

Eagle Ridge Academy

Board of Directors 2014

Voter Information Guide

The Eagle Ridge Academy “Voter Information Guide” is designed to acquaint the Eagle Ridge Academy community with the candidates for the Academy’s Board of Directors. The candidates’ responses to a questionnaire are presented below. Also, please plan to attend the Candidate Forum on Thursday, April 24th at 7:00 P.M. at Eagle Ridge Academy’s Commons.

As you consider the strategic needs of Eagle Ridge Academy, please keep in mind the following items when voting.

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.

Needs of the Board

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

- Commitment to the Academy’s Classical curriculum including the use of Core Knowledge, Saxon math and the Great Books Academy
- Awareness of development, fundraising, and funding sources
- Understanding of real estate and facilities management
- Knowledge of banking and financial issues
- Understanding of legal and government policy
- Background in human resource management
- Understanding of marketing, public affairs, and communications

The Election

You will be voting for seven directors. Three of the director seats are designated for Eagle Ridge Academy teachers, and four seats are designated for parents and community members. Voting information, along with unique usernames and passwords, will be emailed to all members on April 25th, 2014. If a paper ballot is the only means by which you are able to vote, please contact Missy Madigan for more information.

Many thanks in advance for participating in this election!

With Respect,

Missy Madigan, Election Coordinator
On behalf of the Eagle Ridge Academy Board of Directors

The Candidates

Mrs. Erica Higgins

Eagle Ridge Academy Teacher



1) Why are you interested in serving on the board of directors?

During my short tenure as a teacher at Eagle Ridge Academy, I have found a school that is fully dedicated to student learning and achievement. It would be an honor to serve as a member of the Board of Directors through which I could have a small part in the decisions that will directly impact our student body and the quality of their education.

2) What personal qualities, experience, and expertise would you bring to board work?

I have been a member of several professional organizations that will directly correlate to the work I would be doing with the ERA Board of Directors. While I attended the University of Toledo for my bachelor's degree, I served as both secretary and vice president of membership of the Beta Rho chapter of Kappa Kappa Psi, a co-ed service fraternity charged with serving the University's band and orchestra programs. The organization used Robert's Rules of Order during all meetings. We would set up for concerts, hold fundraisers, maintain University instrument and sheet music inventories and transport equipment for all performances. After two years of teaching, I attended the University of Akron for a master's degree in music education. I was a graduate assistant for the music education department, which gave me more experience with 'behind-the-scenes' planning and preparation of the education process.

Whenever I choose to do something, I put in my full effort. I look at decisions from many different angles and always have in mind the best possible education for our students. Having an arts background is a unique perspective that could bring new light into the decision making process of the Board. Since Classical Education prides itself on a high level of emphasis in the arts, I can ensure that voice will be heard but will also prioritize the needs of our students beyond just their arts education.

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

Our school has chosen the Classical model for education for a reason. I believe it can be a challenge to maintain our vision during an era of education requiring so much from our students and teachers. I believe we should continually ask the question "is this Classical?" and not allow that structure to deplete over time. We should also continue to pride ourselves in a rigorous curriculum and high academic standards of our students. It is because we hold our student to such a high standard that they are able to perform incredibly well outside of ERA.

4) What issues need to be addressed by the board of directors in the next few years?

If we are truly a college preparatory school, I would like to find ways to attract and retain a higher number of students at the high school level. The possibility of expansion is a major issue that will hold the attention of the Board for quite some time. With that 'big decision' will come many small ones, such as what course offerings should be added. I believe careful consideration must be given to all decisions, big or small. I would also like to see a continued dedication to revising the student handbook to accurately reflect the intentions of the administration. If a policy is written and we ask students to abide by those expectations, the policy should be enforced with the same level of expectation.

5) How would you evaluate if ERA is delivering its intended mission?

I believe ERA is providing a demanding and rigorous education for our students, and we continue to challenge all our students to achieve his/her highest potential. I believe we can continue to develop our intentions toward a traditional and classical education beyond what we currently have in place. I believe the character education of the school is strong, but has room to build to a more central part of the education of our students.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

I believe this position should be a true representation of views beyond my own. I should be one voice that represents many. Of course my own voice and my own opinion is part of that voice, but I will work hard to be an honest representation of a portion of the Eagle Ridge Academy community. I also enjoy seeing all sides to every argument prior to making my own decision, so I will listen closely to all members of the board and community, even if their views may reflect my own.

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

Eagle Ridge Academy is a school that requires a high level of academic dedication. It challenges students to not only be competitive academically but morally. Eagle Ridge Academy teaches the whole student and creates an environment conducive to becoming a life-long learner. Each student will discover his or her greatest potential at Eagle Ridge Academy.

Mrs. Michelle Mills

Eagle Ridge Academy Teacher



1) Why are you interested in serving on the board of directors?

While I have a background in working in a classically designed curriculum, I have the experience that can contribute and guide the direction of the Board of Directors. As part of the lower school, I believe it is important to have a voice in the growth of the school. I would be very interested in assisting the board to continue its mission as a Classical school.

2) What personal qualities, experience, and expertise would you bring to board work?

I bring with me the knowledge of and passion for Classical education. As a participant of the Nova Classical course and an active member of the Eagle Ridge Academy Classical Co-op, I will have a keen eye on making sure that the Academy becomes a master of Classical education. I have the work ethic necessary to fulfill my job with integrity and excellence. I know that I can commit to the Board of Directors with morning or evening meetings. Having been given the opportunity to work with current curriculum, I am prepared to work with curriculum development and other task forces.

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

I believe that education is a partnership between the parents and the school. The school, therefore, is assisting them to fulfill their responsibility in the education of future participants of society. Classical education, then, is a life-long process that our students will be able to apply the tools they have learned here to any situation. I believe it is important to honor the mission of the school to instill this vision to all areas of our school community.

4) What issues need to be addressed by the board of directors in the next few years?

With the possibility of our school replicating itself, it is important in the event that it proceeds, to bring potential staff members on board with the Classical pedagogy we are trying to emulate in our school. I know from experience that the growth of a school will present itself with many challenges. I also believe that even if this possibility does not proceed, the retention of our current staff is crucial to keeping a lasting reputation of a quality classical organization within our community. The Board will need to look at all possible ways to continue to expand the knowledge and skills our staff.

5) How would you evaluate if ERA is delivering its intended mission?

We demand the best of our students in terms of education and behavior. As a teacher, I am constantly monitoring student work and habits to ensure that they are aware of our mission and mindful of our values and pillars. While we track student growth and progress through assessments and teacher observations, we are able to ensure that the choices we are making allow students to show their best and strive to reach their highest potential. We need to select curriculum that challenges all students, including our best and brightest. Our staff too, should be measured by how we model and transmit the pillars we teach. These are meant to guide our decisions and help us view issues through a Classical lens.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

All viewpoints need to be considered as well as their intentions. These would be welcomed and encouraged to help keep the mission in focus. I know that each person brings with them a perspective that has particular skills and experiences that potentially could benefit the mission of the Academy. The overall good of all stakeholders would be the goal when making Board decisions.

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

I feel that the mission and vision of Eagle Ridge Academy is to form our students in all aspects of our human nature to be active future members of society and providing them with the knowledge and understanding necessary to apply informed reasoning as they are faced with importance decisions. This is a process that requires hard work from all invested members of the school community, administration, teachers, parents, and students alike. Most of all, the mission is to help form the character of these students to be disciplined enough to persevere to envision the reward that what they worked so hard to acquire becomes a reality.

Mrs. Tiffany Goedjen

Eagle Ridge Academy Teacher

1) Why are you interested in serving on the board of directors?

I am interested in serving on the Board of Directors, because I would like to serve the community and guide future decisions for our school. I have been an upper school teacher for 4 years and think that I have a good voice for the upper school. I think that my experience working here for the last 4 years at the upper school would give valuable insight for the board.



2) What personal qualities, experience, and expertise would you bring to board work?

I have worked at Eagle Ridge Academy for 4 years in the upper school. I have been a member of the curriculum committee over the last 2 years. I enjoy being a part of that committee to see what we are adding and helping to maintain the classical school.

I have served on boards in the past in several roles and capacities. In college and for a few years beyond college, I was a member of a board that maintained the house that we lived in as college students. There were several renovations done to the house while I sat on the board with major decisions about financing and choices that were available and sticking to codes. In high school, I was the Secretary and later the President of the FFA club at my school. I was a delegate to the Girl Scout Council of Greater Minneapolis for many years both as girl scout and as a leader.

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

I think it is most important to maintain the vision and mission of Eagle Ridge Academy. I think we should continue to strive towards creating students with citizenship, integrity, perseverance, honor, excellence, and respect. I think we should continue to work towards becoming a world-class classical school.

4) What issues need to be addressed by the board of directors in the next few years?

Some of the issues that will need to be addressed include how to maximize the space we have to utilize and keeping the classical focus with the addition of more AP and CIS courses. Another issue to be addressed is continuing to improve the lower school and retaining our wonderful students and staff.

5) How would you evaluate if ERA is delivering its intended mission?

I would evaluate Eagle Ridge Academy by looking at the students that are graduating, looking at the students that are currently here and how they are performing in and out of the classroom. As a teacher I am constantly monitoring students' progress, I am also being monitored through observations.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

I would consider the viewpoints of all parties involved in the decisions that will need to be made for our school. In my opinion it is important to have input from all parties involved when making a decision. I would want to listen to what others have to say and encourage hearing all viewpoints of any particular topic.

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

The vision and mission of Eagle Ridge Academy is to create well-rounded students who have a foundation in Citizenship, Integrity, Perseverance, Honor, Excellence, and Respect. We seek to have a classical school that demands the best in all students in all aspects of their lives.

Dr. Kenneth Greener

Eagle Ridge Academy Community Member

1) Why are you interested in serving on the board of directors?

I have enjoyed serving on the board for the past two years and feel like I could be of further service as the school moves ahead.



2) What personal qualities, experience, and expertise would you bring to board work?

I have a 35 year career in education, a doctorate in Educational Administration and have actually served as the Director of the German Immersion School in St. Paul, as well as the short term Director of ERA in 2004.

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

It is important to maintain a solid educational base, founded on the Classical tradition, assuring students of excellent preparation for whatever the student hopes to do after high school including admission to higher education or wherever their career choice takes them.

4) What issues need to be addressed by the board of directors in the next few years?

The future of the school: size, curriculum, continued emphasis on the classical tradition and emphasis on the hiring of quality staff, faculty and administration. From the standpoint of the Board of Directors – continued transparency and direct communication of its goals.

5) How would you evaluate if ERA is delivering its intended mission?

Low turnover of students and faculty, standardized test scores, successful transition of students to post-high school plans and careers.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

Listening to the input from all of these groups is crucial to the success of ERA. However, there might be times when the Board will be required to make difficult decisions regarding finances, staffing and possible expansion or reorganization which definitely will not please all parties. Listening to those directly involved with students does provide the Board with excellent insights otherwise not gained. Of course the faculty on the Board itself, as well as the input of the Director, are ultimately the key factors in communication.

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

The mission itself is very clear as it is written. ERA is responsible to welcome interested students and provide a classical education to them which includes the ability to learn from the classical tradition and the masters as well as be able to apply themselves to problem-solving applications to every subject they take. Virtually every subject taught at ERA can benefit from the rigor and high expectations of classically trained teachers, which in turn will prepare them for success in whatever career path they choose.

Mrs. Kathy Oberstar

Eagle Ridge Academy Parent

1) Why are you interested in serving on the board of directors?

I believe in the vision and mission of ERA. This school offers a unique environment for learning; I want to be a part of it. I believe the abilities and experience I have can add value to the board of directors and make ERA an even stronger learning community. In my initial year on the school board, I was able to learn and to begin contributing to the school; I'd like the opportunity to continue that contribution.



2) What personal qualities, experience, and expertise would you bring to board work?

I have served on the ERA Board of Directors for one year as the Treasurer of the Board. Some of my key contributions during this time include: documenting the roles and responsibilities for the

various financial activities of the school, facilitating the strategic planning workshop for the Board of Directors, participating in the review and selection process for a new insurance broker for the school, participating in the contract renewal for the Executive Director, and partnering to form the Finance, Audit, and Development Working Group of the board.

I am an organized efficient leader with strong communication and strategic thinking skills. I am able to bring together diverse groups of stakeholders for a common goal. I can get things done.

For the past 19 years I have been employed by Cargill in various roles working with multiple different businesses to ensure their Information Technology needs have been met. I am currently working in IT Service Management; prior to this I have been in Global Account Management, Business Relationship Management and Business Analyst roles. A common theme with all of my recent roles has been the need to understand diverse business and technical needs, ensure these needs are articulated to a wider audience and then facilitate strategies to ensure the needs are met. As a part of these roles, I have had accountabilities for strategy creation, business planning, process redesign, people management and budget oversight.

Prior to my years at Cargill, I worked in Uganda (Eastern Africa) for 2 years training local agricultural development workers. During this time, I gained experience working cross culturally, facilitating adult education and problem solving in challenging circumstances with very limited resources.

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

I think it is vitally important to maintain the core classical education offered by Eagle Ridge Academy. Parents today have many choices in where they send their children to school. While it may not be the right fit for everyone, I believe it is important for ERA to maintain their commitment to a classical education and to be the best possible classical academy in the area.

I believe it is critical that ERA continue to focus on the pillars of citizenship, integrity, perseverance, honor, excellence and respect. These personal characteristics are equally important – or perhaps even more important – for our children as they grow up into the leaders of tomorrow.

4) What issues need to be addressed by the board of directors in the next few years?

The primary issue facing the Board is continuing to ensure the Mission and Vision of ERA are lived out and supported by every decision we make. In looking all the decisions that might come to the Board – especially if a decision is made to grow the school size significantly – the Board must ensure the Mission and Vision is maintained and supported. By living out the Mission and Vision, we will ensure a great classical education for our children.

In addition, the Board must work to improve the level of engagement with all the stakeholders in this community; we must work to maintain the high level of engagement among our teachers/administration; we must maintain the financial stability of the school, and ensure all legal and authorizing requirements are met.

5) How would you evaluate if ERA is delivering its intended 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.” That’s a lofty goal and one that is challenging to measure! But, I think there are a few key areas we can measure to ensure we’re delivering on the intended mission:

- Traditional, classical education: How closely does the ERA curriculum align to the standards for a classical education?
- Academic achievement: How are our kids doing on the standardized tests? Are our kids learning to think and solve problems?
- Attitude: How do we see our kids demonstrating citizenship, respect, integrity?

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

I believe it is important for all stakeholders to be heard and understood. All of us bring unique viewpoints forward, and, most often, the best solution requires insight from everyone. At the same time, I know realistically, you can't always please everyone, and everyone doesn't always get "their way." My approach is to listen and understand the unique viewpoints and opinions and then to hold those opinions up to the mission and vision of the school to see how they fit against that "ideal" in making decisions.

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

The goal of Eagle Ridge Academy is to use a time tested classical education curriculum to teach our children how to think, learn, solve problems and behave today so they can become the leaders, thinkers and contributing members of society tomorrow. At Eagle Ridge Academy, we believe in the ideals of truth, beauty, and goodness; we believe it is worth pursuing truth, beauty and goodness.

Mr. Pete Larson

Eagle Ridge Academy Parent



1) Why are you interested in serving on the board of directors?

I whole-heartedly believe in the mission and vision of Eagle Ridge Academy and the opportunity we have to help shape the lives of countless students and equip them to change the world for the better. We've made great progress over the years and I would be humbled by the opportunity to continue to serve the Eagle Ridge community as we guide the school further along towards fulfilling its mission.

2) What personal qualities, experience, and expertise would you bring to board work?

In my six years of serving on the Eagle Ridge Board, I have gained valuable experience and knowledge in many areas of charter school governance. I've attended the training mandated by the Department of Education in governance, employment, and finance multiple times. Through my experience on the Board and as President of Bethany Press, I bring a range of skills and expertise in areas such as finance, operations, purchasing, human resources, etc. to the Board.

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

By far, the most important aspects to maintain and even improve are the commitment to the classical education curriculum, the original vision our founders had for this school, and the achievement of our overall mission. These are best accomplished by having a board and administration that understand our mission, are committed to it, and will make all decisions in alignment with our mission and pillars.

4) What issues need to be addressed by the board of directors in the next few years?

One of the top issues we need to address is how we are going to more clearly and completely define our classical education identity in light of the growth we've experienced in both students and staff. We need to ensure that the staff, board, etc. are trained and committed to that identity and then carve it in stone so we won't stray from it in the future. Additionally, we need to establish a long-term goal for the size of the school and map the steps needed to achieve it.

5) How would you evaluate if ERA is delivering its intended mission?

While standardized tests and assessments are valuable tools in providing some insight into the academic progress we are making, they alone are insufficient in measuring our success as they do not encompass the distinctiveness of Eagle Ridge and its mission. We need to hold our students and ourselves to a higher standard. The best way to evaluate whether or not we are delivering on our mission is to examine who we are attracting to the school and why they want to come here, measuring the progress of students in the areas of academics and virtue while they are here, and tracking their impact on the world once they leave.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

The starting point in weighing the opinions of any of our constituents is evaluating them in light of the vision and mission of the school. All other considerations are secondary. Every day, decisions are made that either move us toward or move us away from our mission. The next most important aspect is to hold those opinions up against our pillars to ensure alignment. After that, we need to rely on common sense, legal and financial considerations, and the collective wisdom of the Board as a whole.

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

We provide a truly traditional classical education that instills wisdom and virtue into our students, recognizes the value of each individual, and enables them to become leaders in whatever area of life they are called to serve in.

Mrs. Manisha Datye

Eagle Ridge Academy Parent

1) Why are you interested in serving on the board of directors?

I passionately believe that as a parent and a community it is our responsibility to provide the next generation with knowledge and develop skills necessary to think critically and for themselves, in order to take their place as effective citizens. The school board is responsible for laying the foundation and putting in place the building blocks for students to learn, grow and achieve at the highest level possible. I feel if you want to influence, you need to be participant rather than be an onlooker.



2) What personal qualities, experience, and expertise would you bring to board work?

I think that the essential traits of an effective board member are - ability to think independently, is a strategic leader, collaborates well with people of different background/point of views and drives initiatives in challenging and changing environment. I have 18 years of progressive experience in IT industry with past 13 years in large retail corporation, Target. I have vast experience in managing/executing multiyear complex challenging projects, across multiple teams, and partners across multiple locations.

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

I think that it is most important to maintain ERA's classical style of education. I would place a great deal of emphasis on maintaining some of the key aspects of ERA - instilling the love of learning in the students, building an environment for students to reach their highest academic potential and last but not the least focus on being a better person using the pillars as the mechanism to achieve it. I would also want them to maintain the personal touch of the teacher, student and parent relationship, helping guide the students in a cohesive manner.

4) What issues need to be addressed by the board of directors in the next few years?

- Faculty retention and development
- Retain the vast majority of students through their entire K-12 experience
- Advanced programs and extracurricular activities in particular for high school students
- Building environment for social interactions between students.
- Strengthening communication regarding classical education and college prep among parents

5) How would you evaluate if ERA is delivering its intended mission?

- Federally and state mandated standardized tests
- How many students graduate? How many students complete 4year degree program? How many students get scholarships?
- Define ERA's own standardized tests to check whether curriculum is adequately completed and understood by students.
- Critical thinking, persuasive and independent thinking writing assessment
- Parent/Teacher/Student survey
- Teacher report of the pillar adherence.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

Everyone's opinion is valid and should be given equal weightage but we need to consider the following while making decisions:

- 1) Does it align with schools' mission/vision?
- 2) Does the idea/issue consider individual interest or group at large
- 3) Aligns to the schools long term goals
- 4) How does it benefit?

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

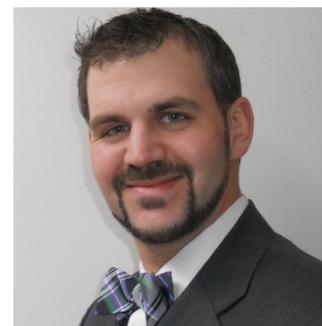
Mission of ERA is to provide the classical education that provides the tools to attain the highest academic potential and exemplified behavior/attitude. Vision of the ERA is instill love for learning and be knowledgeable citizen

Mr. Nicholas Henry

Eagle Ridge Academy Community Member

1) Why are you interested in serving on the board of directors?

I do not have any children, so I am not an Eagle Ridge Parent. However, through my group of friends who are Eagle Ridge Parents, I have learned a lot about Eagle Ridge Academy over the last year. I



particularly appreciate the commitment to academics, ambitious involvement of parents in both the classroom and the behind-the-scenes activities of the school. I served as a foreman on the playground construction project last summer. I loved the idea that Parents and the School both determined a playground was necessary, and then they saw it through to make it a reality.

It was a perfect demonstration of how parents and the school can work together to identify a problem, work out a solution, and then – most importantly – see that solution through to fruition. That serves as an excellent example of how Eagle Ridge approaches everything it does. School and Families working together to give the students the best educational experience they can. I would like the opportunity to be a part of that vision.

2) What personal qualities, experience, and expertise would you bring to board work?

I feel that I am an ideal candidate to serve on the Eagle Ridge Board. While I am not a parent myself, my girlfriend has two children, one currently attending 2nd Grade at Eagle Ridge, and the younger starting Kindergarten in the fall. While they are not my children, they are important to me and so is their education. I want them to have an exceptional education, and Eagle Ridge is an excellent school.

Beyond my personal interest, I have the background and experience which I feel make me a uniquely suited candidate to serve on the Board. I have a background in education, having received a degree in Social Studies Education from Hamline University. While teaching ultimately was not to be my path, I am trained as a teacher and understand how challenging, and how rewarding, being a teacher can be.

I am also a licensed attorney, operating a solo practice in Bloomington. Being self-employed, my time is flexible. More importantly, my skills and experience with the law may be beneficial to the Eagle Ridge Academy board. As an Eagle Scout, I have taken many leadership roles in my life. As such, I feel like I am an excellent candidate to serve on the Board.

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

Eagle Ridge was founded as a charter school to provide a classical education to students who felt as though they were not being properly challenged academically in the public schools. It is natural when success is experienced to lose sight of the foundations that led to that success. I feel that whichever direction Eagle Ridge takes in the future, it must adhere to its founding goals of providing that level of education to the students. I also believe that the involvement of families is one of Eagle Ridge's greatest strengths. I would hope that only grow in importance and involvement in the future.

4) What issues need to be addressed by the board of directors in the next few years?

The most pressing issue facing the board is how to approach the decision of what to do about the recently proposed grant money. I know this has been a hot-button issue recently and I will refrain from opining on the issue here. However the Board and the families decide to handle this, I think that the academic standards established at Eagle Ridge must always be at the forefront of the discussion, and ultimately, the decision. Another issue which the board should address is expanding the opportunities for extra-curricular activities available to the students. Again, academics should always be the number one priority. However, extra-curricular activities are important to developing well-rounded students, and ultimately, more well-rounded citizens. On a personal note, I applaud the efforts to bring more A.P. classes to Eagle Ridge. I would like to see these efforts continue, particularly in the areas of U.S. and World History, Economics, and Sociology.

5) How would you evaluate if ERA is delivering its intended mission?

Academics may best be measured by test scores. However, I personally don't believe test scores tell the whole story. In fact, one of the biggest reasons I chose to not pursue a career as an educator was because I would have entered the field at a time when "Teaching to the Test" was becoming the standard. Students may perform poorly on tests for a number of reasons that are unrelated to their intellect or abilities. Let me be clear: testing is important, but it should not be the only rubric for success. As to Eagle Ridge's performance, surveying the Eagle Ridge community would seem to be the most effective means of getting feedback on satisfaction or dissatisfaction from those who matter most: The parents, the faculty, and especially the students.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

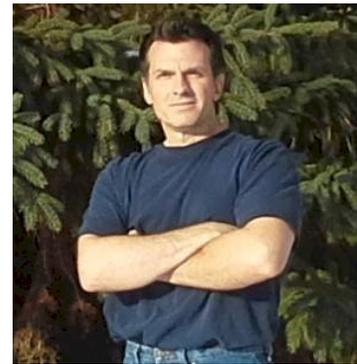
It seems that Eagle Ridge has, from its inception, relied on students, faculty, and families to collaborate and decide how best to approach any problem. Eagle Ridge is more than a school. It is a community. As such, the thoughts and concerns of everyone must be taken into account and given equal weight. However, as with any community, there must be someone - or somebody of people - who are ultimately charged with making decisions. In this case, I believe that is the board of directors. It should be, or should remain to be, the Board's role to bring new issues to the Eagle Ridge community, weigh everyone's input and concerns, and using that input to make the decision which best serves the goals and ideals of Eagle Ridge Academy.

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

I believe that Eagle Ridge exists to bring the goals, rigors, and benefits of a classical education to the modern world. There is much to be gained from the works of those who came before us, and much to be learned about ourselves. To that end, Eagle Ridge has placed itself in an ideal position to carry the message of the ancients to the students of today. To prepare them to face the challenges of the modern world with the lessons passed down throughout history.

Mr. William Wood

Eagle Ridge Academy Parent



1) Why are you interested in serving on the board of directors?

I am interested to serve for several reasons.

- First, I feel parents should be active in the education of their children; I have two kids at ERA. Further, I feel people should be involved in the civic life of their communities.
- Second, I have a background that seems uniquely useful to ERA (see question 2).
- Third, I want to see ERA and classical education succeed; I think this type of education should be available to many more kids than it is today and a success at ERA may serve as a role model for others down the road.

2) What personal qualities, experience, and expertise would you bring to board work?

My background is a mixture of many seemingly unrelated things that I think come together as a very strong offering for the ERA board.

- I'm a parent of two ERA kids. Currently, they are in 4th and 2nd grades.
- My undergraduate degree is in philosophy. My main interest was in the philosophy of science, logic, and the epistemological underpinnings of science, but I am well read in many other areas including metaphysics, moral theory, philosophy of law, etc.

- My original undergraduate intention was to study physics with the goal of becoming an astronomer. I still have a very strong interest in astronomy and other sciences.
- I attended two small, liberal arts colleges (Pomona College in Claremont, CA, and Westmont College in Santa Barbara, CA) and did graduate work at a large, public university (UC Irvine).
- I was a TA at UC Irvine for two years, usually responsible for two classes of thirty undergrads at a time.
- Since 1992, I have built a career in information technology. I have managed projects with budgets up to \$6.5 million, managed releases of over 20 projects, each with its own project manager, and am currently helping to run a \$270 million division of Optum Insight (healthcare data), based in Eden Prairie.
- I've worked to establish mentoring relationships between Optum executives and Eden Prairie high school aged kids and would like to further that.
- I'm a fire fighter for the Eden Prairie Fire Department.
- I believe that physical fitness is integral to a complete education.

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

I am a big fan of E. D. Hirsch, the driving force behind the “What Your X-Grader Needs to Know” curriculum used in the lower school. Classical education is not merely the trivium methodology; it is content-specific curriculum. By using the “X-Grader” content-specific curriculum in the lower grades, ERA provides students with a rich, solid foundation as they progress from the schools of grammar to the schools of logic and rhetoric. It is impossible to understate the importance of this content-specific foundation. (Plus, it blows me away when my daughters come home excited about Cleopatra or Charlemagne or Rachel Carson.)

4) What issues need to be addressed by the board of directors in the next few years?

ERA will face challenges as its understanding of how to implement public, classical education matures. Also, ERA will need to work consciously to build strong community ties amongst its very diverse stakeholders.

5) How would you evaluate if ERA is delivering its intended mission?

As a business person, metrics are important to me: “you get what you measure.” Along those lines, things like test scores, grades, graduation rates, college acceptance counts – these are important. But I would love to be able to evaluate ERA on things like: How many Senators hail from ERA? How many doctors? How many patents did ERA grads generate? How many novels did ERA grads write and how many plays did ERA grads perform in? How many ERA grads made healthy choices for their lives and the lives of their children? How many ERA grads made the world better a place? These are hard to measure, but ultimately, these are the kinds of things that matter.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

All stakeholders should have a voice and should be encouraged to use it. Diversity should be encouraged. Board decisions need to be made by assessing stakeholder considerations and weighing them against ERA’s mission, vision and pillars and the demands of real-world pragmatism.

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

The ERA mission and vision speak about providing students with a classical education. Classical education involves a method, a content, and – perhaps most of all – a set of values. I stand

behind ERA's mission and vision – and pillars – and I look forward to helping ERA interpret how it will implement them in the daily life of the school.

Mrs. Katie Tram

Eagle Ridge Academy Parent



1) Why are you interested in serving on the board of directors?

To be informed of the critical issues facing our school: financial status, student performances, strategic goals, and prudent Advisory Board.

2) What personal qualities, experience, and expertise would you bring to board work?

I have served on tenant association boards at Midtown Global Market where we own a restaurant, Pham's Deli. I am also a Financial Representative with Foster Klima helping families and business owners organize their financials.

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

To ensure operations are within budget and to provide incentive plans for teachers and staff to help retain and recruit talented and qualified teachers guide our children.

4) What issues need to be addressed by the board of directors in the next few years?

How big will the school get? Will it expand or continue to operate in the same building we are in now? How could we learn from other schools similar to us on improving the lunch program so that more families would participate?

5) How would you evaluate if ERA is delivering its intended mission?

The classical education is delivering grammar, logic, and Rhetoric the basics is important and laying a strong foundation from K-12. Although we score above average in Math and Science, our student body could be more diverse.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

Regular emails from the Director and teachers to parents would engage in families with regular updates. Parent involvement could make a huge impact on student learning. If we get more involved parents who regularly engage in school happening, that would be a great value to ERA community.

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

To provide world classical education using the existing resources within the school and community to enrich the student learning experience and challenge their critical thinking beyond the classroom.

Mrs. Amanda Hippe

Eagle Ridge Academy Community Member



1) Why are you interested in serving on the board of directors?

I am eager to contribute to my community through skills-based volunteering. As an Eagle Ridge Academy parent, serving on the Board of Directors would allow me to use my professional skills and experience to contribute to an organization that I personally advocate.

2) What personal qualities, experience, and expertise would you bring to board work?

Personally, I am a self-motivated individual. I enjoy setting goals and seeing them through with hard work and perseverance. I approach decision-making with careful judgment, thorough analysis, and compassion.

Professionally, I hold a Bachelor of Science degree in Finance. As an Internal Auditor, I am experienced in Risk Assessment, Internal Controls, and Business Process Improvement. Effective, concise communication is an essential part of my job, and is vital when corresponding with others on my team as well as with auditees. Prior to Internal Audit, I served as a Member Services Advisor with the St. Cloud Area Association of Realtors. I frequently worked with the Board of Directors as a liaison, and subject matter resource.

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

Eagle Ridge Academy's Mission and Vision Statements are the foundation of the school and should be the basis of consideration for each decision made by the Board of Directors.

4) What issues need to be addressed by the board of directors in the next few years?

The Board of Directors should serve as a functional tool to assist Eagle Ridge Academy and its teachers in carrying out the Strategic Plan. The Board's focus should be on setting policy aligned with the Strategic Plan, and measuring results using benchmarks outlined in the Strategic Plan. Other issues and financial decisions that arise should be handled professionally and timely, with the best interest of ERA students and teachers always in mind.

5) How would you evaluate if ERA is delivering its intended mission?

The core nature of Eagle Ridge Academy's Mission Statement revolves around the academic advancement and social aptitude of its students. I would evaluate the delivery of ERA's Mission first by measuring the students' test scores. Additionally, I would seek input from ERA's teachers and parents, as they have personal insight that test scores cannot bring to light.

6) How would you weigh the various opinions of parents, students, teachers and the Director in making your board decisions?

The Board of Directors is responsible for representing all members of the Eagle Ridge Academy community. The opinions from each role in ERA's community are important, and should be weighed with compassion and professionalism.

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

The mission and vision of Eagle Ridge Academy aim to academically and socially prepare students for both college and global citizenship.