



2023 Board of Directors Election Guide

This guide has been created to provide the Eagle Ridge Academy community with information regarding the Board of Directors election and about the candidates themselves. In addition to the information below, the following pages contain the candidates' responses to our standard board questions.

The Overall Function of the Board

Board members have both a legal duty and an ethical obligation to ensure that Eagle Ridge Academy carries out its mission and vision.

The Needs of the Board

In order to ensure the continued success of Eagle Ridge Academy, please consider candidates that would fill the following needs:

- A Commitment to the Academy's Classical Mission and Vision
- Development/Fundraising
- Non-Profit Management
- Education
- Facilities Management
- Finance/Accounting
- Governance/Law
- Human Resources
- Marketing/Public Relations/Advertising
- Strategic Planning

The Election

The Board of Directors is made up of five teacher seats and four parent/community member seats. For the 2023 election, you will be voting for four candidates:

- Three Teachers
- One parent

Thank you for giving this election your careful thought and attention. Participating in this cornerstone of our country's system of government is an excellent way to exercise, and model, true citizenship.



Amy Aase – Teacher



Why are you interested in serving on the Board of Directors?

I am interested in serving on the Board of Directors largely to support the Eagle Ridge Academy School of Logic as we transition to being a stand-alone school apart from the School of Rhetoric. I believe serving on the school board would give me the opportunity to represent the needs and interests of my colleagues, students, and the broader educational community as well as develop new skills and gain leadership experience.

What personal qualities, experience, and expertise would you bring to the Board?

A passion for education, strong leadership, communication, financial, and problem-solving skills, experience in education and experience at ERA specifically.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

I think it is important for Eagle Ridge Academy to keep classical education at its core, continue to uphold high academic standards and character development, and continue to invest in high quality teachers and staff.

What issues need to be addressed by the Board of Directors in the next few years?

- Formation of the School of Logic
- New family integration into the school and onboarding
- Strategic planning for growth
- Attraction and retention of high quality teachers

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

Regularly monitoring and evaluating student achievement, gathering feedback from teachers, students, parents, and the community, and ensuring that its goals and objectives align with classical education.

How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

I would listen carefully to input from all parties, consider the interests of all stakeholders, evaluate the input against the goals of the district, seek input from a diverse range of stakeholders, prioritize the interests of students, and be transparent when making decisions.

In your own words, describe the mission and vision of Eagle Ridge Academy.

The mission of Eagle Ridge Academy is to inspire an appreciation for truth, beauty, and goodness in our students, and to create well-rounded individuals who possess broad knowledge in the sciences and liberal arts, critical thinking skills, give back to their communities, and who treat others with honor and respect.



Betsy Bixby – Teacher



Why are you interested in serving on the Board of Directors?

I have spent a lot of time at Eagle Ridge Academy, both as a student and as an educator, and I am incredibly grateful for all the things that the school and the ERA community have provided me. I would love to have the opportunity to serve on the Board of Directors at ERA and be able to give back to the current ERA students and school community in a meaningful way.

I am committed to the mission of the school and my goal is to be able to support and improve the education we offer to our students in accordance with that mission.

What personal qualities, experience, and expertise would you bring to the Board?

I graduated from Eagle Ridge Academy; as such I am a strong proponent of Classical education and a firm believer in the benefits of such an education, especially for those students who see the program through to high school graduation. I am committed to providing current and future students with the opportunity to attend a high-quality, rigorous Classical school that will both challenge and support them in their intellectual and moral development.

I have also had the amazing opportunity to teach at ERA in all three levels of the trivium, so I know the students, staff, and community well and I am invested in finding ways to meet the unique needs of each part of the school (and the staff therein) in ways that also unify and strengthen the school as a whole.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

It is critical that we maintain Eagle Ridge Academy's commitment to a high quality and challenging curriculum for all students at all levels of their education and, even more critical, that we maintain our commitment to that being a Classical education.

I think that it is important to maintain the sense of close community at ERA, especially as our Schools of Logic and Rhetoric continue to grow and the diversity of the school population continues to increase in a multitude of ways.

What issues need to be addressed by the Board of Directors in the next few years?

As the Schools of Logic and Rhetoric continue to grow, the Board will need to take into account the physical space we have available and find a way to balance that with the increased need for teachers and teaching spaces without overloading teachers with overly large class sizes. They will also need to continue to consider ways to increase student retention at the high school level and ways to support staff and students at all levels in their pursuit of Classical learning and tradition.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

I think that we would need to break the mission down into measurable criteria for success, and then the most important factor would be to look at our students, both current and graduated. I would want to be able to see our current students engaging in their learning with a good attitude and desire to learn. I would want to see that they understand our mission and vision and are inspired to follow the tenets of truth, beauty, and goodness in class and at home.

I would also want to see that our alumni are walking out of our school after graduation feeling prepared to go into life as hard working, active, and informed citizens.



How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

I think that Board decisions are a balancing act that need to be able to maintain the integrity of the mission and vision of our Classical school while simultaneously being able to thoughtfully consider the input of all those in our community who may be impacted by those decisions. I believe that it is critical to offer all stakeholders an opportunity to meaningfully contribute to the conversation before the decision is made in order to maintain community support and ensure that the Board can see the whole picture.

In your own words, describe the mission and vision of Eagle Ridge Academy.

Eagle Ridge Academy exists to provide a Classical liberal arts education that creates well-rounded students who are passionate and disciplined; who are committed to ongoing intellectual and moral self-improvement; who value the ideals of truth, beauty, and goodness; and who are active and informed citizens in their classrooms, communities, and country.

ERA should be a place of learning that promotes passion, cultivates curiosity, and sets its students up to be lifelong learners.



Clare Murray – Teacher



Why are you interested in serving on the Board of Directors?

I am interested in continuing to serve on the Eagle Ridge Academy Board of Directors because I have a passion for Classical Education. As a current first grade teacher at the Academy I see on a daily basis the positive impact great education from highly qualified teachers can have on all learners. I consider it a privilege to serve on the Board in order to work to create an environment in which both teachers and students can thrive. Over the past year, I have worked to help develop a Strategic Direction for the school. I am interested in continuing to serve on the Board in order to help see that plan into fruition.

What personal qualities, experience, and expertise would you bring to the Board?

I am currently Chair of the Eagle Ridge Academy Board of Directors. I have completed two terms on the Board already and helped guide the school through many difficult and complicated situations, including the COVID-19 pandemic. I have been teaching at ERA for 9 years. I have institutional memory as well as a passion for development and growth in the future. I have completed my Masters in Education as well as the Charter School Leadership Certificate Program through Southwest Minnesota State University. I have a strong relationship with parents, teachers, administrators, and our Authorizer, and work daily to develop relationships with new and existing members of our community.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

There are many things that make Eagle Ridge Academy unique and special. It is important for Eagle Ridge Academy to continue to be a Classical Liberal Arts school that embodies the principals of truth, beauty, and goodness, as well as working to help students develop strength of character and a passion for learning. I also think the diversity of our school is one of our greatest gifts. We need to continue to work to maintain and celebrate our diverse population of learners.

What issues need to be addressed by the Board of Directors in the next few years?

The Board of Directors just recently finished the 2023 - 2028 Strategic Direction for the school. In the next few years, the Board needs to work to help bring these goals to life. This can be done in many ways, through supporting initiatives, working with administration, and further building trust and relationships with the school community. While doing this, the Board also needs to work to maintain its current status as a high quality charter school, where all students feel safe, welcomed, and able to flourish. One of the greatest strengths of the Board of Directors is that we consistently put student learning at the forefront of decision making. I will continue to work to help the Board stay focused on this moving into the future.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

The Eagle Ridge Academy Board of Directors recently conducted several surveys as part of the Strategic Planning Process. We asked the school community (parents, teachers, staff, and students) many questions regarding not only the mission but also about the Academy as a whole. Overall, these results were very positive. We used the feedback to develop goals and objectives to continue to move the Academy in a positive direction. If I continue to serve on the Board, I will encourage the school to continue to use these measures to evaluate the Academy on its goals and mission as a school.



How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

One of the steepest learning curves for new Board members is the need to learn this skill. It can be overwhelming to receive, often conflicting, input from different stakeholder groups. While serving as Board Chair for the past two years, I have learned a lot about the importance of input and feedback from the community. First and foremost, I have learned to listen. If people are taking the time to contact me, their concern is genuine and they deserve to be heard. I always seek to understand. Once I feel like I understand the perspective of various stakeholder groups, I can then move forward to making the best decision I am able to make. I always center myself back to the students, student learning, and the best way to allow them to be successful while living out our mission and vision. By having a strong foundation and understanding of the "why", it makes it easier to weigh community input in the decision making process.

In your own words, describe the mission and vision of Eagle Ridge Academy.

Eagle Ridge Academy is a Classical Liberal Arts school that helps students develop into well-rounded citizens of the world through a strong curriculum presented by highly trained educators who share a passion for the development of life-long learners. Education at Eagle Ridge Academy is about more than just memorizing facts to be able to perform work. A great education is rooted in virtue and the creation of wonder and awe. Students at Eagle Ridge Academy are encouraged to be thinkers and learners for life, helping them each reach their highest potential both now and in the future.



David Croson– Parent

Why are you interested in serving on the Board of Directors?

As a sitting Parent representative and the Treasurer for ERA, I am seeking reelection for the 2023-2025 term. I remain committed to the principles of a Classical education and want to help ERA realize its potential, not only as an excellent primary and middle school, but as an outstanding high school to graduate from – regardless of students’ future life plans.

The past two years have been characterized by emergency pandemic-related decisions – some explicitly health-related, others money-related, still others learning-related. I ran for the Board thinking I would be promoting initiatives encouraging ERA’s most ambitious students to excel. The reality was much more prosaic: avoiding catastrophe while keeping students learning in person; setting school calendars that respected family priorities; mediating tensions over collegiality and inclusiveness; and creating a long-overdue strategic plan for the Academy in the face of many challenges.

Every Board member must balance their own situation (and that of their peers) with the best interests of the Academy as a whole. As the proud parent of two Gryphons (class of 2025 and 2027), I am running on the belief that what’s good for ERA is good for its students and graduates as well. I will advocate (at the strategic level, supported by administration) for initiatives such as more College in the Schools and PSEO, organized PSAT preparation for 10th and 11th-graders, community involvement (both ERA-focused and ERA-driven), enriching after-school activities, and support for unconventional but praiseworthy actions that show ERA’s distinctive dedication to truth, beauty, and goodness.

What personal qualities, experience, and expertise would you bring to the Board?

I’m an educator who believes in excellence through perseverance. Building on my foundational classical education, I graduated from a top public high school (in Maryland) and earned two degrees from Penn State and a Ph.D. from Harvard, subsequently working as a professor at multiple universities including University of Minnesota. My education yielded a broad choice of career options and I want ERA students to have these options, too.

I currently serve as ERA Board Treasurer and work closely with BergenKV, our financial service partner, to ensure that ERA’s money is spent responsibly. With experience in consulting, business management, strategy, and entrepreneurship, I analyze everything, as my fellow Board members can attest. In my first Board term, I started several new financial initiatives, ranging from the sensible management of temporary extra funds to long-term planning for scholarships that encourage the development of new Classical educators. I take the Board’s responsibility of paying attention to the big-picture items seriously; saving 1% on a \$100,000 expenditure frees up \$1,000 to be invested in concrete initiatives and activities that promote ERA’s learning environment. If every teacher came up with a \$1,000 initiative that would really advance learning and enthusiasm in their classroom, I would fight to find that money (and would figure out a cost-effective way to grant as many wishes as possible.) My contributions to ERA’s financial management extend the Academy’s capabilities and I hope to continue to do so by being re-elected.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

To benefit the most from a Classical education, one must really want it. We must continue to find students who want what ERA offers, show them who we are, and persuade them that we’re the school for them. On the other hand, students who don’t want to commit to the ERA ethos (pillars), whether they’re enrolled at ERA or not, would be better served by another school.



We must remember that the Classical education that ERA offers was, until very recently, reserved for only the children of the wealthy and privileged (and, mostly, only for the boys!) We are engaged in two radical education enterprises: first, to make such education available to everyone who wants it, free of charge; and second, to demonstrate the proposition that this education (judiciously supplemented with new topics such as psychology, computer programming, robotics, and modern history) continues to be universally relevant in the 21st century.

I believe that ERA must maintain its pursuit of excellence from all students and to make this pursuit not simply a slogan, but an active guide towards creating policies for civil behavior and creating a safe learning environment – which needs gentle disciplinary procedures when the policies are brushed up against, but firm ones in the rare cases where they are purposefully and repeatedly trampled. A great starting place would be to ensure an environment of mutual respect between teachers and students. We are, perhaps, 90% there but the last 10% of the race will be the toughest.

What issues need to be addressed by the Board of Directors in the next few years?

The Board must ensure that ERA be recognized as excellent, which requires not only achieving excellence but demonstrating it to the community. We must clearly highlight our identity to students and parents who believe as we do: that participation and well-roundedness is more important than specialization; that strong writing is more important than standardized test scores; that learning is more important than GPA; that logic and rhetoric are more important than football, and that inclusiveness and civility is more important than who wins any one debate.

Having excelled at Grammar and Logic, ERA must devote more time and resources to the School of Rhetoric (SoR). Frankly, the SoR is not yet delivering its full potential, nor do traditional measures fully recognize the amazing, deep educational components that it does deliver. Our waitlist in the Schools of Grammar and Logic puts relentless pressure on ERA to expand, rather than improve -- but we must invest in the SoR to plan for the coming surge of 9th-graders, who we hope will choose to stay at ERA rather than take their Classical foundations to other, highly competitive, regional high schools where they will, no doubt, also excel. Before we expand, we must bolster our foundation or face losing our best. The next two years will be pivotal in getting the School of Rhetoric recognized for what it does, as well as expanding its excellence. Only then can we consider expansion of our mission to significantly more students.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

Currently, ERA evaluates achieving its mission based on relatively dry, quantitative data that does not capture its uniqueness. For our graduates seeking higher education, the complex soft skills of critical reading, logical and civil argument, and broad familiarity with humankind's achievements (completely unmeasured by most standardized tests, not to mention abandoned by most high schools) distinguish them powerfully from typical high-school graduates and prepare them for even higher accomplishments in college and beyond. Building these skills requires active involvement of students in their own learning and enthusiastic classroom participation, at all grade levels. ERA is not a place to sit quietly and repeat answers on dull weekly quizzes; it is a place of discovery, of debate, and of making small, instructive mistakes to grow wise slowly.

Graduates entering the workforce, joining the military, or simply entering civic life will be prepared to lead (or advise leaders) and we should be proud of them for excelling in their chosen fields, whether or not they ever again conjugate an irregular verb, solve a system of equations, write a five-paragraph essay, perform music, or thoughtfully read a novel. Our greatest measure of achievement will be our graduates' attitude towards their education; a justified amount of school pride; a desire to recommend ERA to their friends, community members, and a desire to give back by volunteering, tutoring, donating, mentoring, or even returning as teachers through the Grow Your Own program.



How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

Parents, students, and teachers are all part of the ERA community and their input is not only welcome, it is essential. I would encourage parents, and teachers to bring big issues to the Board and I promise to listen to them, ask questions, and decide based on the greater good of the Academy as a whole.

Board decisions, however, must focus on big-picture strategic ideas. More operational ideas are reserved (and rightly so) for administration. It should not be the Board that decides on operational issues, however sensible or debatable -- whether, for example, leggings as well as tights should be permitted on formal-dress days or whether an Advanced Placement sequence in another language might be substituted for Latin III (both of which I'd argue in favor of as a parent, by the way, but which are inappropriate to consider as a Board member).

I would similarly encourage parents, students, and teachers to bring important but non-strategic issues to the attention of the administration (preferably after having talked with peers about them and offering a prospective solution, rather than simply noting a problem.) I serve on the Board because I believe that active, engaged parents are an enormous asset to a thriving Academy; please be active, engaged parents alongside me and bring your strengths to the table (whether as volunteers, donors, encouraging academic excellence at home, or other partnerships of your choice) in making ERA a better place.

In your own words, describe the mission and vision of Eagle Ridge Academy.

Over the past two years, the Board have wrestled with the specific wording of the mission and vision in the new strategic plan, trying to keep the spirit of the words while refreshing them for ERA's 20th anniversary. Rather than paraphrase, I will deliberately emphasize the optimistic nature of this spirit. I think we are a community unified by our beliefs that these goals (exemplified in our Mission and Vision) are important and, further, believe that we ought to take advantage of the mutuality of our goals become a stronger one.

The mission of Eagle Ridge Academy is to make available, to every student who wants it and is willing to actively participate in it, an education based on the rich history of human thought; scientific, literary and artistic achievements; and the constant hope for a brighter future.

The vision is that such a thinking-centered curriculum, guided by experienced Classical professional teachers, rivals the best education available anywhere in the world now, or, indeed, at any point in the world's history. Embracing such a learning journey through buying into the Pillars (Citizenship, Integrity, Perseverance, Honor, E and Respect)) shows all students the glory of their own capabilities, worth and potential, as well as how to overcome adversity; demonstrates that inclusion and cooperation yield much better results than and division; and shows that freedom of thought, of expression, and of self-determination lead to long-term prosperity, satisfaction, and ambition to make a difference in their adult lives.



Daniel Eaton– Parent

Why are you interested in serving on the Board of Directors?

I recently joined the ERAs policy working group and I've really enjoyed gaining a better understanding of how policy is reviewed and the factors that go into decision making. My daughter is currently a first grader at Eagle Ridge and my son will be starting Kindergarten in the Fall. Our family appreciates the education and mission represented by ERA and I'd like to serve the school in this increased capacity as I believe I can contribute to the future success and growth of ERA.

What personal qualities, experience, and expertise would you bring to the Board?

My own education consisted of several classical schools across multiple U.S. geographies, while growing up. My parents were entrepreneurs, thus new endeavors took us new places and thus gave me an appreciation for different cultures, ideas and perspectives. When such varied perspectives join together for a united mission and vision, the end result produces something incredibly unique and powerful. I believe this is the mindset that ERA embodies and my experience within strategic planning, management, data analysis and economics will enable me to make an impact and meaningful contribution to the Board of ERA.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

ERA's mission and vision are very unique and crucial to maintain. ERA's focus on classical methods and cultivating time tested virtues that build character is special and something that sets our students apart. Our culture, communities and country need more leaders and citizens with these values.

What issues need to be addressed by the Board of Directors in the next few years?

Focus on the future expansion of ERA given its tremendous growth. What does ERA do when the current location is at capacity in a few years? How can we create a high school that offers an unmatched education while also providing the sports and other extracurricular activities desired in order to develop and retain well rounded young adults?

Security- as a parent of two young students, I'd like to make sure ERA is at the forefront of school security and safety.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

I'll look at a mix of quantitative metrics and qualitative indicators including test score trajectory, school rankings, college readiness, volunteering hours, in-school student behavior statistics, staff turnover, student retention and graduation rates as well as stakeholder feedback and interviews.

How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

I will always be available to listen and ask questions as I seek to better understand the perspective or concern of our stakeholders. These perspectives and concerns will be an input into my decisions that will seek to uphold and further the mission and values of ERA.

In your own words, describe the mission and vision of Eagle Ridge Academy.

Creating the next generation of leaders that are taught to think critically, to develop discipline, to recognize the importance of work ethic and perseverance, to understand and learn from history, to be enlightened by science and philosophy, and to become productive and thoughtful citizens that acknowledge how privileged we are to be Americans.



Mohamed Hassan – Parent

Why are you interested in serving on the Board of Directors?

To be of part of this institution as build the future and my kids an community.

What personal qualities, experience, and expertise would you bring to the Board?

I am active community member and have worked in a number formal and informal educational institution. In additional to that my masters in CS and IT professional experience will allow me to contribute contribute and make a difference at ERA.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

Classic education system

What issues need to be addressed by the Board of Directors in the next few years?

Technology incorporation to the Educational process as we are in most advanced technology era of our life and things changing so rapidly.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

By reflecting on the real progress on the ground and comparing with the expected deliverables.

How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

They are the backbone of ERA system, so definitely I would value their input to improve the institution.

In your own words, describe the mission and vision of Eagle Ridge Academy.

The mission of Eagle Ridge Academy is to provide students with Classical education which demands their best in academic achievement, behavior, and attitude in a challenging environment to reach their potential.

As to the vision, Eagle Ridge Academy prepares students to be exemplary and knowledgeable citizens via a curriculum that values self-discipline, respect, perseverance, and achievement.



Mark Jensen – Parent

Why are you interested in serving on the Board of Directors?

I am 73 years old and proud to be an American. Since I graduated from Washburn High School in South Minneapolis in 1968, I have watched a continual erosion of common sense, respect for authority, moral decency, willingness to work hard, integrity in government, caring community, trustworthiness, courteousness, respect for laws and those who uphold them, and personal & corporate financial responsibility. My son is a Junior here at ERA, and I am thrilled that THIS school is providing him a traditional Classical education that teaches principles of citizenship, integrity, perseverance, honor, excellence and respect very similar to the education I was privileged to have in the 1960s. I am interested in serving on the Board of Directors to help maintain THIS school's mission of providing a light and hope in a nation that has lost its direction culturally and morally.

What personal qualities, experience, and expertise would you bring to the Board?

I have been in the private practice of medicine for 43 years, and have extensive experience in working together in teams to accomplish goals. I am a servant/leader and passionate about education and helping others to be the best they can be. I am committed to fiscal responsibility and wise budgeting in corporate and government spending.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

Academic excellence, classroom discipline, respect for teachers and authority, recognition and rewards for students who are outstanding in their behavior or academic achievements, accurate portrayal of history-domestic and international, a school culture of selflessness and willingness to help others.

What issues need to be addressed by the Board of Directors in the next few years?

We are entering trying financial times, and more than ever, running a tight budget is going to be mandatory. Disciplinary measures to maintain an optimal learning environment as there will continue to be little regard for respecting authority in our devolving American culture. There will be further divides culturally on issues of gender identity, pandemic protocols, governmental regulations, politically correct speech, etc. that need to be addressed in how the school will respond.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

How do ERA students do on annual academic testing for grade level?

How do ERA students do on SAT and ACT college admission exams?

How does Eagle Ridge Academy compare to other schools in Minnesota or the nation? Are there disturbing disciplinary issues?

Invite teachers to share their opinions/surveys on how students are doing with the Board.

How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

As in making any important decision, you gather all the information you can, seek out professional counsel if needed, solicit input/do surveys of any interested parties (parents, students, teachers and administration), maybe have an open forum with interested parties, evaluate what other schools are doing, review any legitimate/relevant scientific research, and then have Board discussions until there is a clear consensus of opinion on what direction to proceed.



In your own words, describe the mission and vision of Eagle Ridge Academy.

The mission and vision of Eagle Ridge Academy is to provide an excellent traditional classical education that encourages working hard, being honest, helping others, respecting others, appreciating our social culture and history in America, knowledgeable and appreciative of art and music, skilled in math science and grammar, and with gratitude for the opportunity to learn.



Surendra Kanneganti – Parent

Why are you interested in serving on the Board of Directors?

Unanswered

What personal qualities, experience, and expertise would you bring to the Board?

I am an inclusive person. All my decisions are taken after consulting appropriate parties. I am the person who continues to learn from history, follow upcoming technologies/trends which might turn into an opportunities. My experience includes working with clients , vendor partners spread across India, UK & USA. Also, worked with people from multiple cultural backgrounds. I have been teaching an Indian language (Telugu) from past 4 years an volunteer. I encourage the children to learn the language spoken by their family.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

Continue to maintain 6 pillars (CIPHER). Continue to have good and kind teachers. Continue to maintain the transparency. Continue to maintain the after school clubs.

What issues need to be addressed by the Board of Directors in the next few years?

After interacting with multiple families and self experience, I feel that kids deserve more activity/athletic space. Also, by providing more options/electives subjects during high school will provide more broader space for kids.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

Families those are moved to a different school district or state, they felt that their kids are frontrunners in their class. ERA pillars are helping them to excel in their class with minimal efforts. Also, curriculum of each subject is at high standard. Enrollment of kids into collage.

How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

Students and parents are directly impacted by Board decision(s). Teachers and administration are impacted directly or indirectly (some times). Teaches , Administrations are bridges to delivery feedback from ERA families to board. Board need to analyze the inputs from all possible dimensions. Before making any decision, board need to keep in mind that decision is made after considering the regulation (state/federal), safety & security. In case if there is a need don't hesitate to consult experts.

In your own words, describe the mission and vision of Eagle Ridge Academy.

Mission: Classical Education. This is helping

Vision: Create an environment surrounded by good people , those will help to build better future for the kids.



Fatema Karim – Parent

Why are you interested in serving on the Board of Directors?

I am interested in serving on the Board of Directors as I feel that I can make a positive impact of the ongoing success story of ERA. My two children have been part of the ERA family for a while now and I feel that now I am in a position to contribute from a parent's perspective.

What personal qualities, experience, and expertise would you bring to the Board?

I will bring a parent's perspective to the board in addition to my organizational and interpersonal skills.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

The most important aspect of Eagle Ridge Academy in my perspective is giving the students tools succeed in the real world. I also am driven to the fact that ERA gears towards excellence and strives to push the students towards doing their best while adhering to the ERA principles.

What issues need to be addressed by the Board of Directors in the next few years?

Personally, as a parent of a high schooler, I see a need for more STEM related programs that includes more offers for AP courses so that the student can have a broader spectrum of classes to choose from and make them better suited for the future. Also, having more focus on career counseling so that the students are better equipped for college.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

I would evaluate if ERA is delivering it's mission by looking at the impact it's having with that stakeholders such as the teacher's, students, parents, and the administration. Personally, I see that impact within my children as they continue to strive for excellence personally and academically.

How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

I would always put priority into weighing on all of the stakeholders as part of the Board decisions. I think that taking everyone's input with empathy and a goal to serve is an integral part of the decision making process.

In your own words, describe the mission and vision of Eagle Ridge Academy.

Eagle Ridge Academy's mission and vision is geared towards giving the students the best tools that they can have to succeed not only academically but throughout their lives as well. Within students, ERA wants to instill life long learning while the students continue to strive for excellence within their lives and community. In addition, encourage the students to be an advocate for truth, goodness, and make positive impact in USA and the World.



Elizabeth Longo– Parent

Why are you interested in serving on the Board of Directors?

I currently serve as a parent member of the Eagle Ridge Academy Board of Directors, and it has been such an honor for me, to contribute to our Academy in this tangible way.

Our family is in full support of Classical Education for all learners. I am blessed to be mother of two sons currently at Eagle Ridge, and also to my oldest son that graduated this past June 2022 from Eagle Ridge Academy. (Additionally, my daughter happily attended Eagle Ridge Academy for several years, and is at a nearby Catholic Classical education academy.)

Being Classically educated, our children do not just memorize facts and learn what to think, but instead, how to think critically, to communicate effectively, and to defend their ideals. Classical education has helped to build my sons and daughter with upright moral character and ethics, through the Pillars (virtues) of Citizenship, Integrity, Perseverance, Honor, Excellence, and Respect.

If I am elected to continue serving our families and staff through a position on the Board for another two-year term, it will be my honor indeed, to help impact, preserve, and strengthen the Classical Mission and Vision of our wonderful Eagle Ridge Academy for current and future students yet to come.

What personal qualities, experience, and expertise would you bring to the Board?

I bring experience to the Board as a current ERA Board member, since June 2021. I have worked well with my fellow Board members through lively and sometimes intense, yet always respectful meetings, including navigating difficulties of the virus pandemic, contributing to the Strategic Planning process, and resulting in the new Strategic Plan for Eagle Ridge Academy, as just two examples. I also enjoy participating in the CISA (Curriculum, Instruction, Student Achievement) working group.

After graduating college and originally pursuing a career in the visual arts and photography, I ended up happily employed for many years at a prominent financial services corporation as an executive administrative assistant to a vice president and his team.

Eventually, I was called to stay home full-time, while raising my four children, which has been the most important and fulfilling role of my life, to impact the world by raising my three sons and one daughter.

Staying home with my children afforded me the tremendous opportunity to serve my community through volunteering in numerous roles, at several churches, schools, and organizations, which allowed me to work with varied and diverse people of different backgrounds.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

The aspects of Eagle Ridge Academy I think are the most important to maintain are the truly Classical source materials, texts, and methodologies, and the Mission and Vision, along with the Pillars (CIPHER: Citizenship, Integrity, Perseverance, Honor, Excellence, Respect), which build and uphold the timeless transcendental of Truth, Beauty and Goodness.

The virtues/Pillars are timeless, and vital to any functioning society and culture, regardless of the "flavor of the day" trends that may take over a society. Truth, Beauty, and Goodness will stand on their own, and shine, even in the face of some that try to deny Truth, Beauty, and Goodness.



Many families are fleeing the schools that are currently bowing to the ever-changing politics, whims and passions of these times, and are instead looking for courageous educational entities, including cooperative learning, home education, private education, and charter schools, that will remain steadfast and true, and "swim" against the current "tide" that is consuming much of our societies. It remains paramount to teach objectively, and impartially.

Eagle Ridge Academy will continue to be a very highly sought-after, successful academy that shines and spreads Truth, Beauty, and Goodness IF it remains strong, even in the face of adversaries.

What issues need to be addressed by the Board of Directors in the next few years?

Issues that may need to be addressed by the Board of Directors in the next few years include looking seriously at an expansion to a second campus, to pursue bringing Classical education to even more learners. Classical education is for all learners.

Another issue that may need to be addressed is how to attract and hire Classically educated employees--educators and staff that are already familiar with the Classical philosophies of education, so there is less of a transition and learning curve for the employee/teacher/educator themselves once they're hired at Eagle Ridge Academy.

An issue that should be addressed is for Eagle Ridge Academy to expressly and regularly (some type of recurrent timing) remind staff that interact with any student (K-12) of the importance of the parents as "primary educators" of the children, especially in areas of ideologies, morals, and values. It is important that staff do not try to influence the views of the students with regard to particular ideologies, especially important in the younger years.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

The total evaluation of whether Eagle Ridge Academy is delivering its intended mission is not done in a quarter, a semester, or a year.

While some information, such as test scores, grades, graduation rates, and other measurable data may indeed give guidance and provide a good indicator, there are so many "intangibles" that are measured in other ways, and on a different timeline.

- Are they good citizens? Do they participate in society to uplift and edify it, or to drag it down?
- Do they have a passion for learning; not just about things, but about people?
- Are they self-disciplined, and do they show respect and integrity towards their fellow citizens?
- Do they value, and do they understand, what actually is Truth, Beauty, and Goodness, and how do they show that in the way they live their lives?
- Do they have respect and appreciate America? Even if they disagree with certain aspects of politics, do they have a deep respect for America, do they understand Her unique and amazing role in the World?

Some of these measurables may be found immediately in the current behaviors and attitudes of the students, and yet, many of these questions will be answered by the way the students live their lives after they graduate from Eagle Ridge Academy. Sometimes we as people, may "plant the seeds" for "good fruit" but do not always see immediately the results. [This was my reply in Spring 2021, and it remains my thoughts in 2023!]



How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

The parents/guardians, students, and staff are key stakeholders in Eagle Ridge Academy. Each contribution has merit. While there may be a difference of perspective beliefs or even disagreements on certain issues that may arise, each person should be treated with dignity and respect.

I view each person as a collaborator in ensuring Eagle Ridge Academy is successful in its Vision and Mission. When there is disagreement, there should be an honest effort to find common ground whenever possible and to come to fair and just decisions.

Each concern, opinion, idea, or request should be approached thoughtfully, always keeping our Mission and Vision in mind, what is best for the Academy as a whole.

Ultimately, I make my decisions based on my understanding of the Mission and Vision of Eagle Ridge Academy, along with my conscience and moral values, for what is best for the Academy, and for both current and future stakeholders.

As a Board, decisions should be made thoughtfully, yet remain true to the Mission and Vision of Eagle Ridge Academy.

In your own words, describe the mission and vision of Eagle Ridge Academy.

Eagle Ridge Academy will classically educate students, helping them to grow into young men and women of character, who are well-rounded, outstanding citizens and contributors to our great nation and world.

This includes:

- Expecting the students to give their best in both academics and moral character.
- Sparking curiosity, wonder, and a love of learning, both in the classroom and in the world around them.
- Nurturing timeless values that build citizens of strong and dependable character: citizenship, integrity, perseverance, honor, excellence, and respect.
- Understanding, and appreciating America's unique role in the world, and how America relates to the spreading and upholding of the Transcendentals of Truth, Beauty, and Goodness.



Carrie Michels– Parent

Why are you interested in serving on the Board of Directors?

I'm hoping to keep eagle ridge a classical education and would love to hear what other parents want to see change and to hear what is needed from our teachers.

What personal qualities, experience, and expertise would you bring to the Board?

I owned and operated a campground at the age of 13 and up to the age of 21. I was able to be an advocate for campers and I was involved in decision making to make the campground more appealing.

What aspects of Eagle Ridge Academy do you think are the most important to maintain?

Classical education

What issues need to be addressed by the Board of Directors in the next few years?

Get the eagle ridge's name out there so that we can get more students and look at retaining great educators. I'm also interested if it would be possible to raise our standardized test scores.

How would you evaluate if Eagle Ridge Academy is delivering its intended mission?

I love that Eagle Ridge has stayed strong on staying with the classical education. The CIPHER pillars embody the need to be a great citizen for the country.

How would you weigh the input from parents, students, teachers, and the Administration in making Board decisions?

I think all input from everyone needs to be weighed equally depending on feasibility, equity, and strength of the student body.

In your own words, describe the mission and vision of Eagle Ridge Academy.

I come from an education that demanded nothing but the best in there students. In this institution we all had to work hard at our education but also show a higher standard in dress and decorum. I see the same values in eagle ridge academy.