	Teacher	340622	08/22/2011	
Tryggestad	Cathy	Director of Special Services	247763	07/01/2016	
Twetan	Julie	Administrative Assistant II		07/12/2010	
Ulbrich	Jason	Executive Director	379277	07/01/2012	
Unseth	Andrew	Teacher - EL	397738	08/01/2017	
Vacinek	Christopher	Teacher	448680	08/16/2016	
Vang	Kou	Paraprofessional		09/19/2016	
Walker	Dan	Teacher	239881	08/23/2010	
Walker	Kirsten	Teacher	282356	08/22/2011	
Ward	Christopher	Teacher	494509	09/07/2016	
Warnecke	Anna	Teacher	494122	08/01/2017	
Weck	Michael	Educational Assistant		08/17/2017	x
Wegener Venema	Jane	Teacher	460778	08/23/2010	
White	Carolyn	Administrative Assistant		08/21/2017	x
Williams	Sandee	Teacher	403115	08/25/2011	
Woolf	Rebecca	Teacher	343514	08/16/2016	
Wyman	Erica	Paraprofessional		08/17/2017	

STAFFING

For the 2017-2018 academic school year, the student to teacher ratio was 15:1.

Staff are selected using a four step process: written material review, phone interview, staff and supervisor interviews, and Executive Director final review. Staff are evaluated three times per year; they were observed seven times per year by their supervisor and observed at least seven times per year by their peer coach.

We will have 160 employees for 2018-2019. We are adding a Special Services Coordinator, an Activities Director, a School Counselor, a Health Aide, and a Math/Math Intervention Teacher in the School of Logic.



STAFFING

Staff Retention

Staff retention has remained stable since the 2009-2010 academic year. Eagle Ridge Academy developed and implemented a highly competitive compensation package for teaching staff beginning in 2014-2015. Compensation is at least within 90% of Edina and Eden Prairie and is top amongst Minnesota Charter Schools. The Employee Handbook has been aligned with board policies since 2014-2015.

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Percentage of Teachers Retained	59%	79%	91%	85%	96%	84%	90%	94%	93%	94%	88%
Percentage of All Staff Retained	NA	NA	NA	NA	NA	86%	91%	89%	92%	97%	85%

The Eagle Ridge Academy Strategic Plan Metric of Success states that 80% of faculty who receive a recommendation for contract renewal will return to teach at Eagle Ridge Academy the following school year.



FINANCE

Finances

Eagle Ridge Academy ended the year with many financial successes. Eagle Ridge Academy completed FY2018 with over an \$800,000 surplus. The Fund Balance Percentage has increased 10% since FY2012. This is after four years of consistent declines in the Fund Balance Percentage. Eagle Ridge Academy's School Board has set goals in the Strategic Plan:

1. Eagle Ridge Academy will operate from a sound financial position that does not require short term borrowing. **No short term borrowing was used in the years 2013-2018.**
2. Eagle Ridge Academy will create and maintain a fundraising strategic plan in order to reach a 20% fund balance by FY2020. **The Fund Balance for FY2018 is over 20%.**
3. Eagle Ridge Academy will produce and maintain facilities to support the long term academic programming needs of the school. **The Eagle Ridge Academy Affiliated Building Corporation purchased and remodeled a 210,000 square foot facility to meet strategic growth to 1,600 students.**

The audit for 2017-2018 is in progress, and we anticipate a clean audit with no material findings. Eagle Ridge Academy received the 2017 Finance Award from the Minnesota Department of Education (MDE).

Eagle Ridge Academy has an Operational Finance Team. The Operational Finance Team is an administrative group that manages the Eagle Ridge Academy School Board approved budget and makes recommendations for future budgets. The Operational Finance Team meets monthly to review revenues and expenditures. The team is comprised of the Board Treasurer, Executive Director, and our business consultant from Bergan KDV. The Board Treasurer provides a monthly report to the Eagle Ridge Academy School Board.

FINANCE

	FY 2018 Unaudited	FY 2019 Estimated Budget
ADM	1,363	1,421
REVENUE		
State	\$ 13,316,978	\$ 14,401,744
Federal	\$ 516,434	\$ 367,100
Other	\$ 652,360	\$ 485,900
Donations	\$ 127,240	\$ 110,200
Food Service	\$ 396,598	\$ 451,100
Community Service	\$ 245,995	\$ 281,600
Total Revenue	\$ 15,255,605	\$ 16,097,644
EXPENDITURES		
Salaries/Benefits	\$ 6,934,830	\$ 7,652,131
Building Lease	\$ 3,676,840	\$ 3,930,575
Programming	\$ 3,179,627	\$ 3,111,488
Food Service	\$ 398,116	\$ 451,100
Community Service	\$ 271,165	\$ 281,600
Total Expenditures	\$ 14,460,578	\$ 15,426,894
SURPLUS	\$ 795,072	\$ 670,750
FUND BALANCE		
Fund Balance Percentage	19.53%	22.66%

General Fund Balance History and Projections

FY2012 Audited	FY2013 Audited	FY2014 Audited	FY2015 Audited	FY2016 Audited	FY2017 Audited	FY2018 Unaudited	FY2019 Projected*
10.50%	10.90%	13.93%	16.42%	16.32%	16.12%	20.13%	23.46%

*Projections are based upon expansion

CURRICULUM AND INSTRUCTION

Overview

Eagle Ridge Academy is a K-12 Classical, college-prep charter school. There are numerous strands and focuses of Classical Education. Eagle Ridge Academy is focused on providing a rigorous, academic foundation that works in conjunction with the school's Pillars and Latin motto. The following virtues constitute the school's Pillars: Citizenship, Integrity, Perseverance, Honor, Excellence, and Respect. The school's motto "Probitas, Veritas, Pulchritudo" identifies in Latin the central tenets of the school: Goodness, Truth, and Beauty. Using these virtues and tenets as foundations, Eagle Ridge Academy is able to fulfill its mission of providing our students with a traditional, Classical Education that demands their best in academic achievement, behavior, and attitude, and challenges them to attain their highest potential.

Eagle Ridge Academy is delineated into three schools representative of the three stages of the Trivium: the School of Grammar (K-5), the School of Logic (6-8), and the School of Rhetoric (9-12). Grades five and eight serve a special role as the transitional years: grade five is the transitional year between the School of Grammar and the School of Logic, and grade eight is the transitional year between the School of Logic and the School of Rhetoric.

Eagle Ridge Academy strives to incorporate aspects of all three stages of the Trivium in each of the three schools, to varying degrees as appropriate in each School, in order to help students learn the grammar level information of a particular discipline, understand the logical reasoning behind particular disciplines, and work on the art

of speaking and writing articulately with adequate reasoning and support. Upon completion of their education at Eagle Ridge Academy, students will be exemplary and knowledgeable citizens who have been instilled with a life-long passion for learning; value self-discipline, respect, perseverance, and achievement; search for truth, beauty, and goodness; and foster an appreciation for the United States of America and her unique role in the world.

Classical Education Development

In order to ensure excellence in teaching and support of the curriculum, Eagle Ridge Academy has created the *Eagle Ridge Academy Classical Education Teacher Certificate Program*.

The *Eagle Ridge Academy Classical Education Teacher Certificate Program* engages and professionally develops teachers in the art of Classical Education. We use a discussion-based approach to adult learning that engages the learner in thoughtful discussions that promote the love of learning. This program is designed to equip teachers with a passion for Classical Education and provide them with the tools to *enrich, ennoble, and educate* their students.

The core courses of the *Eagle Ridge Academy Classical Education Teacher Certificate Program* include: Great Books, Latin, Art History & Methods, Virtue, and History of Classical Education. Eagle Ridge Academy faculty and Classical Co-op members facilitate the core courses when possible. *The Eagle Ridge Academy Classical Education Teacher Certificate Program* consists of ten courses. Each core course

CURRICULUM AND INSTRUCTION

credit is approximately 10 hours of meeting time and includes outside class work. Teachers earn credit upon satisfactory completion. Eagle Ridge Academy teachers will earn a \$3,500 salary increase upon completion of the *Eagle Ridge Academy Classical Education Teacher Certificate Program (CTCP)*. Ten credits are required to earn the *Eagle Ridge Academy Classical Education Teacher Certificate*. 50.4% of teachers are enrolled in the CTCP.

Classical Education 101, 201, and 301 are required within two years from the anniversary date of hire. These three courses include content that addresses the philosophy and practice of Classical Education. As part of a two-year onboarding process, new teachers receive Classical 101, 201, and 301 through the new teacher mentoring program.

Virtue and wisdom are inextricably linked components of Classical Education. Citizenship, integrity, perseverance, honor, excellence, and respect are all both moral and intellectual virtues. Like the principles used by the Founding Fathers of the United States of America, Eagle Ridge Academy was built on certain principles and truths that are timeless and inherent.

Trivium

The School of Grammar at Eagle Ridge Academy is characterized by a well-structured learning day that sets and maintains an appropriate educational tone from beginning to end. When students come to school, they are coming to work. Their conduct at school must demonstrate a seriousness of purpose and a sense of appropriate play that stress the importance of learning both individual and group skills.

The School of Logic builds upon the skills introduced in the School of Grammar and requires students to use the facts and information they have learned in the School of Grammar to form logical and organized thoughts and reasoning. This stage requires students to begin answering the “why” behind concepts.

In addition to rigorous academics and high expectations in the classroom, the School of Logic also expects students to continue to reflect upon the Pillars of Eagle Ridge Academy. This will develop self-motivated and self-disciplined students who strive to seek out truth, beauty, and goodness as they begin to engage with the increasing cognitive demands that the School of Logic requires.

As the final stage in the Trivium, the School of Rhetoric builds upon what students have accomplished in the School of Grammar and the School of Logic. Students continue to learn additional grammatical level facts and concepts and to utilize logical reasoning; however, students build on these skills by talking and writing intelligently and articulately about concepts and in defense of arguments and positions. Teachers use open-ended questions to facilitate the depth of thought and insight expected of students as they continue to grapple with challenging material and texts in order to develop analytical reasoning skills, prepare students for college, and foster a life-long love of learning.

Students in the School of Rhetoric value academic achievement, self-discipline, and always strive to reach their full potential. As students become aware of the

interconnectedness among disciplines and observe the truth, beauty, and goodness of our Classical curriculum and virtues, students will be exemplary and knowledgeable citizens who are appreciative of the United States and her unique role in the world.

Schools of Grammar and Logic

Core Knowledge

Eagle Ridge Academy Schools of Grammar and Logic have selected the Core Knowledge Foundation's *Curriculum Sequence* as the framework of its curriculum. The *Core Knowledge Sequence* is distinguished by planned progression of specific knowledge in history, geography, science, language arts, and fine arts.

Children learn by building upon what they already know. Thus, it is important for them to begin building foundations of knowledge in the early grades when they are most receptive to attaining an organized body of knowledge. Children are, by instinct, driven to construct a contextual view of the world. Thus, it is important to provide them an educational framework that assists them in developing the constructs upon which their viewpoints will be based. Academic deficiencies in these areas in the first nine grades can permanently impair the quality of later schooling.

By specifying the knowledge that all children should share, all students can achieve equal access to that knowledge. At-risk children especially suffer from low expectations, which often translate into watered-down curricula. In schools using the *Core Knowledge Sequence*, however, all children are exposed to a coherent core of challenging, interesting, interwoven knowledge. This knowledge

not only provides a foundation for later learning but also defines a common heritage and establishes a common ground for communication and cooperation in a diverse society.

In addition to its specificity, the Core Knowledge curriculum is characterized by knowledge that is solid, sequenced, specific, and shared. Literacy in every subject requires a set of mechanical skills and a shared background. The shared, many-cultured knowledge that promotes effective classroom learning also promotes cooperation and respect among students, both in the classroom and in society. Eagle Ridge Academy's teachers are able to rely on shared background knowledge about the students, which enables them to build sequentially on that knowledge year by year.

Latin

Eagle Ridge Academy students receive Latin instruction in grades K-8 and into the School of Rhetoric. Latin reveals a great deal about English and enhances the students' powers of expression in their native language. About 80% of English vocabulary comes from Latin or Greek. English vocabulary tests reveal that students of Latin score higher. Latin refines the students' understanding of English grammar and develops and deepens the students' understanding of and appreciation for literature.

A doorway is opened to great Classical literature. The students' appreciation for English literature grows because literature is filled with Classical allusions. A student who understands those has an advantage and Latin provides an understanding of the Classical impact on our modern culture. We see this in wedding rings, dollar signs,

CURRICULUM AND INSTRUCTION

political structure, architecture, the names of constellations and planets, and, of course, in *et cetera*.

Latin trains the student in the essentials of scientific method: observation, comparison, and generalization. Students of Latin are equipped in a methodology of rigorous analysis. This ability is not subsequently limited to Latin. Latin trains minds to encounter unfamiliar material, whether in science, literature, art, or any other discipline.

Latin provides a wonderful foundation for the study of other modern languages. Direct descendants of Latin include Spanish, French, Italian, and Portuguese. Students are given a very good grasp on how inflected languages work, which include German, Russian, and Greek.

Saxon Math

Saxon Math is used in grades K-8. Saxon Math is an incremental and spiraled math program. Eagle Ridge Academy students are assessed and then placed in the appropriate math level. We do not group students in math by grade, but by ability level.

School of Grammar Literacy

Eagle Ridge Academy uses an integrated and comprehensive approach to literacy. Students receive instruction in phonics, teacher-directed read alouds, guided reading, and independent reading. Saxon Phonics is used in grades K-2 to teach decoding and segmentation skills. Teachers use the STEP Assessment to determine students' individual reading levels and appropriate guided reading group. Students read content-rich books in guided reading groups to develop a love for reading.

Read alouds are used to introduce students to rigorous oral language skills and the first steps of the Socratic Method.

Writing and Grammar

Shurley English is a sequentially orientated curriculum that incorporates the use of rhythm, repetition, and student-teacher interaction in teaching all aspects of grammar and writing. The hallmark of Shurley English is to help students incorporate a strong foundation of grammar and language skills into a well-organized writing process to create effective communication.

Physical Education, Music, and Visual Arts

The Physical Education program in the School of Grammar is designed to exceed national standards for growth and development, physical fitness and nutrition, emotional health, and motor skill development.

The arts are essential components to a well-rounded classical education. Eagle Ridge Academy uses the Core Knowledge Scope and Sequence as our curriculum.



School of Rhetoric Courses and Standards

The most unique component of the Eagle Ridge Academy high school program is the Humane Letters Seminars. In Humane Letters Seminars, based on the Great Books Program, students conduct in-depth studies on some of the greatest unabridged works of Western Civilization. In these courses, primary source documents are used in place of textbooks. The seminars combine a Classical framework and the use of Socratic Seminars to draw out each student's inner curiosity and passion. Following seminars, students read and analyze texts individually, then speak and write about them while citing evidence for their positions. The Humane Letters Seminars are a deep, thought-provoking course of study. Students earn an English credit and a History credit for successful completion of each year-long seminar.

Eagle Ridge Academy Graduation Standards

	<u>Credits</u>
English (Humane Letters)	4
History (Humane Letters)	4
Fine Art	2
Math	4
Science	4
Singletons	2.5
Foreign Language	4
<u>Elective Courses</u>	<u>1.5</u>
Total Credits Required	26



CURRICULUM AND INSTRUCTION

School of Rhetoric Courses

Humane Letters Sequence:

Foundations of Humanities
9th Grade: Ancient World
10th Grade: Medieval World
11th Grade: Renaissance World*
12th Grade: Modern World

Science:

Biology
Chemistry
Physics
Astronomy I & II
Anatomy & Physiology
A.P. Biology*
A.P. Physics*
A.P. Chemistry*

Art:

Art History I
Art History II
2D Studio Art
3D Studio Art
Ceramics I & II
Drawing
Printmaking
A.P. 3D Studio Art*
A.P. 2D Studio Art*
A.P. Art History*

Math:

Geometry
Algebra II
Pre-Calculus
A.P. Calculus
Functions
Algebra Linear and Quadratics
A.P. Statistics

Foreign Language:

Latin I
Latin II
Latin III*
College Latin Prose
College Latin Poetry
College Greek
Spanish I
Spanish II
Spanish III

Electives and Singletons:

Logic
Rhetoric
Eastern Thought
Economics
Healthy Living
Composition
Creative Writing
Yearbook
Orchestra
Choir
Concert Band
American Government
History of Theatre
Teacher Assistant

**students who take these courses are prepared to take Advanced Placement exams.*

ACTIVITIES

Extracurricular Activities

Eagle Ridge Academy co-ops with the International School of Minnesota, located in Eden Prairie, to offer a variety of extracurricular athletic activities during the school year. Extracurricular activities provided include:

- Volleyball
- Boys and Girls Soccer
- Cross Country
- Robotics
- Boys and Girls Basketball
- Boys and Girls Track
- Ultimate Frisbee

Eagle Ridge Academy also offers its own activities and clubs for students. These activities and clubs include:

- Spanish Club
- Lower School Math Team
- Middle School Math Team

- Math Team
- Film Club
- Art Club
- Chess Club
- Improv Club
- Spring Play Rehearsal
- Junior Classical League (JCL)
- National Honor Society (NHS)
- ImpART Art Club
- Drama Club
- Robotics Club
- Debate Club
- ERA Children's Choir
- Japanese I
- Club Terra
- Climbing Club
- The Minnesota High School Music Listening Club
- Basketball Club
- Library Aides
- 4th & 5th Gr. Bible Study
- MS Bible Study Club
- 9th - 12th Gr. Bible Study
- Ballroom Dance Club



ACADEMIC PERFORMANCE

Assessments for 2017-2018

In 2017-2018, Eagle Ridge Academy used assessments to compare proficiency to other schools and to determine students' achievement level, college readiness, and individual growth. The assessments include:

College Readiness

- ACT, 11th grade
- National Spanish Exam
- PSAT 11, 11th grade
- AP exams
- National Latin Exams

Grade Level Proficiency

- MCA Test
 - Reading: 3rd-8th and 10th grades
 - Math: 3rd-8th and 11th grades
 - Science: 5th, 8th, and 10th Grade Biology

Instructional Level and Data Driven Instruction

- Grade and Content Teacher Constructed Interim Assessments—All grades
- STEP Reading Assessment (Grades K-5)

In the Eagle Ridge Academy mission statement, we are responsible for providing our students with “a traditional, Classical Education that demands their best in academic achievement...” We also provide our students with a rigorous curriculum that exceeds national, state, and local standards. Our students score in the top 2% on the Math Minnesota Comprehensive State Test and top 2% on the Reading Minnesota Comprehensive State Test in comparison to other Minnesota K-12 public schools.

While academic performance is one indicator of success, our foremost goal at Eagle Ridge Academy is to prepare students to be knowledgeable and exemplary citizens who have a lifelong passion for learning.



2018 MCA Math Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
3rd	84.9	72.3	85.6	71.4	67.0
4th	87.9	78.9	87.3	71.6	65.5
5th	76.1	67.8	77.7	60.4	55.3
6th	75.6	69.9	77.8	53.0	54.3
7th	75.3	66.6	70.3	59.3	55.0
8th	76.3	76.8	73.5	55.0	57.9
11th	58.4	63.3	64.7	56.2	47.9
AVG	78.5	70.8	76.7	61.9	57.7

2018 MCA Reading Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
3rd	77.1	70.8	70.8	61.0	56.2
4th	75.7	73.1	79.6	58.5	56.2
5th	83.4	83.4	87.6	70.6	67.4
6th	83.2	60.1	81.7	68.7	64.9
7th	70.3	73.7	75.5	67.7	58.7
8th	80.6	77.3	77.9	43.9	59.1
10th	88.1	70.8	72.8	56.8	59.9
District	79.3	75.0	78	64.0	60.4

2018 MCA Science Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
5th	82.5	70.7	71.7	57.1	58.7
8th	62.5	62.5	62.5	40.6	45.7
HS	83.3	59.9	70.6	47.2	52.9
District	77.1	64.1	68.1	47.2	52.5

ACADEMIC PERFORMANCE

College Readiness and Graduation Rate

Advanced Placement Proficiency and Number of Tests Given

EAGLE RIDGE ACADEMY	2014	2015	2016	2017	2018
Number of AP Exams	38	37	49	93	110
AP Student Exams with a score of 3+	19	20	32	49	44
% of Total of AP Student Exams with a score of 3+	61.3	62.5	78.0	83.1	71.0

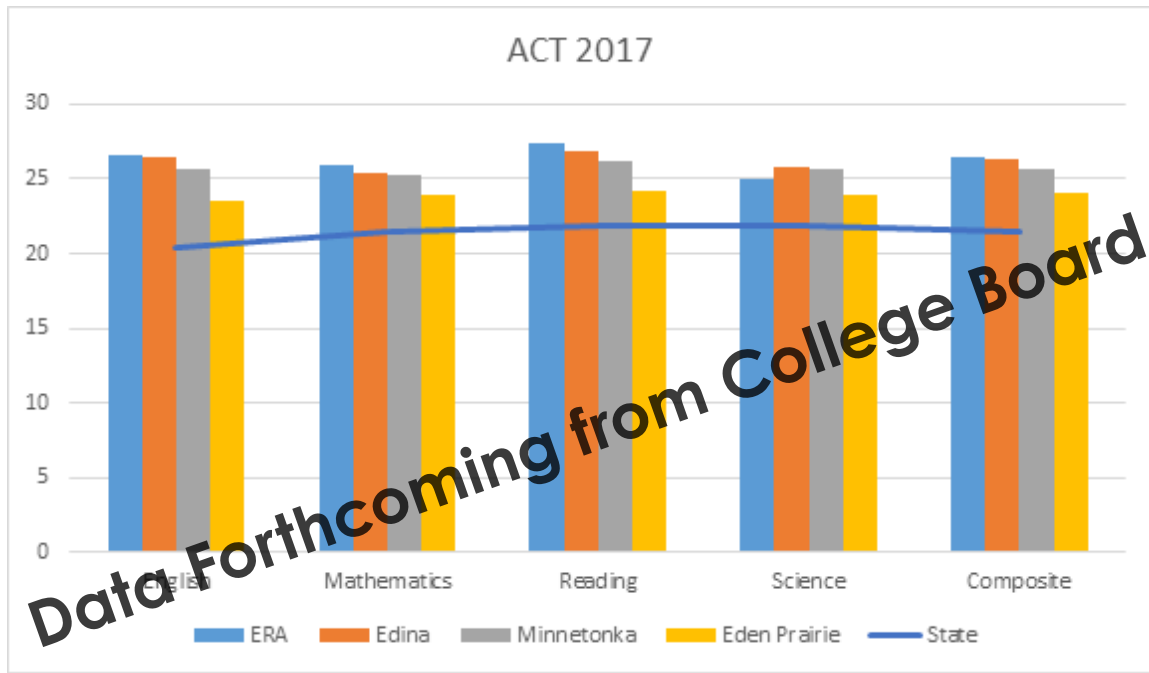
STATE OF MINNESOTA	2014	2015	2016	2017	2018
% of Total of AP Student Exams with a score of 3+	65.9	66.6	66.3	66.4	66.7

Four Year Graduation Rate

Year	Number	Graduation Rate
2011	28	73.70%
2012	30	85.70%
2013	24	80.00%
2014	31	77.50%
2015	48	92.00%
2016	47	87.00%
2017	48	81.30%
2018	55	100.00%



2018 ACT Comparison - Forthcoming



2018 ACT data is forthcoming from the College Board; this report will be updated when it becomes available.

The number of students taking AP exams increased by 6%. The 2018 results were of students who took AP Art History, AP Calculus AB, AP Calculus BC, AP Language and Composition, AP Literature and Composition, AP Statistics, AP Physics, and AP Spanish.

WORLD'S BEST WORKFORCE

World's Best Workforce 2017-2018

1. 90% of the graduating class of 2018 will graduate within four years. **Met-100% of students graduated within four years in 2018.**
2. 80% of the graduating class of 2018 will attend post-secondary school the following school year. **Met-91% of the graduating class of 2018 had plans to attend post-secondary.**
3. The percentage of all students enrolled October 1 in grades 3-5 at Eagle Ridge Academy who earn an achievement level of Meets the Standards or Exceeds the Standards in Reading on all state accountability tests (MCA and MTAS) will increase from 71.1% in 2017 to 74.1% in 2018. **Met-The percentage of all students enrolled October 1 in grades 3-5 at Eagle Ridge Academy Lower School who earn an achievement level of Meets the Standards or Exceeds the Standards in Reading on all state accountability tests (MCA and MTAS) was 78.5% in 2018.**
4. The percentage of all students enrolled October 1 in grades 6-8 and 10 at Eagle Ridge Academy Charter School who earn an achievement level of Meets the Standards or Exceeds the Standards in Reading on all state accountability tests (MCA and MTAS) will increase from 78.2% in 2017 to 80.2% in 2018. **Met-The percentage of all students enrolled October 1 in grades 6-8 and 10 at Eagle Ridge Academy who earned an achievement level of Meets the Standards or Exceeds the Standards in Reading on all state accountability tests (MCA and MTAS) was 80.5% in 2018.**

Student Support Provided to Meet Year End Goals

1. Targeted services program that provides 80 hours of free small group, after school instruction that is aligned to the Minnesota Academic Standards in Math and Reading for grades K-8.
2. Free Peer Math Lab tutoring program for students in grades 6-11. The program meets at least four hours per week.
3. Extra-curricular scholarships available for students receiving educational benefits.
4. Credit Recovery Program for students behind in credits.
5. One college credit offered through College in the Schools Latin course.
6. Intervention support for K-8 in math and reading.

The Eagle Ridge Academy World's Best Workforce activities and District Advisory Minutes may be viewed at <https://www.eagleridgeacademy.org/about-era/board/worlds-best-workforce/>

Equitable Access to Excellent Teachers

Eagle Ridge Academy uses measures when placing teachers with students and determining student class lists. Eagle Ridge Academy believes that experience of teachers is an important factor in determining teacher excellence; however, it is only one of four factors that we use. Eagle Ridge Academy administration places teachers using data in the following four areas:

1. Training in the specific content area or grade level which goes beyond licensure.
2. Successful past experience in the grade

WORLD'S BEST WORKFORCE

level or content area.

3. Past evaluation results from Eagle Ridge Academy.
4. Coaching support for teachers in order to help them be successful in the classroom.

Using the four factors, we place teachers with the students who most align to their strengths. Eagle Ride Academy also works hard to have heterogeneous class lists. This prevents teachers from having an overload. Within the first six weeks of a semester, the Student Support Team evaluates student performance both academically and behaviorally. Some changes to classroom assignments or in class supports will be modified.

Communication of Charter School Offerings to Targeted Groups

Eagle Ridge Academy offers a variety of support systems for at-risk groups. These offerings include after-school care, zero-hour tutoring, targeted services offered two days per week, summer school, and scholarship assistance for transportation, uniforms, meals, field trips, and extra-curricular activities.

There are four ways in which we communicate and promote the use of these programs and opportunities:

1. A brochure that clearly communicates all the programs.
2. Individual letters and communications at the time of sign up.
3. Archived information on our website.
4. Face-to-face meetings at Back to School Nights and Open House.



OPERATIONAL PERFORMANCE

Authorizer

Eagle Ridge Academy has been authorized by Friends of Education since 2004. Friends of Education has the responsibility to oversee Eagle Ridge Academy's contractual compliance with Friends of Education and applicable laws including the Academy's fiscal, operational, and student performance. Friends of Education conducts annual site visits and monitors student testing. The Authorizer may be contacted at: Friends of Education, 200 East Lake Street, Wayzata, MN 55391. Contact information for Eagle Ridge Academy's Liaison is R.E. Topoluk, Executive Director of Friends of Education, 952-745-2717.

Eagle Ridge Academy's contract with Friends of Education was renewed effective July 1, 2016 for a five-year period. The contract expires on June 30, 2021.

Compliance with Applicable Laws and MDE Reporting

Eagle Ridge Academy complies with all applicable laws and seeks counsel to ensure compliance. In 2017-2018, the Eagle Ridge Academy School Board continued to draft and approve mandatory policies. The Policy Working Group publishes an annual policy approval and review cycle.

Eagle Ridge Academy uses a report tracker that ensures the timely submission of reports such as QComp, STARS, MARSS, DIRS, Annual Report, Audit, and other MDE reports.

Eagle Ridge Academy met state and local health and safety requirements by conducting all emergency drills: eight fire

drills, five lockdown drills, and one severe weather drill.

Transportation

In 2017-2018, Eagle Ridge Academy provided daily transportation in the form of contracted busing services to approximately 922 students (68%). Eagle Ridge Academy provides bussing in various parts of the southwest metro area on 16 routes. The cities served are: Bloomington, Chanhassen, Chaska, Crystal, Eden Prairie, Edina, Hopkins, Maple Grove, Minnetonka, New Hope, Prior Lake, Richfield, Robbinsdale, Savage, Shakopee, St. Louis Park, and Wayzata. Students who do not reside within the Hopkins Public School District paid a transportation fee for this service.

Strategic Plan Implementation and Strategic Dimensions

Over the 2017-2018 school year, the Board of Directors worked collaboratively with the school administration to develop the Strategic Dimensions. The Strategic Dimensions provide administration with the Board of Directors' vision in the areas of physical environment, operations, faculty and staff, curriculum and instruction, community, and finances.

As of August 2017, Eagle Ridge Academy had a waitlist of nearly 740 students in grades K-12. We refresh our waitlist every January to stay current.

	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Student Wait List	144	171	116	113	68	43	3	36	41	0	0	0	0	735

Strategic Growth

The Eagle Ridge Academy School Board has set a resolution to grow enrollment to between 1,200 and 1,600 students by 2024. Thus a Strategic Growth Task Force (SGTF) was formed as an advisory group to the Eagle Ridge Academy School Board. The SGTF was charged with developing and presenting options for enrollment scenarios that would increase the enrollment of the school to no less than 1,200 and no more than 1,600 students by the year 2024. This includes an evaluation of the program needs, financial position, and location/facility requirements.



Facilities

Eagle Ridge Academy moved the high school classrooms into the newly remodeled second floor to occupy both floors, approximately 220,000 square feet of the building at 11111 Bren Road West, Minnetonka, MN 55343, and also made use of the newly finished first floor auditorium and athletic fields.

Over the course of the 2017-2018 school year, Eagle Ridge Academy remodeled an additional 3,000 square feet on the mezzanine level of the building to create a dedicated area for the Academy’s after-school program. The remodel included an addition of four classrooms, two offices and a large group area to be utilized for after school activities.

In addition, the Academy remodeled a storage space to create a new activities office.

INNOVATIVE PRACTICES AND FUTURE PLANS

Implementation for 2018-2019

School Culture

The 2018-2019 school year marks the first time in two years that Eagle Ridge will not have a significant increase in new students. School culture is the values, norms, and ceremonies that make up the identity of the school. Culture takes time and intentionality in order to maintain identity in times of change. While we embrace our identity as a larger institution and welcome the opportunities expansion has offered students, staff, and families, Eagle Ridge Academy will spend time this year creating opportunities to connect with staff, students, and families in order to improve our school culture in the areas of student leadership, outreach to diverse parent groups, and behavior support.

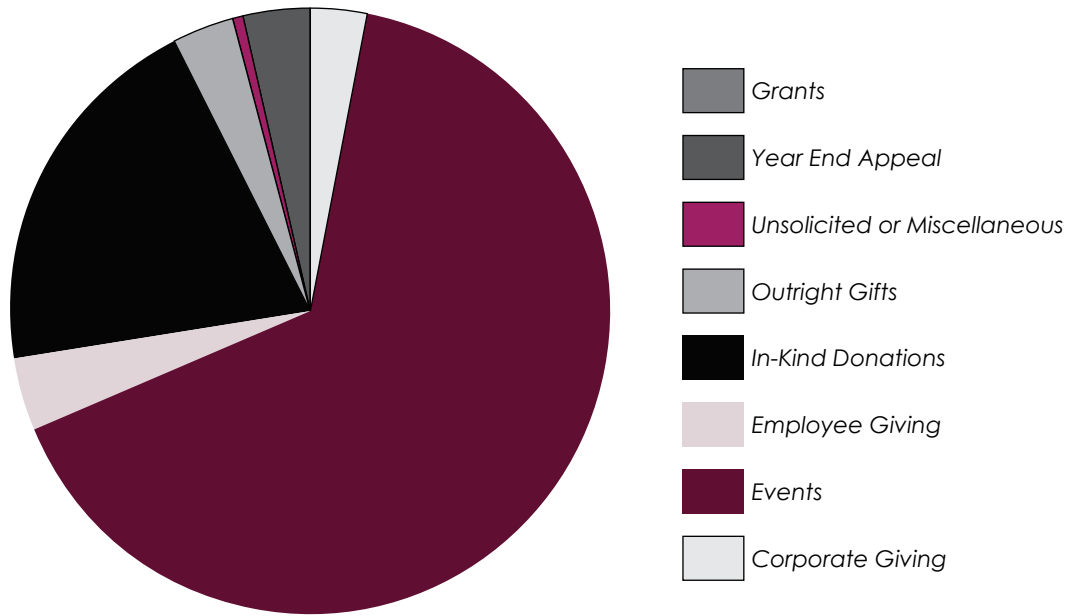
Building Mathematics Skills

Eagle Ridge Academy is pleased with the improvement in reading proficiency as a result of a literacy focus and systemic interventions for students behind in grade level in reading. In 2018-2019, professional development for teachers of mathematics will be provided to help teachers build an understanding of progression of mathematical concepts in order to instruct students in a way that creates a solid foundation of conceptual and procedural knowledge of math. In addition, systemic math intervention for students behind grade level in mathematics will be implemented.



REPORT FROM OFFICE OF DEVELOPMENT

**Eagle Ridge Academy
Fiscal Year 2017–18**



	Revenues	Expenses	Net
Corporate Giving	3,531		3,531
Events	97,500	24,464	73,036
Employee Giving	4,394		4,394
In-Kind Donations	22,412		22,412
Outright Gifts	3,491		3,491
Unsolicited or Miscellaneous	703		703
Year End Appeal	3,931		3,931
Grants	0		0
	<u>\$135,962</u>		<u>\$111,498</u>

*Outright Gifts was formerly titled Lifestyle Donations.

Friends of Eagle Ridge Academy (FERA), the Academy's non-profit foundation, has a sole purpose to financially support Eagle Ridge Academy and sustain it for future generations. With the immense growth of the Academy, philanthropy is of the utmost importance. FERA plays an important role in building capacity and cultivating long-lasting relationships. FERA is a certified 501(c)(3) entity under the Internal Revenue Code with accepted donations going to its sole beneficiary Eagle Ridge Academy. All donations from families, corporations, grantors, and foundations flow through FERA, which then

disburses funds directly to the Academy for its highest priority needs. FERA is qualified to receive tax-deductible donations, bequests, gifts of stocks and real estate, transfers, and in-kind gifts. It is governed by a Board of Directors, who focus on short- and long-term strategy, and planning for the future of the Eagle Ridge Academy.

For more information on how you may support Eagle Ridge Academy, please visit www.eagleridgeacademy.org or call 952-746-7760, ext. 1107.

GRYPHON GIVING SOCIETY

THANK YOU TO OUR SUPPORTERS

In the spirit of gratitude, we acknowledge the generosity of our donors. We are thankful for our partners in philanthropy and the belief they have in the mission of Eagle Ridge Academy. Their support is critical in helping us lift and sustain Eagle Ridge Academy for future generations of scholars.

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