

# Annual Report 2016-2017



CULTIVATING WISDOM AND VIRTUE

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# INTRODUCTION

## School Mission

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

## Vision Statement

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

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

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

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

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

# INTRODUCTION

**EAGLE RIDGE ACADEMY** opened in 2004 with 107 students in grades 6, 7, and 9. Today, Eagle Ridge Academy serves students from 27 school districts in kindergarten through grade 12. The Eagle Ridge Academy Schools of Grammar and Logic have rigorous curricula to ensure high achievement: Core Knowledge Sequence, Saxon Math, Shurley English, Pearson History and Geography, Saxon Phonics, and leveled guided reading. The School of Rhetoric offers a wide variety of classes in Music, Arts, World Languages, Advanced Placement, College in the Schools, and the Humanities. Along with rigorous curriculum, Eagle Ridge Academy provides small class sizes and professional master teachers, which led to our students achieving high academic

results. Eagle Ridge Academy offers numerous extracurricular activities in cooperation with the International School of Minnesota. In 2013, 2014, 2015, and 2016 Eagle Ridge Academy students scored in the top 2% of all public K-12 schools on the Minnesota Comprehensive Assessment. For 2017 we are still in the top 5%; however, our scores on the MCAs in math and reading had a slight decline. Eagle Ridge Academy has been honored as a Reward School in 2013 through 2016 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.



# 2016-2017 YEAR IN REVIEW

2016 marked our 13th year in operation. Eagle Ridge Academy has grown in student enrollment to about 1,400 students with five facility expansions over those 13 years. We are pleased to note that 2016-2017 was a year of explosive growth.

## Academics

Eagle Ridge Academy outpaced the average Minnesota school district by 21.6% in math, 13.8% in reading, 18.0% in science, and surpassed the Eden Prairie Public School District by 10.5% in math and 6.6% in science. We scored .10% below in reading as compared to Eden Prairie. A goal for 2016 was for 100% of juniors to take the ACT exam. Over 92% of our students took the exam, averaging a 26.4 on their composite scores, which is up from 25.9 in 2016 and above the state average of 21.5.

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

## Governance and Operations

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

In 2016-2017, operations expanded in the areas of transportation, food service, and parking. This was a struggle that we continued to address throughout the year. Operations streamlined the transportation sign-up process and timeline to ensure we receive an accurate count for routes. Food service usage increased about 75%. Operations added lines and an automated system.

Eagle Ridge Academy's teacher retention rate was 97% amongst teachers, 87% for our leadership team, and 97% for staff overall in 2016-2017.

Eagle Ridge Academy has been working to expand student enrollment and operations for 2016-2017. The Academy purchased and remodeled a 210,000 square foot facility for our expanding student enrollment. The new facility includes a gymnasium, playground, and future auditorium.

# 2016-2017 YEAR IN REVIEW

Financially, Eagle Ridge Academy is at a strong point. The Academy is projected to have a 15.50% fund balance with more than \$1.97M.



# SCHOOL ENROLLMENT AND ATTRITION

## **Enrollment Process**

Eagle Ridge Academy is dedicated to a free-access, quality education. 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 2016-2017 school year, a child was required to be five on or before September 1, 2016 in order to begin Kindergarten.

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

All applications are submitted electronically and are date and time stamped through the process. Eagle Ridge Academy held a public randomized lottery on January 19, 2016. The lottery is used to determine placement if spots are available in a grade level for the 2017-2018 school year. Those who are

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

## **Enrollment History**

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

While the growth has added financial stability to the organization and increased readiness and student retention long term, there were growing pains at each step. These pains included operations, professional development in Classical Education for staff, and the loss of a community feel between families.

# SCHOOL ENROLLMENT AND ATTRITION

As Eagle Ridge Academy continues to grow, we are developing a plan to address the growing pains. A Strategic Growth Task Force was formed as an advisory group to the Eagle Ridge Academy School Board. In May of 2014, the Eagle Ridge Academy School Board unanimously passed the following resolution:

Whereas increasing the enrollment of the school will further advance the Academy toward its mission through the four major focus areas of Academic Performance and Curriculum, Community Engagement, Faculty Development and Retention, and Operational and Financial Stability as outlined in its Strategic Plan, and specifically supported within the following areas by:

- furthering the development of robust programs and activities that promote a culture that exemplifies the school's Pillars and supports the overall academic programs and student retention;
- preparing students for success in the collegiate setting of their choice;
- refining and communicating the

- benefits of the Classical Education system and community engagement;
- enhancing professional development opportunities and the collegial working environment of the school; and
- acquiring facilities to support the academic programming needs of the school;

and whereas the Eagle Ridge Academy School Board has created a Task Force to assist the Board in determining the optimal enrollment for the Academy; the Board hereby directs this Task Force to develop and present options for enrollment scenarios that would increase the enrollment of the school to no less than 1,200 and no more than 1,600 students by the year 2024.





# SCHOOL ENROLLMENT AND ATTRITION

## Enrollment

### Demographics Geography:

#### Projected Enrollment by Grade Level

Grade	2017-2018	2018-2019	2019-2020	2020-2021
Kindergarten	138	138	138	138
Grade 1	138	138	138	138
Grade 2	138	138	138	138
Grade 3	138	138	138	138
Grade 4	138	138	138	138
Grade 5	115	138	138	138
Grade 6	123	138	125	125
Grade 7	100	100	125	125
Grade 8	75	100	100	125
Grade 9	90	75	90	90
Grade 10	83	83	83	83
Grade 11	57	78	78	78
Grade 12	59	54	69	69
<b>Total</b>	<b>1,392</b>	<b>1,456</b>	<b>1,498</b>	<b>1,523</b>

Students attended from 27 school districts:

District Name	Enrollment	Total	%
Eden Prairie	451	1217	37
Shakopee	172	1217	14
Bloomington	128	1217	11
Hopkins	78	1217	6
E. Carver	72	1217	6
Prior Lake	51	1217	4
Richfield	49	1217	4
Edina	40	1217	3
Minneapolis	38	1217	3
Osseo	34	1217	3
Mnetonka	23	1217	2
Robbinsdale	20	1217	2
Burnsville	14	1217	1
St. Louis Park	11	1217	1
Wayzata	10	1217	1
Waconia	4	1217	0

District Name	Enrollment	Total	%
Norwood	4	1217	0
Rosemount	3	1217	0
Tri City	3	1217	0
St. Peter	3	1217	0
Watertown-M	2	1217	0
Lakeville	2	1217	0
Col. Heights	1	1217	0
St. Paul	1	1217	0
Sibley E.	1	1217	0
Elk River	1	1217	0
Forest Lake	1	1217	0

Subgroup:	2011-2012	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017
Hispanic/Latino	2%	2%	2%	1%	2%	2%
Native American	1%	1%	1%	0%	1%	.5%
Asian	10%	14%	21%	22%	25%	33%
African American	4%	5%	6%	7%	8%	15%
White	81%	75%	67%	63%	63%	46%
Multi	2%	3%	3%	3%	3%	3%
ELL	na	na	5%	6%	6%	7%
Free & Reduced	15%	14%	17%	19%	18%	19%
SPED	7%	8%	9%	9%	9%	7%

### Student Attrition Rates

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

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

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

# 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.

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

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

direct reports. Goals are established based upon evaluation results and the strategic and operational needs of Eagle Ridge Academy.

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

## Election of Eagle Ridge Academy School Board Members

Eagle Ridge Academy parents and staff elect new board members in April. In 2017, Eagle Ridge Academy used an electronic polling system in order to increase ease of voting and accuracy of ballot counting. Candidates participate in a forum prior to the election and an Election Guide with candidate information was made available to voters. New board members are seated during the first board meeting after July 1. Biographical information about board members is available on the Eagle Ridge Academy website.

Name of School: EAGLE RIDGE ACADEMY District #: 4122 Date of Report: updated January 10, 2017																	
BOARD MEMBER ROSTER																	
Seat	Director Name	Check One		E or A	Term		Officer	Director Contact Information	Affiliation - Check One			Obtained Required Training					
		Current Director	Director Elect		Date Seated	Date Term Expires			Identify Officer Position (if any)	Email Address	Teacher*	Parent*	Community Member*	Finance	Governance	Employment	Other (Describe)
A	Kathy Oberstar	X		E	07/01/14 07/01/13	06/30/18	Treasurer	koberstar@eagleridgeacademy.org			X			09/27/16 09/08/15 10/07/14 11/26/13	05/09/17 09/22/15 07/10/13	05/09/17 11/18/14 07/10/13	11/05/16 Strategic Planning 09/30/16 School Law Conf. 01/24/15 Strategic Planning 07/29/14 Charter School Conf.
B	John Schwartz	X		A	07/01/15 01/13/15	6/30/2017**		jschwartz@eagleridgeacademy.org				X		09/27/16 09/17/15	05/09/17 09/22/15	05/09/17	11/05/16 Strategic Planning 01/24/15 Strategic Planning
C	Pete Larson	X		E	07/01/14 07/01/08	6/30/2017**		plarson@eagleridgeacademy.org			X			09/08/15 11/17/12 10/29/11	05/09/17 09/22/15	05/09/17 06/05/10	11/05/16 Strategic Planning 09/30/16 School Law Conf. 01/24/15 Strategic Planning 04/11/14 School Law Conf.
D	Ann Watanabe	X		E	07/01/13	06/30/17	Chair	awatanabe@eagleridgeacademy.org			X			09/27/16 09/08/15 11/26/13	05/09/17 09/22/15 07/10/13	05/09/17 11/18/14 07/10/13	11/05/16 Strategic Planning 09/30/16 School Law Conf. 01/24/15 Strategic Planning 07/29/14 Charter School Conf. 04/11/14 School Law Conf.
E	Ashley Hudak	X		E	07/01/15	06/30/17		ahudak@eagleridgeacademy.org	X					09/27/16 09/08/15 10/07/14	05/09/17 09/22/15	05/09/17 02/19/15	
F	Erica Higgins	X		E	07/01/14	6/30/2017**	Secretary	ehiggins@eagleridgeacademy.org	X					09/08/15 07/30/14	09/22/15 07/30/14	02/19/15 07/30/14	11/05/16 Strategic Planning 01/24/15 Strategic Planning
G	Jane Wegener	X		E	07/01/16	06/30/18		jwegener@eagleridgeacademy.org	X					09/27/16			11/05/16 Strategic Planning
H	Wade Sutton	X		E	07/01/16	06/30/18		wsutton@eagleridgeacademy.org	X					09/27/16	05/09/17	05/09/17	11/05/16 Strategic Planning
I	April Grabanski	X		E	07/01/13	06/30/18	Vice Chair	agrabanski@eagleridgeacademy.org	X					09/27/16 09/08/15 11/26/13	05/09/17 09/22/15 07/10/13	05/09/17 07/10/13	11/05/16 Strategic Planning 01/24/15 Strategic Planning
J	Tiffany Goedjen	X		E	07/01/14	6/30/2017**		tgoedjen@eagleridgeacademy.org	X					09/27/16 09/08/15 10/07/14	05/09/17 09/22/15	05/09/17 11/18/14	11/05/16 Strategic Planning
K	Mateen Ashtiani	X		A	01/10/17	06/30/18		mashtiani@eagleridgeacademy.org			X			05/09/17		05/09/17	

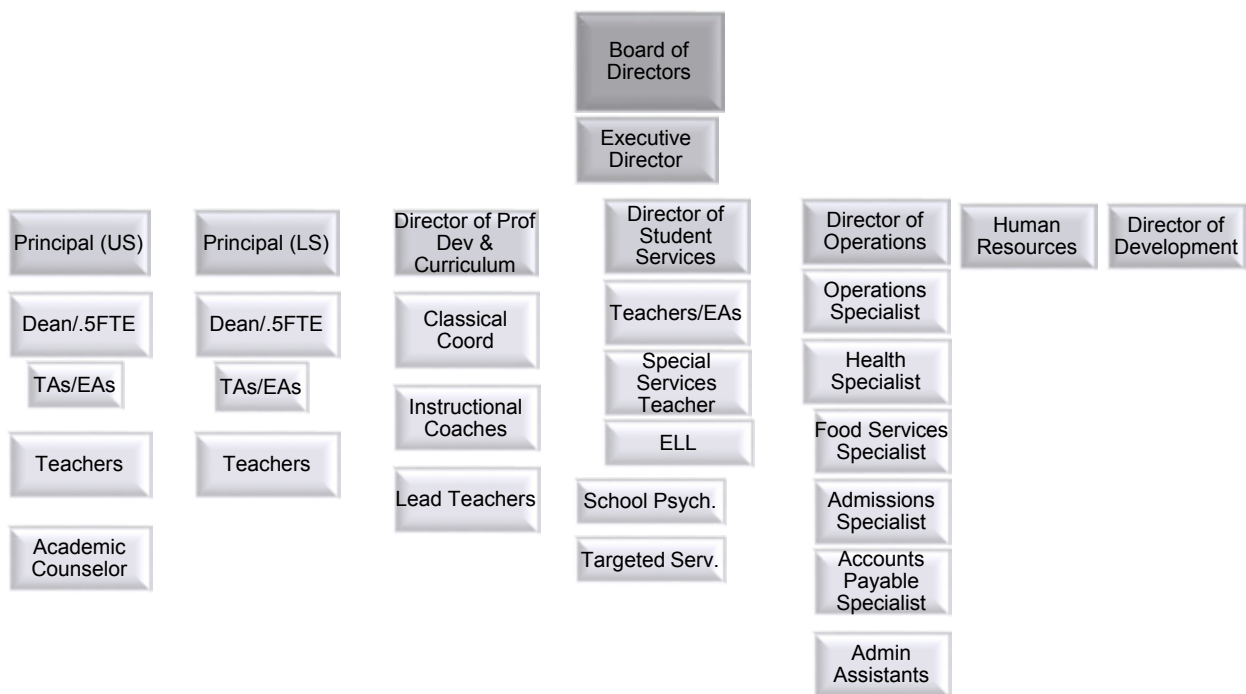
\*Teacher = Licensed teacher employed at the school  
 \*Parent = Parent of student enrolled at the school  
 \*Community Member = Individual who is neither a teacher employed at school nor a parent of student enrolled at the school

NOTE: \*\*The seats held by Tiffany Goedjen, Erica Higgins, Pete Larson, and John Schwartz were extended by one year, to 6/30/2017, by unanimous vote at the Board Meeting held on February 23, 2016.

# GOVERNANCE AND MANAGEMENT

## 2016-2017 Eagle Ridge Academy Organization Chart

### Eagle Ridge Academy



# STAFFING

## Staffing

Eagle Ridge Academy employed 134 staff for the 2016-2017 academic year, 85 of which are teachers and five who are administrators. All teachers were licensed with three teachers on a variance for specific content areas. Eagle Ridge Academy employed 11 operations staff and 33 student support staff.

<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>License Number</b>	<b>Date Hired</b>	<b>Not Returning</b>
Alvarez	Emily	Teacher	487855	03/07/2016	
Anderson	Sarah	Teacher	440572	08/22/2011	
Baier	Melanie	School of Grammar Principal	393553	08/01/2012	X
Bartow	Anne	Teacher	431652	08/16/2016	
Basic	Laurie	Teacher	489369	08/23/2010	
Bergeron	Jessica	Teacher	423628	08/18/2008	
Bertness	Jody	Food Services Specialist		09/27/2016	
Bloomgren	Susan	Director of Classical Curriculum & Professional Development	438926	08/23/2010	
Boegel	Melissa	Teacher	434538	08/25/2008	
Boegel	Neal	Building Substitute	466974	10/19/2015	
Bradley	Mary	Teacher	256443	08/23/2010	X
Brandt	Paul	Paraprofessional		09/06/2016	X
Brennan	Colleen	Teacher	410975	08/18/2014	X
Busch	Katherina	Teacher	475591	08/16/2016	X
Carlson	Sarah	Teacher	462561	08/15/2012	
Christenson	Margie	Educational Assist.	493980	08/18/2014	
Clapero	Daniel	Teacher	414336	08/20/2007	
Combs	Melanie	Paraprofessional		09/06/2016	
Conner	Karen	Facilities Specialist		04/19/2007	
Cornelius	Mary	Communications Specialist		05/23/2016	
Cornelius	Donna	Educational Assistant		08/16/2016	
D'Alessandro	John	Teacher	443470	08/24/2009	
D'Alessandro	Danielle	Educational Assistant		08/23/2010	
Demakis-Haustein	Julia	Teacher	455179	08/13/2015	
Dill	Elizabeth	Teacher	461526	08/16/2016	
Een	Emily	Teacher	494399	08/16/2016	
Emerson	Angela	Playground/ Lunchroom Assistant		09/19/2016	
Erickson	Leslie	Teaching Assistant - Library	179498	08/16/2016	
Feist	Katherine	Teacher	495288	08/16/2016	
Feitz	Katherine	Speech Language Pathologist	497861	08/16/2016	
Galgano	Eileen	Educational Assistant		08/16/2016	
Gareis	Angie	Assistant Teacher	480055	08/16/2016	

# STAFFING

<b>Last Name</b>	<b>First Name</b>	<b>Position</b>	<b>License Number</b>	<b>Date Hired</b>	<b>Not Returning</b>
Gerber	Molly	Health Office Specialist		09/01/2008	X
Gerheart	Janice	Admissions Spec.	430611	08/23/2010	
Gillitzer	Nicole	Teacher	433990	08/23/2010	
Gizzi	Anna	Teacher	490208	08/16/2016	
Goedjen	Tiffany	Teacher	423314	08/23/2010	
Gordon	Mandee	Teacher	419560	08/16/2011	
Grabanski	April	Teacher	397151	08/23/2010	
Grandberry	Linda	Playground/ Lunchroom Assistant		12/12/2016	
Guelich	Robert	Teacher	418664	10/22/2004	X
Guetzkow	Kayley	Educational Assistant		10/06/2016	X
Gullman	Daniel	Playground/ Lunchroom Assistant		03/28/2017	X
Higgins	Erica	Teacher	460576	02/19/2013	
Hjerpe	Jennie	Educational Assistant		08/24/2015	
Hoffman	Riley	Teacher	446638	08/22/2011	
Hopper	Sarah	Teacher	474403	08/16/2016	
Hopper	Lisa	Teacher	482233	08/17/2015	
Horsman	Janet	Educational Assistant		08/16/2016	
Hudak	Ashley	Teacher	454486	08/16/2012	
Hunke	Jacqueline	Teacher		10/06/2016	X
Jambunathan	Sangeetha	Teacher	489093	08/13/2015	
Jensen	Mitch	Teacher	324878	08/23/2010	
Jensen	Matthew	Educational Assistant		05/02/2011	
Johnson	Lisa	Teacher	344055	08/27/2004	
Johnson	Leiha	Teacher	385831	09/15/2014	
Johnson	Erin	Dean of Students	417567	08/27/2004	
Kaiser	Melissa	Teacher	429868	08/16/2016	
Katzner	Katie	Teacher	426762	04/09/2013	
Kelash	Christine	Teacher	406419	08/18/2014	
Klute	Wendy	Guidance Counselor	474520	09/05/2013	
Koehler	Stacey	Teacher	377247	08/16/2016	
Kruschke	Jami	Teacher	451892	08/16/2016	
Kuntz	Sarah	Paraprofessional		08/16/2016	
Lego	Melissa	Instructional Coach	286078	08/22/2011	
Lewandowski	Elizabeth	Assistant Teacher	187123	08/22/2011	
Lutz	Derek	Teacher	491099	08/16/2016	
Lyon	Kari	Human Resources Manager		09/14/2015	
Lysne	Sara	Paraprofessional		08/16/2016	
MacLennan	Stephen	Teacher	469505	08/17/2015	

# STAFFING

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>License Number</u>	<u>Date Hired</u>	<u>Not Returning</u>
Madigan	Missy	Teacher	448096	10/26/2009	
Magnuson	Jeffrey	Teacher	470625	08/16/2016	
Martin	Dilek	Administrative Assistant II	443938	08/22/2011	
Meier	Brian	Teacher	434985	09/02/2011	
Melendez	Kristin	Assistant Teacher	445074	08/18/2014	
Mills	Michelle	Teacher	426709	08/22/2011	
Molnar	Emily	Teacher	487514	08/17/2015	
Murray	Clare	Teacher	452069	08/18/2014	
Murray	E. Matisse	Teacher	474387	08/26/2013	
Myers	Marcy	Teacher	437680	08/16/2016	
Nimchuk	Sarah	Teacher	415020	08/23/2010	X
O'Brien	Daniel	Teacher	313520	08/16/2012	
Olson	Christopher	Teacher	466354	08/16/2016	
Orning	Pamela	Paraprofessional	360608	08/16/2016	
Ortgies	Kelsey	Teacher	462948	03/19/2012	
Osmundson	Krista	Teacher	406447	11/23/2010	
Palm	Heidi	Teacher	448032	08/23/2010	
Paster	Krista	Teacher	372106	08/18/2014	
Peitz	Jennifer	Teacher	343804	08/15/2012	X
Peterson	Kristine	Teacher	460661	08/16/2016	
Pitman	Ann	Paraprofessional		08/20/2013	
Powell	Erica	School of Logic & Rhetoric Principal	421409	07/01/2012	
Ralston	Katie	Educational Assist.		08/16/2016	
Rau	Amy	Teacher	445816	08/23/2010	
Rees	Melanie	Paraprofessional		08/16/2016	X
Rockcastle	S. Austen	Teacher	461465	08/17/2015	
Sahli	Karen	Teacher	417087	08/23/2010	X
Salo	Cathy	Teacher	324764	08/16/2016	
Schelling	Rochelle	Teacher	431392	08/23/2010	
Schiffman	Kelly	Development Director		08/18/2014	
Schloesser	Luke	Teacher	427411	08/19/2013	
Schmidt	Abigail	Teacher	473087	05/14/2013	
Schmitz	Erin	Assistant Teacher	422455	08/18/2014	
Seal	Sara	Teacher	440531	08/24/2009	X
Seeley	Katie	Teacher	466012	08/16/2016	
Sheppard	Heidi	Assistant Teacher	462752	02/21/2017	
Shetty	Pooja	Educational Assist.		11/11/2015	
Shold	Victoria	Paraprofessional		11/7/2016	
Simons	Linnæe	Educational Assist.		08/24/2016	
Smith	Hudson	Educational Assist.		08/16/2016	X
Soash	Bridget	Teacher	456190	04/20/2016	



# STAFFING

<u>Last Name</u>	<u>First Name</u>	<u>Position</u>	<u>License Number</u>	<u>Date Hired</u>	<u>Not Returning</u>
Soerens	Shannoniah	Building Substitute	404684	08/13/2015	
Soetanto	Sarah	SPED Clerk		11/2/2016	
Sommers Tillotson	Carolyn	Teacher	402139	08/27/2004	
Sorenson	Kelsey	Teacher	469555	11/07/2011	
Stangler	Amanda	Assistant Teacher	491904	08/16/2016	
Strand	Marilyn	Administrative Assistant		05/21/2012	
Sutton	Wade	Teacher	411698	08/18/2014	
Swenson	Samantha	Teacher	454099	08/16/2016	X
Tetzlaff	Kimberly	Teacher	286371	10/05/2015	
Toso	Suzannah	Teacher	434232	08/16/2016	
Trapp	Paula	Playground/ Lunchroom Assistant		01/5/2017	
Tripps	Dan	Teacher	340622	08/22/2011	
Tryggestad	Cathy	Director of Special Services	247763	07/1/2016	
Twetan	Julie	Administrative Assistant II		07/12/2010	
Ulbrich	Jason	Executive Director	379277	07/01/2012	
Vacinek	Christopher	Teacher	448680	08/16/2016	
Vang	Kou	Paraprofessional		09/19/2016	
Walker	Dan	Teacher	239881	08/23/2010	
Walker	Kirsten	Teacher	282356	08/22/2011	
Ward	Christopher	Assistant Teacher	494509	09/7/2016	
Wegener	Jane	Teacher	460778	08/23/2010	
Williams	Sandee	Teacher	403115	08/25/2011	
Wolf	Rebecca	Teacher	343514	08/16/2016	

For the 2016-2017 academic school year, the student to teacher ratio was 14:1.

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

We will have 153 employees for 2017-2018. We are adding an Assistant Principal 6-12, Administrative Assistant, School Nurse, and a School Psychologist Intern. An Assistant Principal K-5 is replacing the Dean of Students position, and an Academic Director is replacing the Director of Classical Curriculum and Professional Development position.

# STAFFING

## Staff Retention

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

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Percentage of Teachers Retained	59%	73%	59%	79%	91%	85%	96%	84%	90%	94%	93%	94%
Percentage of All Staff Retained	NA	NA	NA	NA	NA	NA	NA	86%	91%	89%	92%	97%

The Eagle Ridge Academy Strategic Plan Metric of Success states that 80% of faculty who receive a recommendation for contract renewal will return to teach at Eagle Ridge Academy the following school year. **97% of faculty offered a contract agreed to return for the following school year.**



## Finances

Eagle Ridge Academy ended the year with many financial successes. Eagle Ridge Academy completed FY2017 with over a \$500,000 surplus in a year of expansion. The Fund Balance Percentage has increased 5% since FY2012. This is after four years of consistent declines in the Fund Balance Percentage. Eagle Ridge Academy's School Board has set goals in the Strategic Plan:

1. Eagle Ridge Academy will operate from a sound financial position that does not require short term borrowing. **No short term borrowing was used in the years 2013-2017.**
2. Eagle Ridge Academy will create and maintain a fundraising strategic plan in order to reach a 20% fund balance by FY 2020. **The anticipated Fund Balance is over 20% by 2019-2020.**
3. Eagle Ridge Academy will produce and maintain facilities to support the long term academic programming needs of the school. **The Eagle Ridge Academy Affiliated Building Corporation purchased and remodeled a 210,000 square foot facility to meet strategic growth to 1,600 students.**

The audit for 2016-2017 is in progress, and we anticipate a clean audit with no material findings. Eagle Ridge Academy received the 2016 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, Director of Operations, and our business consultant from Bergan KDV. The Board Treasurer provides a monthly report to the Eagle Ridge Academy School Board.

# FINANCE

	FY 2017 Amended Budget	FY 2017 Unaudited	FY 2018 Estimated Budget
<b>ADM</b>	<b>1,217</b>	<b>1,217</b>	<b>1,418</b>
<b>REVENUE</b>			
State	\$ 11,672,536	\$ 11,531,425	\$ 13,651,421
Federal	\$ 720,085	\$ 611,670	\$ 507,100
Other	\$ 254,232	\$ 192,937	\$ 323,400
Donations	\$ 267,785	\$ 257,240	\$ 227,300
Food Service	\$ 373,000	\$ 371,383	\$ 447,200
Community Service	\$ 265,500	\$ 244,186	\$ 323,500
<b>Total Revenue</b>	<b>\$ 13,553,138</b>	<b>\$ 13,208,841</b>	<b>\$ 15,479,921</b>
<b>EXPENDITURES</b>			
Salaries/Benefits	\$ 6,214,715	\$ 6,147,032	\$ 7,162,049
Building Lease	\$ 3,067,954	\$ 2,984,844	\$ 3,699,879
Programming	\$ 3,415,028	\$ 2,989,223	\$ 3,239,529
Food Service	\$ 368,093	\$ 361,512	\$ 447,200
Community Service	\$ 265,500	\$ 225,582	\$ 323,500
<b>Total Expenditures</b>	<b>\$13,331,290</b>	<b>\$12,708,193</b>	<b>\$ 14,872,175</b>
<b>SURPLUS</b>	<b>\$ 221,848</b>	<b>\$ 500,648</b>	<b>\$ 607,746</b>
<b>FUND BALANCE</b>			
Beginning Balance	\$ 1,467,245	\$ 1,467,245	\$ 1,967,893
Ending Balance	\$ 1,689,093	\$ 1,967,893	\$ 2,575,639
<b>Fund Balance Percentage</b>	<b>12.67%</b>	<b>15.49%</b>	<b>17.32%</b>

## Fund Balance History and Projections

FY2011 Audited	FY2012 Audited	FY2013 Audited	FY2014 Audited	FY2015 Audited	FY2016 Audited	FY2017 Unaudited	FY2018 Projected*
11.10%	10.30%	10.50%	13.40%	15.80%	16.20%	15.50%	17.30%

\*Projections are based upon expansion

## Overview

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

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

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

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

## Classical Education Development

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

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

The core courses of the *Eagle Ridge Academy Classical Education Teacher Certificate Program* include: Great Books, Latin, Art, Virtue, and History of Classical Education. Eagle Ridge Academy faculty and Classical Co-op members facilitate the core courses when possible. *The Eagle Ridge Academy Classical Education Teacher Certificate Program* consists of eleven courses. Each core course credit is approximately 10 hours of meeting time and includes outside class work. Teachers earn credit upon satisfactory completion. Eagle Ridge Academy teachers will earn a \$3,500 salary increase upon

# CURRICULUM AND INSTRUCTION

completion of the *Eagle Ridge Academy Classical Education Teacher Certificate Program*. Twelve credits are required to earn the *Eagle Ridge Academy Classical Education Teacher Certificate*. Classical Education 101, 201, and 301 are required within two years from the anniversary date of hire.

Virtue and wisdom are inextricably linked components of classical education.

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

## **Trivium**

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

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

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

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

Students in the School of Rhetoric value academic achievement, self-discipline, and always strive to reach their full potential. As students become aware of the interconnectedness among disciplines and observe the truth, beauty, and goodness of our Classical curriculum and virtues, students will be exemplary and knowledgeable citizens who are appreciative of the United States and her unique role in the world.

## Schools of Grammar and Logic

### Core Knowledge

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

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

By specifying the knowledge that all children should share, all students can achieve equal access to that knowledge. At-risk children especially suffer from low expectations, which often translate into watered-down curricula. In schools using the *Core Knowledge Sequence*, however, all children are exposed to a coherent core of challenging, interesting, interwoven knowledge. This knowledge not only provides a foundation for later learning but also defines a common heritage and establishes a common ground for communication and cooperation in a diverse society.

In addition to its specificity, the Core Knowledge curriculum is characterized

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

### Latin

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

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

# CURRICULUM AND INSTRUCTION

analysis. This ability is not subsequently limited to Latin. Latin trains minds to encounter unfamiliar material, whether in science, literature, art, or any other discipline.

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

## **Saxon Math**

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

## **School of Grammar Literacy**

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

## **Writing and Grammar**

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

## **Physical Education, Music, and Visual Arts**

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

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



### School of Rhetoric Courses and Standards

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

In 2016, the Eagle Ridge Academy Board voted to make physics a graduation standard for the class of 2020.

### Eagle Ridge Academy Graduation Standards

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



# CURRICULUM AND INSTRUCTION

## School of Rhetoric Courses

### Humane Letters Sequence:

Foundations of Humanities

9th Grade: Ancient World

10th Grade: Medieval World

11th Grade: Renaissance World

12th Grade: Modern World

### Science:

Biology

Chemistry

Physics

Astronomy I & II

Anatomy & Physiology

A.P. Biology

A.P. Physics

A.P. Chemistry

### Art:

Art History I

Art History II

2D Studio Art

3D Studio Art

Ceramics I & II

Drawing

Printmaking

A.P. 3D Studio Art

A.P. 2D Studio Art

A.P. Art History

### Math:

Geometry

Algebra II

Pre-Calculus

A.P. Calculus

Functions

Algebra Linear and Quadratics

A.P. Statistics

### Foreign Language:

Latin I

Latin II

Latin III

College Latin Prose

College Latin Poetry

College Greek

Spanish I

Spanish II

Spanish III

### Electives and Singletons:

Logic

Rhetoric

Eastern Thought

Economics

Healthy Living

Composition

Creative Writing

Yearbook

Orchestra

Choir

Concert Band

American Government

History of Theatre

Teacher Assistant

**Extracurricular Activities**

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

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

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

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

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



# ACADEMIC PERFORMANCE

## Assessments for 2016-2017

In 2016-2017, Eagle Ridge Academy used assessments to compare proficiency to other schools and to determine students' achievement level, college readiness, and individual growth. The assessments include:

### College Readiness

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

### Grade Level Proficiency

- MCA Test
  - Reading: 3rd-8th and 10th grades
  - Math: 3rd-8th and 11th grades
  - Science: 5th, 8th, and 9th-12th

### Instructional Level and Data Driven Instruction

- Grade and Content Teacher Constructed Interim Assessments—  
All grades
- STEP Reading Assessment (Grades K-3)
- ERB CTP (Grades 2-5)

In the Eagle Ridge Academy mission statement, we are responsible for providing our students with “a traditional, Classical Education that demands their best in academic achievement...” We also provide our students with a rigorous curriculum that exceeds national, state, and local standards. Our students score in the top 2% on the Math Minnesota Comprehensive State Test and top 5% on the Reading Minnesota

Comprehensive State Test in comparison to other Minnesota K-12 public schools.

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

### 2017 MCA Math Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
3rd	86.8	74.1	88.7	73	68.1
4th	81.7	75.3	90.2	68.8	66.7
5th	86.8	69.1	79.5	58.1	57.1
6th	76	66.4	74.8	60.3	55.2
7th	82.7	70.5	76.8	56.2	54.9
8th	70.2	71.7	76.6	60.1	58
11th	70.7	62.7	66.2	47.9	48.3
<b>AVG</b>	<b>79.3</b>	<b>69.8</b>	<b>78.9</b>	<b>61.0</b>	<b>58.4</b>

### 2017 MCA Reading Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
3rd	68.4	67.3	78.2	61	56.5
4th	68.7	74.4	78.9	58.3	56.8
5th	75.9	80.5	83.6	67	67.5
6th	71.7	78.7	81.4	72.7	63.4
7th	81.3	74.9	79.3	65.8	57.5
8th	77	72.1	80.7	67.1	58.7
10th	83.6	73	78.7	53.8	60.3
<b>District</b>	<b>75.3</b>	<b>74.4</b>	<b>80.1</b>	<b>63.7</b>	<b>60.2</b>

### 2017 MCA Science Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
5th	68.2	66.9	71.6	55.5	59.8
8th	71.7	60.7	59.8	49.1	45.7
HS	80	69.2	71.4	52	56
<b>District</b>	<b>73.4</b>	<b>65.6</b>	<b>67.6</b>	<b>52.2</b>	<b>54.2</b>

# ACADEMIC PERFORMANCE

## Math Proficiency Percentage and Gap by Demographic Group

	Free/Reduce Lunch	SPED	ELL
Receiving	50.0	71.4	51.9
Not Receiving	88.6	80.8	81.5
Gap	<b>38.6</b>	<b>9.3</b>	<b>29.7</b>

## Reading Proficiency and Gap by Demographic Group

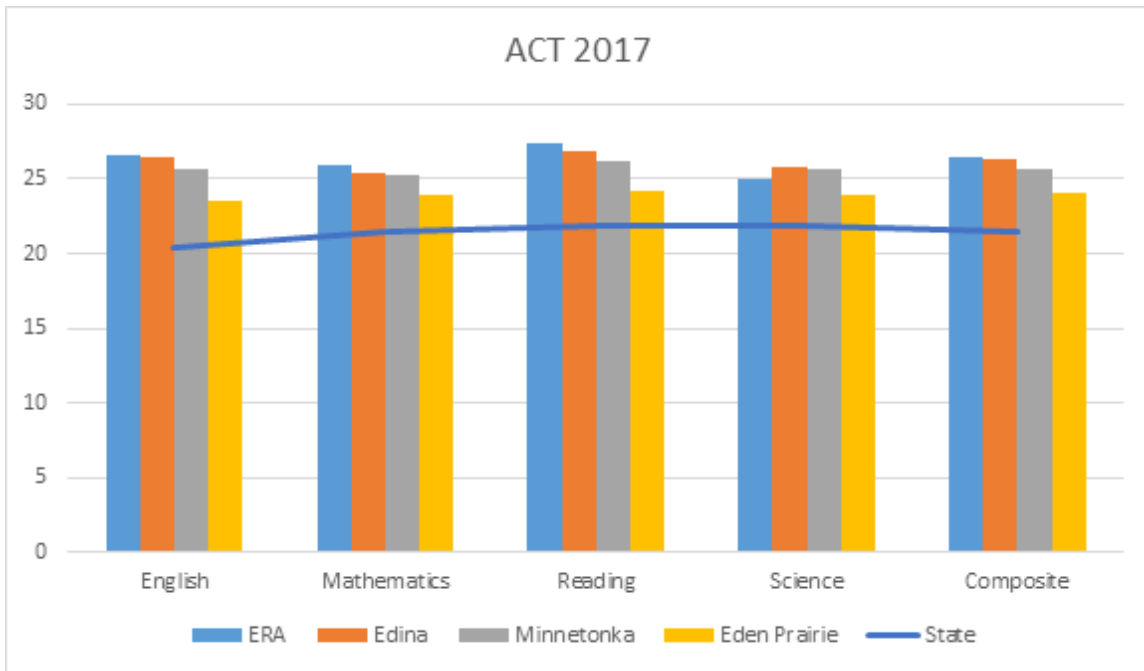
	Free/Reduce Lunch	SPED	ELL
Receiving	40.9	48.6	27.6
Not Receiving	83.4	75.6	76.3
Gap	<b>42.5</b>	<b>27.0</b>	<b>48.7</b>

## College Readiness and Graduation Rate

## Advanced Placement Proficiency and Number of Students Tested

	2014	2015	2016	2017
Number of AP Exams	38	37	49	94
AP Student Exams with a score of 3+	22	21	38	74
% of Total of AP Student Exams with a score of 3+	57.8	56.7	77.5	78.7

2017 ACT Comparison



92% of 11th grade students participated in the ACT. Eagle Ridge Academy saw a slight increase in its overall composite score from 25.9 to 26.4.

The number of students taking AP exams almost doubled from 2016. Ninety-four exams were administered in 2017 as compared to 49 in 2016. We also saw a slight increase in the number of students scoring a 3 or higher. 78.57% of students scored a 3 or higher in 2017 as compared to 77.5% in 2016. The 2017 results were of students who took AP Biology, AP Chemistry, AP Art History, AP Calculus AB, AP Language and Composition, AP Literature and Composition, AP Statistics, AP Macroeconomics, AP Physics, and AP Spanish. The 2016 results were of students who took AP 2D Studio Art, AP Physics, AP Art History, and AP Calculus.

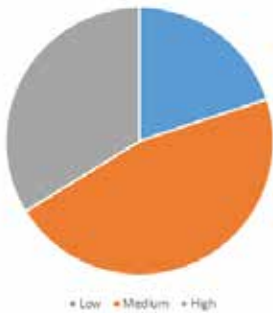
Four Year Graduation Rate

Year	Number	Graduation Rate
2010	23	79.30%
2011	28	73.70%
2012	30	85.70%
2013	24	80.00%
2014	31	77.50%
2015	48	92.00%
2016	47	87.00%
2017	48	81.30%

# ACADEMIC PERFORMANCE

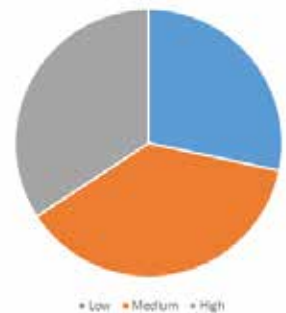
## Academic Growth for 2016-2017

Math Growth Level



Math Growth Level	Count	Percent
Low	91	20.0%
Medium	211	46.3%
High	154	33.8%

Reading Growth Level



Reading Growth Level	Count	Percent
Low	120	26.3%
Medium	159	39.2%
High	145	34.6%

Eagle Ridge Academy achieved a higher growth rate than area schools within Eden Prairie and Edina and also achieved a higher growth rate than the state average.





## World's Best Workforce 2016-2017

1. 90% of the graduating class of 2018 will graduate within four years. **81% of students graduated within four years in 2017.**
2. 80% of the graduating class of 2018 will attend post-secondary school the following school year. **95% of the graduating class of 2017 had plans to attend post-secondary.**
3. The proficiency gap between the nonblack and the black students enrolled October 1 in grades 6-8 and 11 at Eagle Ridge Academy-Upper School using all state math accountability tests (MCA and MTAS) will decrease from 19.6% in 2016 to 17.6% in 2017 by increasing the proficiency rate of the groups as follows:
  - Nonblack students from 86.3% in 2016 to 88.3% in 2017 and
  - Black students from 66.7% in 2016 to 70.7% in 2017. (Note: The increase here needs to be greater than the increase for the HIGHER ACHIEVING STUDENT GROUP.)
  - **NOT MET: 47.8% of black students were proficient of the MCAs. 81.1% of nonblack students were proficient on the MCAs.**
4. The proficiency gap between nonblack and black students enrolled October 1 in grades 3-5 at Eagle Ridge Academy using all state reading accountability tests (MCA and MTAS) will decrease from 32.3% in 2016 to 29.3% in 2017 by increasing the proficiency rate of the groups as follows:
  - Nonblack students from 94.8% in 2016 to 95.8% in 2017 and
  - Black students from 62.5% in 2016 to 66.5% in 2017. (Note: The increase here needs to be greater than the

increase for the HIGHER ACHIEVING STUDENT GROUP.)

- **NOT MET: 29.8% of black students were proficient on the MCAs. 79.5% of nonblack students were proficient on the MCAs.**

## Student Supports to Meet Year End Goal

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

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

## Equitable Access to Excellent Teachers

Eagle Ridge Academy uses measures when placing teachers with students and determining student class lists. Eagle Ridge Academy believes that experience of teachers is an important factor in determining teacher excellence; however, it is only one

# WORLD'S BEST WORKFORCE

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 Ride Academy also works hard to have heterogeneous class lists. This prevents teachers from having an overload. Within the first six weeks of a semester, the Student Support Team evaluates student performance both academically and behaviorally. Some changes to classroom assignments or in class supports will be modified.

## **Communication of Charter School Offerings to Targeted Groups**

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

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

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

# OPERATIONAL PERFORMANCE

## **Authorizer**

Eagle Ridge Academy has been authorized by Friends of Education since 2004. Friends of Education has the responsibility to oversee Eagle Ridge Academy's contractual compliance with Friends of Education and applicable laws including the Academy's fiscal, operational, and student performance. Friends of Education conducts annual site visits and monitors student testing. The Authorizer may be contacted at: Friends of Education, 200 East Lake Street, Wayzata, MN 55391. Contact information for Eagle Ridge Academy's Liaison is R.E. Topoluk, Executive Director of Friends of Education, 952.745.2717.

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

## **Compliance with Applicable Laws and MDE Reporting**

Eagle Ridge Academy complies with all applicable laws and seeks counsel to ensure compliance. In 2016-2017, 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: six fire

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

## **Transportation**

In 2016-2017, Eagle Ridge Academy provided daily transportation in the form of contracted busing services to approximately 882 students (65%). Eagle Ridge Academy provides bussing in various parts of the southwest metro area on 14 routes. The cities served are: Bloomington, Chanhassen, Chaska, Crystal, Eden Prairie, Edina, Hopkins, Maple Grove, Minnetonka, New Hope, Prior Lake, Richfield, Robbinsdale, Savage, Shakopee, St. Louis Park, and Wayzata. Students who do not reside within the Hopkins Public School District paid a transportation fee for this service.

## **Strategic Plan Implementation and Strategic Dimensions**

Over the 2016-2017 school year, the Board of Directors worked collaboratively with the school administration to develop the Strategic Dimensions. The Strategic Dimensions provide administration with the Board of Directors' vision in the areas of physical environment, operations, faculty and staff, curriculum and instruction, community, and finances.

**Strategic Growth**

Eagle Ridge Academy currently has a waitlist of nearly 475 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	170	42	54	22	63	17	0	69	14	14	3	2	2	472

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

**Facilities**

Eagle Ridge Academy occupied the first floor, approximately 180,000 square feet, of the building at 11111 Bren Road West, Minnetonka, MN 55343.

Over the course of the 2016-17 school year, Eagle Ridge Academy remodeled an additional 40,000 square feet on the second floor of the building located at 11111 Bren Road West, Minnetonka. The remodel included the addition of nineteen classrooms, a fitness center, computer lab, walking track, auditorium, conference room, office space, and athletics fields.

# INNOVATIVE PRACTICES AND FUTURE PLANS

## Implementation for 2017-2018

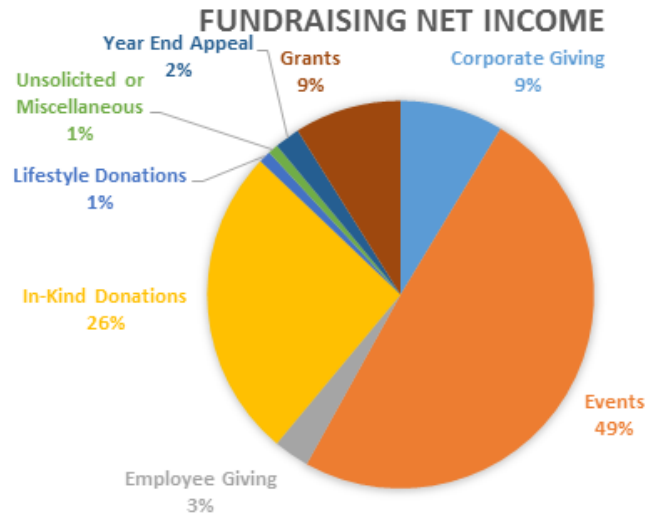
### **Building Literacy and Closing the Gap**

The addition of 400 students in the 2016-2017 school year presented challenges in adapting new students to the curriculum and rigor of Eagle Ridge Academy. In response to this challenge, The Academy will be increasing support services for students and resources for teachers to increase literacy skills in students in an effort to close the achievement gap. Eagle Ridge Academy will have a full time Literacy Specialist and an additional English Language teacher that will provide pull-out instruction to students significantly behind grade-level. This teacher will also serve as a resource to teachers to help build their instructional repertoire in order to increase student achievement. Teachers will focus their efforts in PLCs and school-wide professional development on strategies to increase vocabulary and comprehension skills across content areas in order enhance learning.



# REPORT FROM OFFICE OF DEVELOPMENT

Eagle Ridge Academy  
Fiscal Year 2016–17



	Revenues	Expenses	Net
Corporate Giving	11,799		11,799
Events	94,052	23,039	67,427
Employee Giving	4,071		4,071
In-Kind Donations	35,511		35,511
Lifestyle Donations	1,380		1,380
Unsolicited or Miscellaneous	1,158		1,158
Year End Appeal	2,870		2,870
Grants	12,200		12,200
			<b>\$136,416</b>

The Office of Development at Eagle Ridge Academy has a sole purpose of raising funds for Eagle Ridge Academy. During the 2016-17 school year, Eagle Ridge Academy continued developing its foundation, Friends of Eagle Ridge Academy (FERA), and raised resources to fund Phase II of the Academy's expansion. With the immense growth of the Academy, philanthropy has never been more important. FERA, the funding entity for the Academy, plays an important role in building capacity and sustaining the future of the Academy. FERA will be the recipient of all gifts from families, corporations, grantors, and community gifts, and will disburse funds to the Academy. FERA is a certified 501(c)(3) entity under the Internal Revenue Code and is qualified to receive tax

deductible donations, bequests, gifts of stocks and real estate, transfers, and in-kind gifts, and is classified as a private foundation for its sole beneficiary, Eagle Ridge Academy. It is governed by a Board of Directors, who focus on short- and long-term strategy and planning for the future of the Eagle Ridge Academy.

The 2017-18 events, corporate, and individual giving will help fund new equipment for the activity fields and auditorium (soccer nets, tennis equipment, free weights), additional playground equipment, and cross country and volleyball uniforms, in addition to its primary areas of support:

**Endowment:** Endowment funds are investments to secure the future of the Academy, taking a small percentage of interest each year to fund specific needs, such as major building repairs, additions, or capital projects.

**Teacher and Staff Development:** This includes Trainings, Masters and higher level degree programs, and professional development.

**Student Scholarships:** This includes college scholarships.

**Capital Projects:** This includes specific building projects necessary for growth of school.

The 2016-17 school year was filled with events, appeals, and grant development, and funds raised supported the building of the auditorium, green space and activity fields, fitness equipment, student scholarships, and the start of our endowment. Funds raised for these important projects were a result of three events (Gala, Donut Dash 5K, and Golf Tournament), ERA employee giving contributions, matching gifts through corporations, and grants. We are pleased with the positive response and generosity from everyone involved.

The Academy was fortunate to receive more than \$30,000 in in-kind donations, which greatly reduced the amount of resources Eagle Ridge Academy had to spend on school supplies, office equipment, books, furniture, raffle and silent auction prizes, food, sports equipment, classroom materials, and many other items.

## Looking Forward

The Eagle Ridge Academy community will experience many changes in the 2017-18 school year, including Alumni Association activity, corporate partnerships, and three main events: the Fall Gala for the Gryphons, Donut Dash 5K, and annual Golf Tournament.

We are privileged and grateful for the generous gifts and financial contributions given to Eagle Ridge Academy, which directly benefit the students.

## Getting Involved

Friends of Eagle Ridge Academy has many opportunities to show support:

- Join an event planning committee.
- Ask your employer to support or sponsor an event.
- Contribute
  - 100% Tax Deductible Financial Gift
  - Consider Monthly Giving—it breaks your larger gift up into manageable monthly payments
  - In-kind donation to an event
  - Through an employer's Matching Gift Program or Volunteer Gift Match

For more information on how you may support Eagle Ridge Academy, please visit [www.eagleridgeacademy.org](http://www.eagleridgeacademy.org) or call 952-746-7760, ext. 1107.

# NOTES





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ACADEMY