

Annual Report 2022-2023



Inspiring Joy in Learning, Citizenship in Action, and Virtue in Character

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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 goodness, beauty, and truth; 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 engage all students in a time-tested, Classical liberal arts education that demands their best in academic achievement and honorable character while challenging 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 1,550 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, Amplify CKLA, and Saxon Math. The School of Rhetoric offers a wide variety of Advanced Placement classes, Latin, Spanish, Music, Arts, Math, and the Humane Letters. 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 and other partner schools.

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 were still in the top 5%; after having a slight decline in reading in 2017, our state test scores in reading had a significant increase, and in 2019, our math scores had again increased to over 80% proficiency. In 2021, in the midst of a global pandemic, ERA students did experience a learning loss, yet still outpaced the average state test score by at least 15%. Eagle Ridge Academy students have recovered academically from COVID-19 learning loss and now outpace the state averages by at least 20% in most tested areas.

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.

ACCOLADES



*MDE High Quality
Charter School*

2022-2023 YEAR IN REVIEW

The 2022-2023 school year was a year of academic and enrollment growth for our students and staff. While schools throughout the nation attempted to “get back to normal” at Eagle Ridge Academy, we were determined to take our education and teacher development to the next level.

Eagle Ridge Academy ended the year with our highest enrollment ever of 1,481 students.

Eagle Ridge Academy continued to outpace the average Minnesota school district: this year, by 26% in math, 22% in reading, and 22% in science on the Minnesota Comprehensive Assessments.

Eagle Ridge Academy was designated as a High-Quality Charter School by the Minnesota Department of Education and received the MN Finance Award for the 12th consecutive year.

Our retention rate for teachers in a truly challenging year was 86%.

Financially, Eagle Ridge Academy had a clean audit and received the Finance Award. We also maintained a fund balance of 39.5% and had an annual surplus of more than \$500,000, while receiving 20% less per student than our neighboring school districts. Staff received a salary increase of 4% on average.



Nearly the entire auditorium was filled with 2021-22 first semester Olympus Club members. Admittance into the Olympus Club appropriately reflects the endless hours these students spent to secure a 2021-22 first semester grade point average of 3.33 or above, along with embodying the CIPHER Pillars on a daily basis.

SCHOOL ENROLLMENT AND ATTRITION

Process

Eagle Ridge Academy is dedicated to providing a quality education without cost. 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 2022-2023 school year, a child was required to be five on or before September 1, 2022, in order to begin kindergarten.

For the 2022-2023 school year, Eagle Ridge Academy had an open enrollment period from October 1, 2022 to January 15, 2023. 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 throughout the process. Eagle Ridge Academy held a public randomized lottery in January of 2023. The lottery is used to determine placement if spots are available in a grade level for the 2023-2024 school year.

Those who are not selected are placed on a waiting list determined by their lottery placement. As permitted by Minnesota Statute 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 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. ERA is currently experiencing vertical growth in grades 8-12.

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.

SCHOOL ENROLLMENT AND ATTRITION

Enrollment Demographics and Geography

Projected Enrollment by Grade Level:

Grade	2022-2023	2023-2024	2024-2025
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	137	135	135
Grade 7	124	125	125
Grade 8	126	125	125
Grade 9	93	118	115
Grade 10	80	85	100
Grade 11	63	70	73
Grade 12	40	63	65
Total	1,481	1,549	1,566



Stoles of Strength and Truth were presented for the first time to six Class of 2023 students who attended Eagle Ridge Academy for 13 years, from kindergarten through graduation. Riley D., Rein D., Karis T., Ella H., Joseph N., and Luke W. came to Eagle Ridge Academy when the School of Grammar opened in 2010.

Students Attended from 28 School Districts:

District Name	Enrollment	Total	%
Eden Prairie	433	1,480	29
Hopkins	251	1,480	17
Shakopee	111	1,480	8
Minneapolis	111	1,480	8
Bloomington	106	1,480	7
E. Carver	95	1,480	6
St. Louis Park	52	1,480	4
Richfield	48	1,480	3
Edina	40	1,480	3
Osseo	33	1,480	2
Wayzata	33	1,480	2
Burnsville	31	1,480	2
Robbinsdale	31	1,480	2
Prior Lake	24	1,480	2

District Name	Enrollment	Total	%
Anoka	17	1,480	1
Minnetonka	16	1,480	1
Rosemount	14	1,480	1
Columbia Heights	9	1,480	1
Lakeville	4	1,480	0
Waconia	4	1,480	0
Jordan	3	1,480	0
Brooklyn Center	2	1,480	0
Fridley	2	1,480	0
Roseville	2	1,480	0
St. Paul	2	1,480	0
Watertown-Mayer	2	1,480	0
Westonka	2	1,480	0
Farmington	1	1,480	0

Student Enrollment by Group:

Subgroup	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
Hispanic/Latino	2%	3%	3%	3%	3%	4%
Native American	.5%	.6%	.6%	.4%	.3%	.3%
Asian	33%	37%	38%	39%	39%	37%
Black	20%	18%	17%	20%	22%	27%
White	41%	41%	37%	34%	32%	33%
Two or More Races	3%	4%	4%	4%	4%	4%
ELL	9%	8%	9%	7%	9%	7%
Free & Reduced	23%	20%	18%	18%	14%	29%
SPED	6%	6%	6%	5%	6%	7%

Student Attrition Rates

The attrition rate has been predictable over the past five years. When reviewing student attrition data, the majority of student attrition is experienced in the School of Rhetoric, specifically from grade 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	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022	2022-2023
K not returning to 1st	5%	4%	4%	12%	11%	6%
1st not returning to 2nd	5%	5%	5%	10%	8%	6%
2nd not returning to 3rd	4%	7%	8%	8%	15%	10%
3rd not returning to 4th	4%	6%	2%	14%	14%	13%
4th not returning to 5th	5%	5%	9%	12%	10%	14%
5th not returning to 6th	11%	8%	14%	18%	22%	31%
6th not returning to 7th	23%	28%	27%	22%	15%	22%
7th not returning to 8th	20%	18%	16%	19%	12%	14%
8th not returning to 9th	27%	34%	29%	41%	37%	38%
9th not returning to 10th	7%	16%	24%	18%	18%	20%
10th not returning to 11th	20%	5%	12%	20%	15%	13%
11th not returning to 12th	10%	5%	4%	6%	16%	6%
Total	11%	10%	12%	15%	15%	16%

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 2022-2023, the Board of Directors adopted a new Strategic Plan which includes goals in the areas of students, faculty, and staff; curriculum and instruction, and community. The goals of this Strategic Plan ensure there is a strong foundation and a healthy Academy to support expansion or replication in the future. The Strategic Plan also embodies the belief that Classical education is for all, that Classical education benefits all, and thus, strives to provide a robust and rigorous Classical education to all it is able.

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. The Eagle Ridge Academy Board of Directors began the two year process of transitioning from eleven to seven Board members. The 2022-2023 Board roster consisted of nine members, while the 2023-2024 roster will consist of seven members. The roster change maintains the teacher-majority status of the Board.

In 2023, Eagle Ridge Academy continued to use an electronic polling system 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.

BOARD MEMBER ROSTER

Name of School: **EAGLE RIDGE ACADEMY**
 District #: **4122**

Seat	Director Name	Current Director	Elected or Approved	Term		Officer Position (If any)	Attendance Workshop & Meeting Attendance 22-23	Director Contact Information Email	Affiliation (Check one)			Obtained Required Training			
				Date Seated	Date Term Expires				Teacher *	Parent **	Community Member ***	Finance	Governance	Employment	Other (Describe)
A	Clare Murray	X	E A	7/1/20 9/24/19	6/30/23	Chair	98%	cmurray@eagleridgeacademy.org	X			10/4/22 10/12/21 10/2/20 10/8/19	10/25/22 9/13/22 12/9/21 11/29/21 3/9/21 11/12/19	6/23/22 10/8/19	1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies Fall 2020 COVID Safety Protocols 2/11/2020 Strategic Planning
B	Matthew Berg		E	7/1/21	6/30/23	Vice Chair	80%	mberg@eagleridgeacademy.org	X			10/4/22 10/1/21	10/25/22 9/13/22 12/9/21	6/22/23 10/4/22	1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies
C	Anne Bartow	X	E	7/1/22 7/1/20	6/30/24 6/30/22	Secretary	98%	abartow@eagleridgeacademy.org	X			10/10/21 10/27/20	10/25/22 9/13/22 12/9/21 11/29/21 3/9/21	6/22/23	1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies Fall 2020 COVID Safety Protocols
D	David Croson	X	E	7/1/21	6/30/23	Treasurer	94%	dcroson@eagleridgeacademy.org		X		10/4/22 10/12/21	10/25/22 9/13/22 12/9/21 11/29/21	6/22/23 10/4/22	1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies
E	Elizabeth Longo	X	E	7/1/21	6/30/23		96%	elongo@eagleridgeacademy.org		X		10/4/22 10/12/21	10/25/22 9/13/22 12/9/21 11/29/21	6/22/23	1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies
F	Gail Hiatt		A	10/1/21	6/30/23		80%	ghiatt@eagleridgeacademy.org			X	10/4/22 10/12/21	10/25/22 9/13/22 12/9/21 11	6/22/23	1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies
G	Elliott Loutsoh	X	E	7/1/22	6/30/24		96%	eloutsoh@eagleridgeacademy.org		X		10/4/22	10/25/22 9/13/22		1/24/23 Strategic Planning
H	Farhiya Roble	X	E	7/1/22	6/30/24		70%	froble@eagleridgeacademy.org		X		10/4/22	10/25/22 9/13/22		1/24/23 Strategic Planning

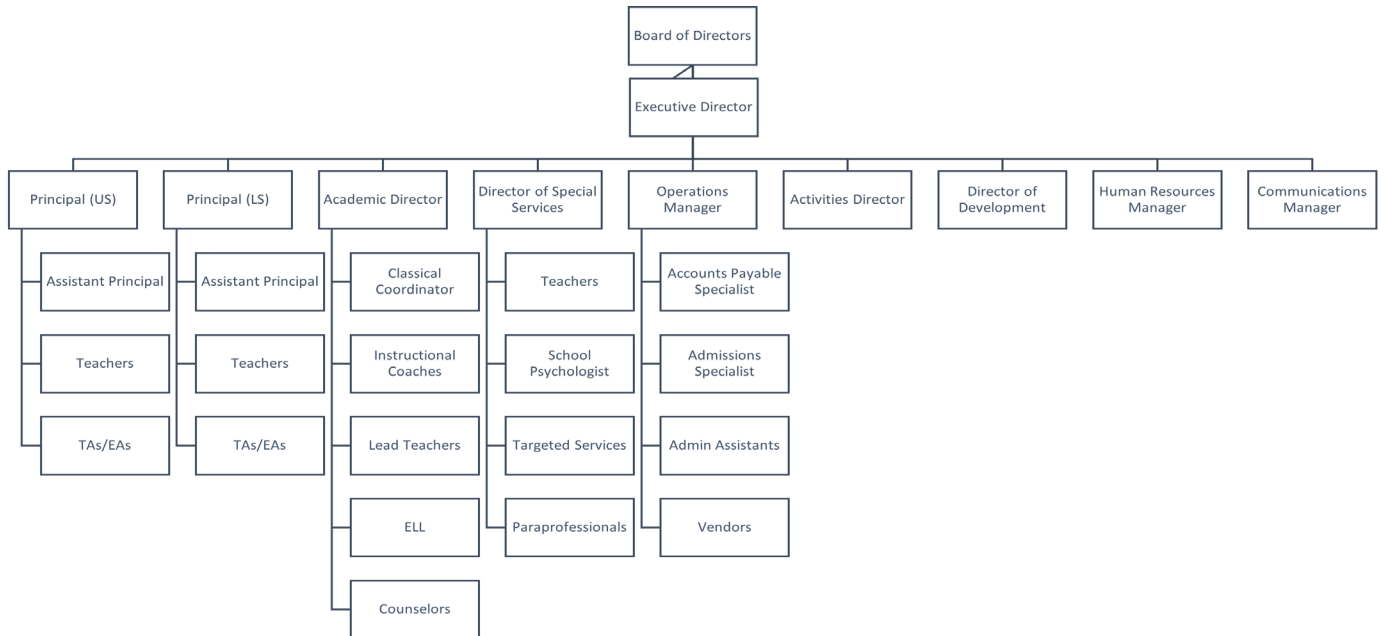
*Teacher: Licensed teacher employed at the school.
 **Parent: Parent of student enrolled at the school.
 ***Community Member: Individual who is neither a teacher employed at school, nor a parent of a student enrolled at the school.

Substitute teacher John D'Alessandro was recognized for his fourteen years of service to the Academy after his retirement in June 2023.



GOVERNANCE AND MANAGEMENT

2022-2023 Eagle Ridge Academy Organization Chart



In 2023, Cohort F graduated from the three-year Classical Teacher Certificate Program, becoming Masters of Classics. The program provides masters-level training for teachers and staff seeking to deepen their knowledge of Classical education.

STAFFING

Staffing

Eagle Ridge Academy employed 169 staff for the 2022-2023 academic year, of which 115 are teachers and seven administrators. All teachers were licensed with five teachers on a variance for specific content areas. Eagle Ridge Academy employed 13 operations staff and 34 student-support staff.

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Aalfs	Kelly	Teacher	479170	8/3/2020	
Aase	Amy	Teacher	507639	9/3/2020	
Alavena	Joan	Math Interventionist	357594	8/17/2017	
Ali	Mohamed	Dean of Students		8/16/2020	
Allan	Amanda	Teacher	491904	8/16/2016	
Anastazievsky	Irene	Teacher	1005210	8/1/2022	
Anderson	Samantha	Teacher	499473	8/1/2017	
Babler	Kristofer	Activities Director		7/1/2018	
Bartow	Anne	Teacher	431652	8/16/2016	
Basic	Laurie	Teacher	489369	8/23/2010	
Basu	Tanuja	Paraprofessional		10/21/2019	
Berg	Matthew	Teacher	1006392	8/3/2020	x
Bergeron	Jessica	Teacher	423628	8/18/2008	
Bharath Kumar	Shalini	Building Substtute	1015688	8/1/2022	
Bixby	Betsy	Teacher	510523	8/3/2020	
Bloomgren	Susan	Academic Director	438926	8/23/2010	
Bussler	Celia	School Nurse	1011182	8/9/2021	
Castro	Franchesca	Comm. Manager		6/1/2020	
Cha	Amber	Teacher	1013957	8/1/2022	
Christen	Tiana	Teacher	1009161	8/2/2021	
Christensen	Jessica	Teacher	1017686	9/13/2021	
Clapero	Daniel	Teacher	414336	8/20/2007	
Clough	Megan	Assistant Teacher - EL	474924	10/12/2020	
Combs	Melanie	Teacher	516186	9/6/2016	
Conklin	Grace	Teacher	439770	8/2/2021	
Conner	Anna	Paraprofessional		8/12/2021	
Conner	Emma	Teacher	485392	8/1/2017	
Conner	Karen	Operations Manager		4/19/2007	
Crouch	Kim	Paraprofessional		8/19/2019	
Dahlstrom	Amber	Dir. of Spec. Services	407916	7/1/2018	
D'Alessandro	Danielle	Building Substitute	498733	8/23/2010	
D'Alessandro	John	Building Substitute	443470	8/24/2009	x
Dinger	Claire	Teacher	1014478	8/1/2022	
Dueffert	Joyce	Teacher	504741	8/2/2021	
Edin	Erik	Teacher	465193	1/2/2021	
Ekambaram	Sumithra	Educational Assistant		8/11/2022	
Elkins	Nathaniel	Teacher	1006310	8/17/2020	
Emerson	Angela	Educational Assistant		8/11/2022	
Faulk	Rebecca	Teacher	359356	8/1/2018	
Feitl	Karie	Teacher	351646	08/01/2018	x
Fenn	April	District Exec. Assistant		8/16/2018	

STAFFING

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Finlayson	Maureen	Math Interventionist	461638	8/16/2016	
Finnes	Rachel	Teacher	1003479	8/3/2020	
Finucane-Tuccio	Katrina	Building Substitute	1021581	1/10/2023	
Fittante	Italia	Teacher	1014419	8/1/2022	
Francis	Linda	Educational Assistant		1/7/2022	
Freund	Caroline	Teacher	486913	8/1/2017	
Friedman	Julie	Paraprofessional		8/16/2021	
Fullilove	Dawntaya	Admin. Assistant		8/23/2021	
Gaskins	Jenny	Teacher	1011454	1/25/2022	
Gerheart	Janice	Admissions Specialist	430611	8/23/2010	
Gillitzer	Nicole	Teacher - Literacy	433990	8/23/2010	x
Goedjen	Tiffany	Teacher	423314	8/23/2010	
Good	Jonathan	Teacher	1015061	11/1/2021	
Gordon	Mandee	Teacher - Literacy	419560	8/16/2011	
Grabanski	April	Teacher	397151	8/3/2020	
Healy	Laura	Teacher	424552	8/3/2022	
Hecht	Anna	Assistant Teacher	1007908	9/13/2021	
Henry	Melissa	Teacher	416640	8/19/2022	x
Herdrich	Stephanie	Teacher	445036	8/01/2017	x
Hernandez	Humberto	Hall Monitor		9/7/2022	x
Hoffman	Riley	Teacher	446638	8/22/2011	
Hopper	Lisa	Teacher	482233	8/17/2015	
Hurth	Alexandra	Teacher	511151	8/16/2018	
Huston	Timothy	Teacher	292023	9/19/2022	
Jensen	Matthew	Educational Assistant		5/02/2011	
Jensen	Mitch	Teacher	324878	8/23/2010	
Johnson	Erin	Principal	417567	8/27/2004	
Johnson	Evan	Teacher	498105	8/1/2017	
Johnson	David	Teacher	488927	8/15/2022	
Johnson	Jacklyn	School Psychologist	502855	8/01/2017	x
Johnson	Jennifer	Admin. Assist. II	351913	8/17/2020	
Johnson	Leiha	Teacher	385831	9/15/2014	
Johnson	Lisa	Teacher	344055	8/27/2004	
Kabra	Surekha	Paraprofessional		4/8/2021	
Kaiser	Linda	Counselor	1003814	9/7/2022	
Kelash	Christine	Teacher	406419	8/18/2014	
Khatri	Preeti	Teacher	1016944	9/19/2022	
Kirchoefer	Christina	Teacher	496260	8/3/2020	x
Knight	Danielle	Paraprofessional		8/15/2022	x
Koparapu	Gomanthi	Paraprofessional		8/15/2019	
Kruger	Ashley	Teacher	454486	8/16/2012	
Kruschke	Jami	Teacher	451892	8/16/2016	

STAFFING

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Kuneck	Devin	SPED Coordinator	477105	7/1/2019	
Larson	Nicole	Teacher	485845	8/5/2019	
Lawrenz	Carla	Speech Lang. Path.	332370	1/17/2023	
LeBlanc	Abby	Teacher	1007586	8/2/2021	x
Lego	Melissa	Teacher	286078	8/22/2011	
Lengvenis	Cathy	Teacher	324764	8/16/2016	
Leyva	Angel	Teacher	497682	8/30/2019	
Liestman	Kayla	Building Substitute	1010465	8/2/2021	x
Lutz	Derek	Teacher	491099	8/16/2016	
Lynch	Victoria	Teacher	1013917	8/1/2022	
Lyon	Kari	HR Manager		9/14/2015	
Lyons	Corryn	Teacher	495352	8/3/2020	x
MacLean	Zachary	Student Counselor	468524	8/5/2019	x
Madigan	Missy	Assistant Principal	448096	10/26/2009	
Madson	Melissa	Student Success Inter.	429868	8/16/2016	
Martin	Dilek	Accounts Payable	443938	8/22/2011	
Martin	Jennifer	Teacher	472823	8/1/2022	
Martin	Emma	Teacher	1010213	8/1/2022	
Marwah	Amruta	Paraprofessional		9/6/2022	
McGee	Kenneth	Teacher	511081	8/9/2021	
Mee	Kevin	Teacher	1021619	10/3/2022	x
Meier	Brian	Teacher	434985	9/2/2011	
Mellgren	Janelle	Principal	385030	7/1/2017	
Meyer	Kristina	Teacher	1017965	8/1/2022	
Miller	Hannah	Teacher	507293	8/16/2018	
Mills	Michelle	Teacher	426709	8/22/2011	
Mishra	Asha	Teacher	441623	8/5/2019	
Mogili	Priyanka	Educational Assistant		8/16/2021	
Mohamed	Fowziya	Paraprofessional		8/16/2021	
Mohan	Bhuvaneshwari	Educational Assistant		8/30/2021	
Molnar	Emily	Teacher	487514	8/17/2015	
Mura	Erin	Behavior Inter. Spec.	503448	8/3/2020	
Murray	Clare	Teacher	452069	8/18/2014	
Myers	Marcy	Assistant Principal	437680	8/16/2016	x
Nygord	Kaia	Teacher	501939	8/17/2017	
O'Brien	Daniel	Teacher	313520	8/16/2012	
Oie	Margaret	Teacher	478806	8/13/2018	
Olson	Kirsten	Teacher	489432	8/3/2020	
Omar	Ayan	Paraprofessional		8/3/2022	
Osler	John	Teacher	1017571	8/1/2022	
Pahl	Sarah	Teacher	440572	8/22/2011	x
Pederson	Kimberly	Health Aide		8/27/2018	x
Peterson	Kristine	Teacher	460661	8/16/2016	
Radhakrishnan	Geetha	Educational Assistant		8/16/2021	
Rau	Amy	Teacher	445816	8/23/2010	

STAFFING

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Reynertson	John	Teacher	1004533	8/1/2022	x
Sajjad	Iram	Assistant Teacher	1018863	9/29/2022	
Sanford	Jacklyn	Paraprofessional		8/12/2021	
Sayer	Erin	Teacher	482237	8/2/2021	x
Schiffman	Kelly	Development Director		8/18/2014	
Schmitz	Rebecca	Paraprofessional		8/1/2022	x
Schmitz	Erin	Teacher	422455	8/18/2014	
Schneider	Paige	Teacher	489004	8/1/2022	
Schroeder	Breanna	Assistant Teacher	507719	8/23/2021	
Scott	Jennifer	Counselor	468923	9/20/2021	x
Seeley	Katie	Teacher	466012	8/16/2016	
Senta	Justine	Teacher	1016376	8/1/2022	
Shapiro	Kathy	Building Substitute	297634	2/1/2023	x
Sheppard	Heidi	Building Substitute	462752	2/21/2017	
Shetty	Pooja	Educational Assistant		11/11/2015	
Singh	Ankita	Educational Assistant		8/30/2021	
Soerens	Shannoniah	Teacher	404684	8/13/2015	
Soetano	Sarah	SPED Clerk		11/2/2016	
Sommers Tillotson	Carolyn	Ed. Assist. (Library)	402139	8/27/2004	
Soule	Jean	Student Counselor	511214	8/1/2018	x
Suresh	Rajalakshmi	Educational Assistant		8/15/2019	
Thomas	Lindsay	Teacher	442936	8/14/2017	
Toso	Suzannah	Teacher	434232	8/16/2016	x
Tran	Nikki	Teacher	477485	8/3/2020	
Ulbrich	Jason	Executive Director	379277	7/01/2012	
Van Hattum	David	Teacher	507157	8/1/2022	x
Vargas	Bridget	Teacher	456190	4/20/2016	
Vivekraj	Divya	Educational Assistant		11/21/2022	
Wall	Jonathan	Teacher	1014814	8/23/2022	
Ward	Christopher	Teacher	494509	9/7/2016	
Weigand	Samuel	Teacher	511170	8/15/2019	x
Wierman	Kurt	Teacher	1006761	9/14/2020	x
Williams	Sandee	Teacher	403115	8/25/2011	
Wilson	Barbara	Admin. Assistant		10/25/2021	
Woolf	Rebecca	Teacher	343514	8/16/2016	
Wyman	Erica	Paraprofessional		8/17/2017	
Yang	Amy	Teacher	1023885	1/30/2023	

For the 2022-2023 academic school year, the student-to-teacher ratio was 12:1. 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 are observed at least five times per year by their peer coach.

Eagle Ridge Academy will have 175 employees for 2023-2024. We are adding teachers in the School of Rhetoric, as well as apprentices in the grant-funded Grow-Your-Own Program.

STAFFING

Staff Retention

Staff retention has remained stable since the 2012-2013 academic year. Eagle Ridge Academy developed and implemented a highly competitive compensation package for teaching staff beginning 2014-2015. Compensation is within 90% of Edina and Eden Prairie and is top among Minnesota charter schools. The employee handbook has been aligned with Board policies since 2014-2015.

	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Percentage of Teachers Retained	84%	90%	94%	93%	94%	88%	91%	86%	90%	85%	86%
Percentage of All Staff Retained	86	91%	89%	92%	97%	85%	88%	82%	90%	86%	83%

The Eagle Ridge Academy Strategic Plan Metric of Success states that eighty percent of faculty who receive a recommendation for contract renewal will return to teach at Eagle Ridge Academy the following school year. **Eighty-six percent of faculty offered a contract agreed to return for the 2023-24 school year.**



In 2023, several staff members earned their Eagle Ridge Academy Pin of Perseverance. Eagle Ridge Academy gives a Pin of Perseverance to staff who have served for seven years. Rebecca Woolf, Kristi Peterson, Chris Ward, Bridget Vargas, Suzannah Toso, Jami Kruschke, Anne Bartow, Cathy Lengvenis, Melanie Combs, Derek Lutz, Amanda Allan, Sarah Soetanto, Katie Seeley, and Marcy Myers received their pins of perseverance in June 2023.

FINANCE

Finances

Eagle Ridge Academy ended the year with many financial successes. Eagle Ridge Academy completed FY2023 with a \$523,637 surplus. Eagle Ridge Academy's School Board has set the following 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 2013-2023.
2. Eagle Ridge Academy will create and maintain a fundraising strategic plan in order to reach a 20% fund balance by FY2022. The Fund Balance for FY2023 was 39%.
3. Eagle Ridge Academy will produce and maintain facilities to support the long-term academic programming needs of the school. Eagle Ridge Academy has completed a five-year capital maintenance plan which has been budgeted.

The audit for 2022-2023 has been completed, resulting in a clean audit with no material findings. Eagle Ridge Academy received the 2022 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 BerganKDV. The Board Treasurer provides a monthly report to the Eagle Ridge Academy School Board.



The 9th Annual Donut Dash 5K and Mini-Donut ½ Mile Dash for Kids on May 13, 2023 featured more than 600 runners and countless supporters and raised \$30,000 to benefit student enrichment at Eagle Ridge Academy.

FINANCE

	FY23 Audited	FY24 Expected
ADM REVENUE	\$1,467	\$1,520
State	\$15,815,235	\$17,346,478
Federal	\$920,897	\$814,938
Other	\$1,497,375	\$512,800
Donations	\$15,546	\$0
Food Service	\$630,173	\$628,700
Community Service	\$384,249	\$375,600
Total Revenue	\$19,263,475	\$19,678,516
EXPENDITURES		
Salaries/Benefits	\$11,307,074	\$11,589,965
Building Lease	\$2,706,105	\$2,703,525
Programming	\$3,810,603	\$4,348,188
Food Service	\$531,807	\$628,700
Community Service	\$384,249	\$375,600
Total Expenditures	\$18,739,838	\$19,645,978
SURPLUS	\$523,637	\$32,538
FUND BALANCE		
Fund Balance Percent- age (PPP Included)	39.49%	37.84%

General Fund Balance History and Projections

FY2016 Audited	FY2017 Audited	FY2018 Audited	FY2019 Audited	FY2020 Audited	FY2021 Audited	FY2022 Audited	FY2023 Audited
16.2%	15.9%	19.5%	24.8%	29.5%	41.7%	38.4%	39.5%

CURRICULUM AND INSTRUCTION

Overview

Eagle Ridge Academy is a K-12 Classical, college preparatory charter school committed to cultivating both the mind and the heart. The 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.

In 2022-2023, Eagle Ridge Academy was 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 served a special role as the transitional years: Grade five was the transitional year between the School of Grammar and the School of Logic. 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 support continued teacher learning and to build a deep understanding of Classical education and its delivery by means of the Trivium, Eagle Ridge Academy has created the Eagle Ridge Academy Classical Education Certificate Program (CTCP).

The Eagle Ridge Academy Classical Teacher Certificate Program (CTCP) consists of seven courses representing various disciplines of the liberal arts. Each course credit consists of eight to sixteen hours of class time and includes outside class work. All staff are welcome to join the CTCP. Participants earn credit upon satisfactory completion of each course within the three-year program. Upon graduation, Eagle Ridge Academy staff earn a salary increase; teachers and administrators earn a \$3,500 increase and hourly staff earn an additional \$0.60/hour. In the 2022-2023 school year, twenty teachers, three administrators, one support staff, and four hourly staff members participated in the CTCP. Since its inaugural year, the CTCP has graduated sixty-seven staff members through the program.

Classical Education 101, 201, and 301 are required within two years of 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.

CURRICULUM AND INSTRUCTION

Virtue and wisdom are inextricably linked components of Classical education. Citizenship, integrity, perseverance, honor, excellence, and respect are 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 learn. Their conduct at school must demonstrate a seriousness of purpose and a sense of appropriate play that stresses 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.



The Schools of Logic & Rhetoric hold monthly Pillar Assemblies in which six students from each of the Upper School grades are recognized for displaying CIPHER throughout the month. Each student is nominated for a Pillar Award by one of their teachers.

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 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 3-8 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, specifically time-tested Classical literature. Likewise, the students' appreciation for English literature grows as it 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, 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

CURRICULUM AND INSTRUCTION

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

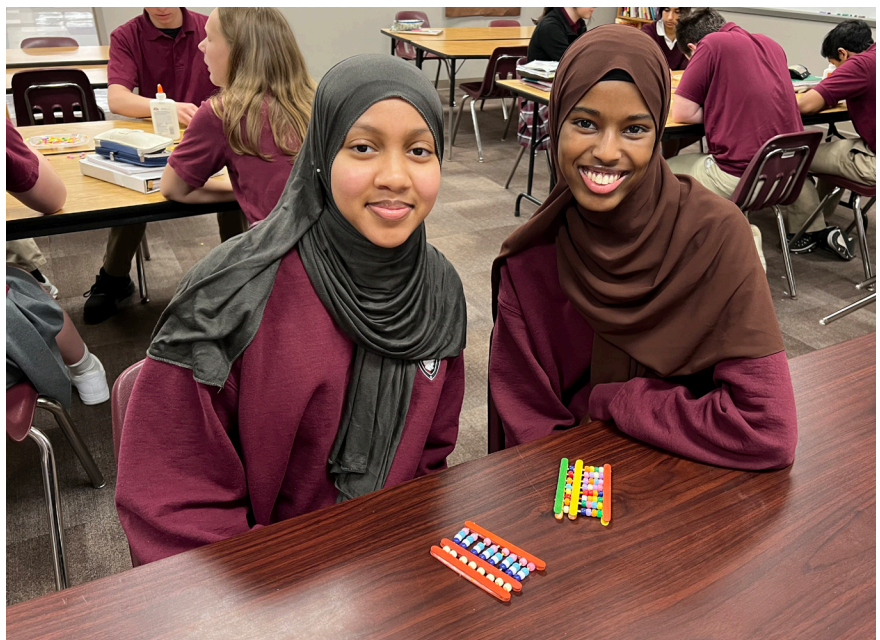
Eagle Ridge Academy uses an integrated, systematic, and comprehensive approach to literacy based on the Science of Reading. Amplify Core Knowledge Language Arts (CKLA) is used in the School of Grammar to provide explicit instruction on all strands of reading that develop word recognition and language comprehension. CKLA provides both reading skills lessons focused on teaching K-2 students how to read, and reading knowledge lessons focused on reading comprehension for K-5 students. Writing, listening, and oral language skills are interwoven throughout both strands of the curriculum and serve as the foundation for future success in the Socratic Method.

Due to the strength of this programming, students quickly gain the skills necessary to decode increasingly complex texts, while simultaneously recognizing the role of reading, writing, and listening in amassing knowledge. With a strong foundation of knowledge gained in the School of Grammar, students are well-positioned for the robust analysis and synthesis that rounds out their liberal arts education in the coming years.

Physical Education, Music, and Visual Arts

The Physical Education program in the Schools of Grammar and Logic is designed to exceed national standards for growth and development, physical fitness and nutrition, emotional health, and motor skills 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 students destressed before the Spring 2023 AP Calculus exam by making their own abacuses.

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 of 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



School of Rhetoric students read their Humanities texts outside on a nice fall day.

CURRICULUM AND INSTRUCTION

School of Rhetoric Courses

Humane Letters Sequence:

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

Science:

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

Art:

Art History I & 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 AB*
A.P. Calculus BC*
Functions
Algebra Linear and Quadratics
A.P. Statistics*

World Language:

Latin I
Latin II
Latin III*
Honors Latin IV
Honors Latin V
College in the Schools Greek
Spanish I
Spanish II
Spanish III

Electives and Singletons:

Logic
Rhetoric
Eastern Thought
Economics
Healthy Living
Composition
Creative Writing
Symphonic Orchestra
Choir
Concert Band
American Government
Teacher Assistant
Psychology
A.P. Psychology*

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



ACTIVITIES

Extracurricular Activities

Eagle Ridge Academy now hosts 14 varsity sports and has strategic co-operative agreements for four additional offerings with other suburban high schools. We maintain a strong relationship with the International School of Minnesota as they join our teams in Soccer, Cross Country, and Track and Field, with Blake for Girls Swim and Girls Softball; and with United Christian Academy for Baseball.

In 2022-2023, Eagle Ridge Academy saw registrations across activities grow. In the School of Rhetoric, 59% of students participated in a club, sport, or co-curricular activity. School of Rhetoric students that participated in a club, sport, or co-curricular activity academically outperformed those that didn't by a half letter grade.

Our co-curricular programs continue to produce some of the best teams in the state. Baseball finished third in their section and Cross Country and Track and Field produced State participants.

Speech was launched in 2022-2023. Gryphon Youth Sports, Eagle Ridge Academy's own youth sports offerings, included Youth Soccer, Youth Basketball, Youth Running, and a Youth Track Meet.

Varsity activities offered include:

- Boys Baseball
- Boys & Girls Basketball
- Boys & Girls Cross Country
- Boys & Girls Soccer
- Boys & Girls Track
- Boys & Girls Ultimate Frisbee
- Debate
- Girls Badminton
- Girls Volleyball
- Math Team
- Mock Trial
- Pep Band
- Robotics
- Speech

Eagle Ridge Academy also offers its own co-curricular activities and clubs for students. These clubs change regularly and have included:

- Chess Club
- Children's Choir
- Climbing Club
- Dungeons & Dragons Club
- Drama Club
- ImpART Art Club
- Junior Classical League (JCL)
- MN High School Music Listening Contest
- Strength & Conditioning
- Student Senate

ACADEMIC PERFORMANCE

Assessments for 2022-2023

In 2022-2023, 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
- PSAT 11, 11th grade
- AP exams
- National Latin Exam
- Classic Learning Test

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

According to 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 1% 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. See how Eagle Ridge Academy compared with other local districts in the following graph.

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.



To encourage a lifelong passion for learning, the school library planned fun activities throughout the year to engage students in reading. One activity School of Grammar students participated in was Camp-Read-A-Lot.

2023 MCA Math Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
3rd	85.7%	73.4%	80.8%	55.4%	59.1%
4th	77.6%	70.6%	80.9%	61.3%	57.1%
5th	74.6%	65.4%	67.5%	33.3%	44.4%
6th	67.7%	43.8%	69.1%	36.6%	39.6%
7th	63%	46%	74.9%	32.6%	39.7%
8th	67.2%	55.3%	64.2%	32%	40.3%
11th	60.7%	53.9%	62.7%	30.4%	36%
District	71.5%	58.5%	70.6%	41.3%	45.5%

2023 MCA Reading Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
3rd	72.8%	61.1%	66.7%	46.1%	47.4%
4th	69.1%	66.3%	73.8%	51.6%	48.4%
5th	80.4%	77.7%	79%	55.2%	58.7%
6th	79.5%	62.2%	76.2%	57.6%	53.4%
7th	69.4%	54.5%	69.5%	49.5%	45.2%
8th	60.7%	58.8%	67.3%	52.1%	44.8%
10th	72.9%	68.7%	85.4%	61.7%	51.7%
District	72.3%	63.8%	73.9%	52.9%	49.9%

2023 MCA Science Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
5th	68.6%	63.2%	65.9%	41.2%	48.4%
8th	48.4%	43.1%	39%	17.5%	27.6%
HS	66.7%	52.6%	88.6%	29.9%	41.8%
District	60.8%	52.6%	63.1%	29.6%	39.2%

Source: Minnesota Report Card. Data displayed represents all students tested.

ACADEMIC PERFORMANCE

College Readiness and Graduation Rate

Advanced Placement Proficiency and Number of Tests Given

EAGLE RIDGE ACADEMY	2018	2019	2020	2021	2022	2023
Total AP Students	62	75	42	69	51	76
Number of AP Exams	110	134	141	128	72	112
AP Students with a score of 3+	44	58	56	37	34	55
% of Total of AP Exams with a score of 3+	70.97	77.33	62.92	53.62	66.67	72.37

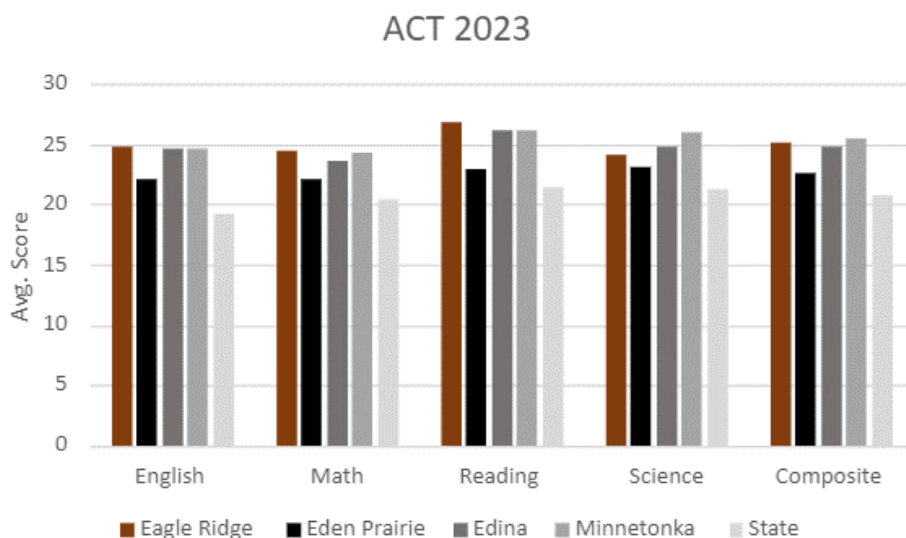
2023 AP Exams

The number of students taking AP exams and scoring a 3+ increased by more than twenty-four percent. The 2022 results were of students who took AP 2D Art and Design, AP Art History, AP Biology, AP Calculus AB, AP Calculus BC, AP Computer Science and Principles, AP Drawing, AP Environmental Science, AP European History, AP Language and Composition, AP Latin, AP Literature and Composition, AP Macroeconomics, AP Music Theory, AP Physics, AP Psychology, AP Statistics, AP U.S. Government and Politics, and AP U.S. History.



As per ERA tradition, the junior class presented each class of 2023 graduate with a rudis sword, which was traditionally given to gladiators to signify the completion of their training.

2023 ACT Comparison Chart



Four Year Graduation Rate

Year	Number	Graduation Rate
2017	39	84.8%
2018	48	94.1%
2019	45	97.8%
2020	44	81.5%
2021	44	91.7%
2022	40	78.5%
2023	38	86.8*

Source: Minnesota Report Card
 *As reported by Eagle Ridge Academy

WORLD'S BEST WORKFORCE

World's Best Workforce Goals: 2022-2023

1. The percentage of students graduating within four years will increase from 91.7% in 2021 to 92.7% in 2022. **Not Met:** The percentage of students graduating within four years decreased from 91.7% in 2021 to 78.46% in 2022.
2. The percentage of students who are enrolled in any institution of higher education within 16 months of graduation will increase from 89% in 2020 to 91% in 2021. **Met:** The percentage of students who were enrolled in any institution of higher education within 16 months of graduation increased from 89% in 2020 to 91% in 2021.
3. The percentage of Black students in grades 4-5 who demonstrate growth on the Reading MCA or MTAS will increase from 66.67% in the spring of 2022 to 74.67% in the spring of 2023. The percentage of non-Black students in grades 4-5 who demonstrate growth on the Reading MCA or MTAS will increase from 86.84% in the spring of 2022 to 89.84% in the spring of 2023. **Not Met:** The percentage of Black students in grades 4-5 who demonstrated growth on the Reading MCA or MTAS decreased from 66.67% in the spring of 2022 to 60.3% in the spring of 2023. The percentage of non-Black students in grades 4-5 who demonstrated growth on the Reading MCA or MTAS decreased from 86.84% in the spring of 2022 to 81% in the spring of 2023.
4. The percentage of Black students in grades 6-8 who demonstrate growth on the Reading MCA or MTAS will increase from 42.25% in the spring of 2022 to 52.25% in the spring of 2023. The percentage of non-Black students in grades 6-8 who demonstrate growth on the Reading MCA or MTAS will increase from 75.13% in the spring of 2022 to 81.13% in the spring of 2023. **Not Met:** The percentage of Black students in grades 6-8 who demonstrated growth on the Reading MCA or MTAS increased from 42.25% in the spring of 2022 to 58% in the spring of 2023. The percentage of non-Black students in grades 6-8 who demonstrated growth on the Reading MCA or MTAS increased from 75.13% in the spring of 2022 to 76.8% in the spring of 2023.
5. The percentage of all 3rd grade students enrolled in Eagle Ridge Academy's Lower School by October 1 who earned an achievement level of *Meets or Exceeds Expectations* in Reading on all state accountability tests will increase from 72.7% in spring 2022 to 76.7% in spring 2023. **Not Met:** The percentage of all 3rd grade students enrolled in Eagle Ridge Academy's Lower School by October 1 who earned an achievement level of *Meets or Exceeds Expectations* in Reading on all state accountability tests increased from 72.7% in spring 2022 to 74.4% in spring 2023.
6. The percentage of kindergartners in Eagle Ridge Academy's Lower School that achieve a raw score of 5 (on-grade level) in the letter sounds subtest of the easyCBM will increase from 78.4% in fall 2022 to 82.4% in fall 2023. **Not Met:** The percentage of kindergartners in Eagle Ridge Academy's Lower School that achieved a raw score of 5 (on-grade level) in the letter sounds subtest of the easyCBM decreased from 78.4% in fall 2022 to 65.3% in fall 2023.

WORLD'S 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 the 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 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 Ridge 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 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.



School of Logic teachers created their own theme days to increase spirit during exams. Above is a picture from "Tie Day".



School of Grammar fifth grade teachers were honored at the Annual Moving Up Ceremony.

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, 111100 Wayzata Blvd, Suite 800, Minnetonka, MN 55305. Contact information for Eagle Ridge Academy's Liaison is Beth Topoluk, Executive Director of Friends of Education, 952-745-2717.

Eagle Ridge Academy's contract with Friends of Education was renewed effective July 1, 2021 for a five-year period. The contract expires on June 30, 2026.

Compliance with Applicable Laws and MDE Reporting

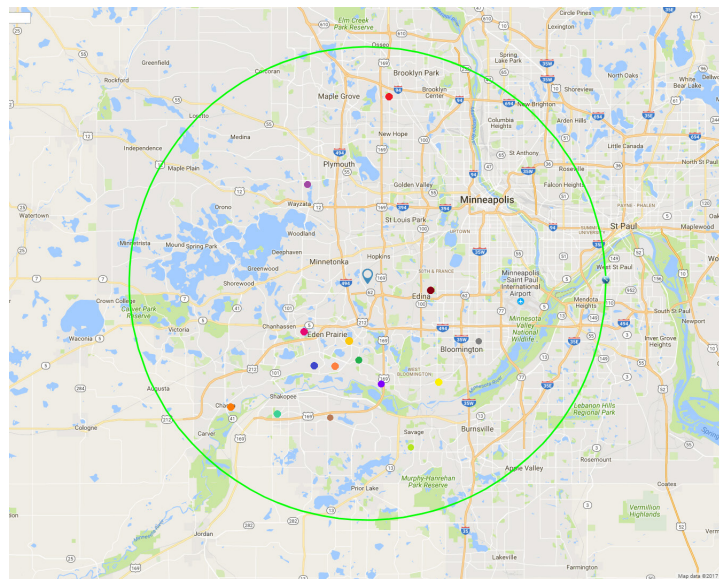
Eagle Ridge Academy complies with all applicable laws and seeks counsel to ensure compliance. In 2018-2019, the Eagle Ridge Academy School Board continued to draft and approve mandatory policies. The Policy Working Group publishes an annual policy approval and review cycle.

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 2022-2023, Eagle Ridge Academy provided daily transportation in the form of contracted busing services to approximately 912 students (61%). Eagle Ridge Academy provided busing in various parts of the southwest metro area on 15 routes. The cities served were: 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.



The map above shows Eagle Ridge Academy's transportation radius as well as the furthest stop for each route.

In August 2023, Eagle Ridge Academy had a waitlist of 582 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	138	102	104	46	60	49	0	48	35	0	0	0	0	582

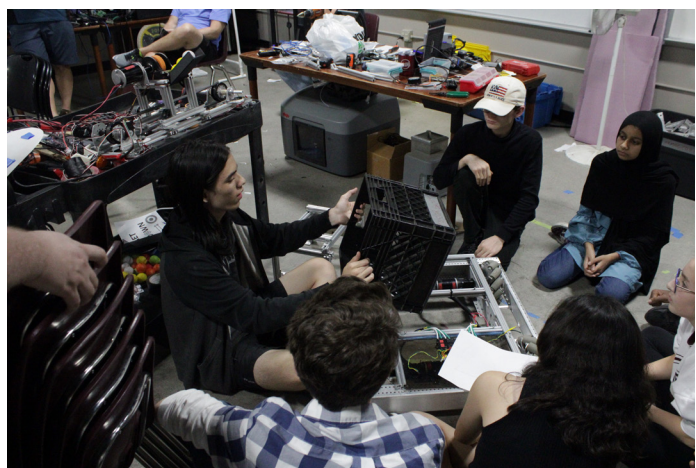
Strategic Growth

In the most recent Board of Directors Strategic Plan, four requirements were set forth as necessary prerequisites to any type of expansion or physical growth. These items include that 80% of the Strategic Plan goals and objectives need to be met, 1200 students need to be on the K-12 waitlist, there must be a 35% fund balance, and there must be a Board-approved Growth Plan developed by administration. The purpose of these goals is to ensure there is a strong foundation and healthy Academy prior to expansion or replication. The administration is currently working

through the goals and objectives of the Strategic Plan.

Facilities

Over the course of the 2022-2023 school year, several improvements were made to the Eagle Ridge Academy facility. A combination Physics and Robotics Lab was added to establish the correlation between the academic classroom and extracurricular programming, a bouldering wall was installed in the auxiliary gym to increase options for physical activity, and an additional classroom was created to support student services.



Robotics students worked on projects in the combination Physics and Robotics Lab.



School of Grammar and School of Logic students tested out the new bouldering wall after its installation.

INNOVATIVE PRACTICES AND FUTURE PLANS

During the 2022-2023 school year, Eagle Ridge Academy implemented a new Language Arts Program for grades K-5. Eagle Ridge Academy has a five-year curriculum review cycle that is conducted on a rotating basis for each subject area. A team of teachers, staff, and administrators was established to analyze the strengths and weaknesses of the current program and review other programs that may address identified deficiencies. Below is a summary of the actions taken and next steps in the review process.

1. Ten programs were reviewed at a high level to evaluate their alignment to Classical education, Core Knowledge Sequence, and best practices in literacy instruction.
2. Two programs were evaluated using a rubric that measures the program against best practices in developing students' listening, speaking, reading, and writing skills.
3. The group recommended Amplify Core Knowledge Language Arts (CKLA) as the program to adopt for the 2022-2023 school year.

Program Decision

A major factor in determining a program was its alignment to Classical methods with proven student achievement results that were rooted in research. Classical education prescribes teacher-directed, well-ordered, and analytical reading instruction. This well-established focus connects seamlessly to the current research on the science of reading which is the foundation on which

Amplify Core Knowledge Language Arts was created. Amplify CKLA is a K-5 program which will allow for a continuity of instruction, aligns with the Core Knowledge sequence, provides embedded assessments to reduce the amount of testing, and is content rich and rigorous, which provides all students the opportunity to attain their highest potential.

Implementation for 2022-2023

Eagle Ridge Academy teachers received twelve hours of professional development before the start of the school year in order to support high fidelity of implementation. Professional development and teaching coaching continued throughout the school year to help teachers develop and ensure high quality literacy instruction. The program included communication and support for parents. In addition, Eagle Ridge is considering additional opportunities to engage families in learning more about supporting literacy at home. Eagle Ridge Academy sought ongoing consultation from Amplify consultants and received high remarks. The Academy's implementation matched schools in their second or third year of implementation.



School of Grammar students practiced their reading skills in the library by reading aloud to furry guests!

DISSEMINATION AND MARKETING INFORMATION

Minn. Stat. 124E.17 requires charter schools to “disseminate information about how to use the offerings of a charter school. Targeted groups include low-income families and communities, students of color, and students who are at risk of academic failure.”

Eagle Ridge Academy annually plans marketing strategies that work to retain and attract students from diverse backgrounds and socioeconomic statuses. The shift in demographics over the past five years is evidence that our marketing strategies have worked. Eagle Ridge Academy’s enrollment has grown from nearly 800 students in 2011 to 1,435 students in 2021 while going from 81% white to 32% white in the same time period. Below are some strategies used at Eagle Ridge Academy to achieve this goal:

1. Eagle Ridge Academy Website and Social Media

- i. Images of staff and students that include people from diverse backgrounds
- ii. Website has a translate button for families whose primary language is not English

2. Interpreter and Language Services

- i. Eagle Ridge Academy provides interpreter services when conducting face-to-face meetings
- ii. Services are provided to assist families completing enrollment paperwork
- iii. Services are provided to families once they are enrolled at ERA for conferences, teacher phone calls, and IEP meetings
- iv. Letters are translated for families as needed

3. Relationships

- i. Teachers are provided eight hours of release time to have specialized conferences for our neediest students
- ii. All staff receive relationship-building professional development via Top 20 Training
- iii. Reading and Math Literacy Specialist provides free after-school instruction

4. Providing Access

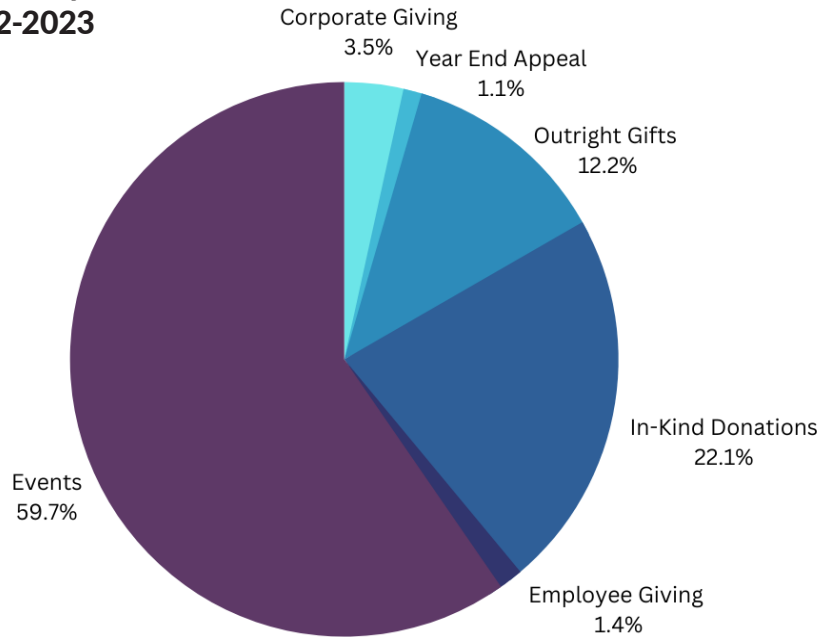
- i. Students receiving socioeconomic benefits receive free transportation when residing outside of the district
- ii. Students receiving socioeconomic benefits receive free or discounted activity fees
- iii. Open computer labs are provided before and after school for families and students
- iv. Students receiving socioeconomic benefits receive reduced or free after school child care
- v. Students receiving socioeconomic benefits receive reduced or free uniforms
- vi. Students receiving socioeconomic benefits receive reduced or free field trips

5. Increased Instructional Time

- i. ERA offers free extended day instructional time to at-risk students
- ii. ERA offers free summer school to K-12 students that are at risk

REPORT FROM OFFICE OF DEVELOPMENT

Eagle Ridge Academy Fiscal Year 2022-2023



	Revenues	Expenses	Net
Corporate Giving	\$6,624		\$6,624
Events	\$113,830	\$44,416	\$69,414
Employee Giving	\$2,705		\$2,705
In-Kind Donations*	\$42,224		\$42,224
Outright Gifts	\$23,253		\$23,235
Year End Appeal	\$2,062		\$2,062
<i>*In-Kind Donations are non-cash.</i>	\$148,473		\$104,057

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. Funds are invested in FERA's

endowment and disbursed 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 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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Thank you to all of the supporters who registered for an event or purchased a silent auction item on one of our online event websites.

Eagle Ridge Academy faculty and staff give generously not only of their time and talents but also of their financial resources. During the 2022-23 fiscal year, current and former members of the faculty and staff committed more than \$8,000 in gifts and event support to Eagle Ridge Academy. We are grateful for their loyal and constant support.

We apologize for any omission or error in spelling. If you believe there is an error, please contact Eagle Ridge Academy at 952-746-7760, ext. 1107.