



2024 Eagle Ridge Academy 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

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 four teacher seats and three parent/community member seats. For the 2024 election, you will be voting for 3 candidates:

- One teacher
- Two parent/community members (one of which must be a community member)

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.



Surrendra Kanneganti – Parent



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

I have a commitment to education; I am also a strong believer in community and parent involvement in shaping/making decisions for the future of our kids. We can achieve good results by having good leadership and governance, hence I would like to be part of the Board of Directors to make right decisions.

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

Since I came from a tech background, I believe the power of learning can help to be transformative. In today's digital age, highlight any proficiency in technology that can contribute to integration of technology in education and school management.

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

The school leadership team continues to maintain a student-centric approach with the help of quality teaching staff in a safe and supportive environment. Also, continue to have a student attractive extracurricular programs.

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

Board Of Directors should follow and adapt the educational trends. As we all know, teachers play a bigger role in the education of students, we need to recruit and retain qualified and passionate educators. Curriculum plays vital role in students learning path, ensure that the curriculum is up to date, aligned with educational standards, and meets the evolving needs of students. Continue to maintain the safety and security with technology Integration.

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

Eagle Ridge is delivering Classical education. Also 6 pillars (CIPHER) are helping students to shape their personality.

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

After hearing the input from all stake holders, I will do my own research. Since education worldwide continues to dramatically change and evolve, choose what is best for future of student's growth which fits into school mission.



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

The mission is to provide classical education. The vision is to maintain a curriculum which helps students to be futuristic with great values.



Elliott Loutsch – Parent



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

I'm currently serving on the Eagle Ridge Board of Directors as the Vice Chair. I am in my first term and am seeking reelection in the hopes of continuing to contribute to the Board's efforts to implement the strategic plan, grow and enhance the activities and athletic programs, maintain high academic standards, and focus on classical education. The experience of my first two-year term has provided the foundation and understanding of Board operations and dynamics in addition to the level of commitment required to achieve Board, and ultimately Academy, directives.

I am the proud parent of two Gryphons (class of 2026 and 2027) and am interested in helping Eagle Ridge Academy continue to strive to develop knowledgeable and engaged citizens that are prepared for their role in the world.

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

I possess two years of experience of serving on the Eagle Ridge Board of Directors with expertise in the areas of real estate and finance. I have been involved in real estate for over 23 years as an appraiser in both the commercial and residential sectors. The majority of my real estate career has been at financial institutions serving in an advisory or review role. Other personal qualities include leadership, strong communication skills, and dedication.

In my first Board term, I assisted in recommending and exploring new financial initiatives including diversification of and investment strategies for existing Academy funds to proper management of temporary extra funds. Economic headwinds remain and financial management would be a welcome challenge, if re-elected.

Other initiatives or accomplishments achieved during my first term include leading the effort to install monitors around the campus as communication tools for students, staff, and the community, serving as the Election Coordinator for the 2023 school board election, scheduling legislator visits, and collaborating on the Eagle Ridge Academy Strategic Plan. I also volunteer as a coach for the volleyball program in the summer and for various activities during the year.

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

In my opinion, the most important aspects for Eagle Ridge Academy to maintain are keeping a focus on its classical education foundation, continue to aspire to high academic standards, and strive to challenge our students to be and give their best while focusing on Eagle Ridge Academy's CIPHER pillars.

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



The issues the Board of Directors will need to address are discipline issues that continue to increase, the organic growth of the student body that will put pressure on existing facilities, expansion potential as laid out in the strategic plan, teacher and staff retention, tightening financial conditions, and navigating any new legislation.

The organic growth mentioned, and as evidenced by our waitlist for the School of Grammar and School of Logic, requires ERA to make a concerted effort to devote more time and resources to the School of Rhetoric. This investment will yield the benefits of having students who are steeped in the culture of Eagle Ridge Academy stay further enhancing the ERA culture rather than take their skills rooted in classical education to other schools where they will succeed and positively contribute to that community.

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

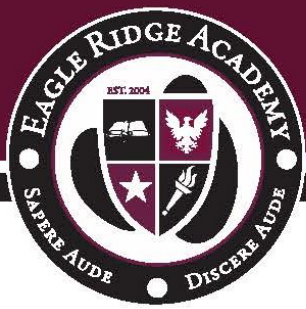
Student achievement is standard and worthy metric but should be incorporated with the impact is having on Academy stakeholders; students, teachers, parents, staff, and administration as ERA attempts to deliver its intended mission. A recommendation of another serving Board member of how to measure this impact would be the achievement of our graduates' and their attitude towards the education they received at ERA, the amount of school pride; a desire to recommend ERA to others, and a desire to give back to ERA through volunteering, tutoring, donating, mentoring, or teaching. These items may not be able to be measured but would seem to be visible or able to be experienced by the ERA community.

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

Input from parents, students, teachers, and the administration is critical to the success of Eagle Ridge Academy. Part of the uniqueness of Eagle Ridge Academy is that most, if not all, of the families at ERA have done so intentionally. This intention fosters a special culture, but it also requires additional engagement. Unfortunately, during my two-year term, there has been few, if any, instances where a community member attended and contributed to a Board of Directors meeting in person. While this could be interpreted as good sign, I would strongly encourage parents, students, teachers and staff to attend Board meetings to bring attention to issues the Board should weigh and consider. An active community is an asset that will benefit the Board and the Academy as a whole.

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

The mission and vision of Eagle Ridge Academy is to provide our students with a safe and welcoming yet challenging environment to encourage their academic and personal best through the pursuit of truth, beauty, and goodness via citizenship, integrity, perseverance, honor, excellence, and respect in the hopes of developing knowledgeable citizens with a passion for learning and an appreciation of the United States of America.



Kathy Oberstar – Community Member



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

I believe in the mission and vision of ERA. Both of my children are ERA graduates, and I'd love to play a small part in continuing to grow ERA and the ERA legacy.

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

In addition to my career in various aspects of Information Technology, I have 7 years of prior experience serving as a parent board member at ERA while my children were enrolled. As a part of that, I served as ERA treasurer for several years and also helped to found Friends of Eagle Ridge Academy. I have a passion for building strong partnerships, good governance, and strategic planning.

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

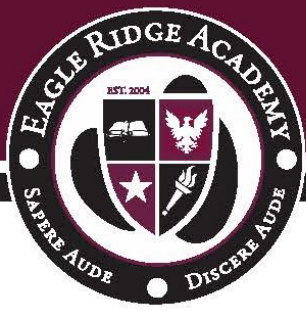
1. The commitment to the mission and vision.
2. A strong focus on student learning and engagement in and out of the classroom.
3. A commitment to treating teachers and all employees well.
4. A commitment to sharing learnings and best practices with other charter schools and with the politicians who write and vote on charter school legislation for the State of MN.

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

I have been away from the Academy for most of the past few years, so am not close enough to identify specific issues (yet.) For any organization, the board should always be addressing financial stability, long range strategic planning, oversight of the Executive Director, policy reviews/updates, and ensuring alignment to the mission/vision.

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

There are multiple ways to evaluate how well ERA is delivering on its mission - some are objective measures while others will be more subjective. Student test scores provide one benchmark of academic achievement. Disciplinary actions provide a benchmark of honorable character. Less objective measures include ensuring the education is "Classical" and watching to see if our students do indeed "attain their highest potential." Student retention provides a lens to let us know whether or not students are engaged enough to return year after year.



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

Parents, students, teachers, and the administration are all vital members of the community. I believe there is an art to ensuring all voices are heard, while, at the same time, ensuring the right governance decisions are still being made by the right people, at the right time, and in the right way. All of us come to the table with different information and backgrounds - being heard is important - but ultimately, board decisions need to be made by the board, after hearing relevant input from impacted stakeholders.

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

Using a reliable and time-tested Classical education methodology, create a future generation of well-educated and honorable citizens who are disciplined life-long learners who understand the value of truth, beauty, goodness and value the unique role of the USA in the world.