



2021 Board of Directors Election Guide

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

The Overall Function of the Board

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

The Needs of the Board

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

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

The Election

The Board of Directors is made up of six teacher seats and five parent/community member seats. For the 2021 election, you will be voting for 6 candidates:

- Three Teachers
- Two parent/community members

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

Clare Murray – Teacher



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

I am interested in continuing my service on the Board of Directors because I am passionately committed to the mission and vision of the Academy. I believe that Eagle Ridge Academy provides an exemplary K - 12 education for students. A strong, strategic Board of Directors directly impacts that education and I would like to continue to provide a voice to that Board.

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

I have been a teaching member of Eagle Ridge Academy for almost seven years. I know the community, staff, and school culture well. I also am a parent of a current Eagle Ridge first grader and will have a kindergartener next year as well. This allows me to approach problems and issues from a variety of perspectives. I also have leadership experience and am working to complete my Charter School Leadership Certificate from Southwest Minnesota State University. This certificate program has given me a strong understanding of school finance, governance and law, as well as the development of important interpersonal skills for working on teams.

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

Eagle Ridge Academy is a classical, public school. This means that we are committed to continue to offer a strong education rooted in the classical tradition. As a public school, we are obligated to serving all students desiring such education. It is important to maintain both aspects. I strongly believe we can be equitable and accessible to all students while maintaining the classical traditions on which we are founded. Further, I think it will be important to maintain this classical lens as we move to navigate into the technologically driven 21st century. This too is possible, with careful and purposeful planning.

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

The Board of Directors does not currently have an up to date strategic plan. It will be important for the Board to develop a strategic plan to help provide direction for the school. The Board will also need to continue to grapple with and navigate through the remainder COVID pandemic and flexibly, and creatively adjust to protect the best interest of the students and the Academy.

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

The students that graduate from Eagle Ridge Academy are the true testament to the delivery of the intended mission. Are these students prepared to participate and excel as members of society? Do they love to learn? Can they see the truth, beauty, and goodness in the world around them? Are they respectful, open-minded, self-disciplined, and resilient? There isn't objective data around answers to these questions. However, my interaction with many of our graduates have shown that we are on track with many of these things. I think continuing to keep the mission in mind when planning for the future will help to ensure that the answers to these questions are "yes" today and in 50 years.

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

Navigating input from others is the most important and most challenging responsibility for a member of the Board of Directors. This past year has required the Board of Directors to make many difficult decisions, with outcomes that would make people unhappy regardless of the decision being made. However, I have learned that as long as decisions are rooted in the mission, vision, and purpose of the Academy (putting the classical education of students at the forefront of my decision making), that I can weigh opinions to make the best decision possible. I have learned to open-mindedly weigh different ideas and opinions, as well as the needs of the Academy, before making a decision.

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

The mission of Eagle Ridge Academy is to provide students with a classical education that requires them to put forth their best effort in all aspects of their lives. Through this education students will develop a positive, resilient attitude that allows them to become their best selves.

Eagle Ridge Academy will offer a Classical curriculum rooted in the liberal arts that:

- prepares students for their role as citizens of the world
- creates life-long learners
- values hard work, resiliency, and respect
- teaches truth, beauty, and goodness,
- helps students see the importance and impact of their role in the local and global community.

Haley Thompson– Teacher

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



I think there's incredible pride in serving and giving my time to something that I care about. During my time in college, I was not educated in the Classic education models, however, I have found a love for these pedagogy styles during my time here at ERA. The majority of our students flourish in the spiraling curriculum and the deep dives teachers take into the content. My interest in serving on the board is to develop skills I would not have the chance to develop while teaching in the classroom and take an active role in ensuring ALL students have equal, equitable access to a high-quality college preparatory school.

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

When I create my lessons for my art students, one of the first things I consider is, will all of my students be able to access and grasp the lesson's main objective? I have to think about my IEP students, my 504 students, my ELL students, my students that had to take care of sibling the night before and will struggle to stay awake, my students that doesn't believe that they are good at school and struggle to have a growth mindset. I plan for every scenario to ensure that all of my students have access to the best art lesson I can provide them. I will take this same mindset to the board. Listening deeply to what others are thinking and saying, and bring what others are thinking to the board.

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

"prepares students to be exemplary and knowledgeable citizens" "instills a life-long passion for learning;" and "Truth, beauty, and goodness." I wholeheartedly feel like the Classical pedagogy style is what makes our school

unique and prosperous. I have seen great work in the SoG and 6th grade to create lessons that foster students to intrinsically desire to want to learn more. When students find a spark of joy in learning, the rest comes easily and this is evident in how teachers structure their lessons and activities at ERA. The 1st year seminar classes with Missy Madigan did a great job teaching the 7 Law of Teaching and how it connects to our Classical model.

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

"fosters an appreciation for the United States of America and her unique role in the world." When I think of my students, I can identify times in my teaching career when students have communicated to me that they do not feel like they are Americans. These students may come from families who have immigrated here and are 1st generation citizens, or who identify with the ethnic backgrounds more strongly than they do with their American identity. This past year has been like no other and our students watch the news. They saw how people reacted to the George Floyd protests, the Asian harassment due to the pandemic, and vastly different political opinions that came to a head-on Jan 6th, 2021. I am friends with teachers in local districts and they have mentioned how they have been getting emails from admin and their principals on how they can talk openly with students about the events in 2020. They were encouraged to talk about these events with classes to create an open report with students that are finding it difficult to function normally with so many events that were happening in the personal life. ERA has not encouraged its staff to address these events with our students. By addressing and building up ERA's culturally responsive approach, would help our students of Color feel more connected to the American side of their identity and more connected to our school's community.

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

SoG 9.5/10 SoL 7/10 SoR 8.5/10 I feel like ERA is conquering their mission statement except for the last part of it; challenges them to attain their highest potential. It is hard to pinpoint exactly where in the SoL that our mission is slipping away, however, I feel it has to do with *festina lente*. There are groups of students that are able to manage the homework and their at-home life. However, we have groups of students that sink under the weight of the classwork. As a public charter school, we need to ensure that all IEP and ELL accommodations are being met. It sickens me when I hear the excuse "we are a college preparatory school for a reason" Nope, we are here to help all of our students to find success. We lose students between SoG and SoL and then again between SoL and SoR because the needs of our students are not being met. The lower school is rocking it though!

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

Our student population is more diverse than the MN state average (in the SoG). We have many families from across the metro that believe that ERA is the best school for their students to attend and every voice matters. Just like in the classroom, when someone feels like you are listening to them and accepting what they have to say, that person will continue to come to you for help. When a student comes to me with a complaint, I listen to them and do not interrupt them. Once they are finished, I summarize what they said and repeat it back to them to make sure I have the whole picture. If it cannot correct something in the moment, I then will tell them what I plan on doing about the situation. As for weighing input from multiple sources for decision-making on the board, I will ensure that the people I talk to feel heard. Of course, staying unbiased as you take in information is what makes a good representative and a good teacher.

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

Mission Statement: ERA a K-12 Classical Education charter school that serves the Twin Cities metro area. ERA strives to have all students see the Truth, Beauty, Goodness in the world around them while preparing them to be highly functioning members of our society.

Vision Statement: ERA follows Classical pedagogy methods that help guide students to see that:
Each person has intrinsic value,
All people have to contribute to the community,
Respect and trust is the basis of strong interpersonal relationships,
The spark of interest will continue the pursuit of knowledge and personal fulfillment
A single person has talent and intellect.

Matthew Berg –Teacher



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

I am interested in serving on the Board of Directors because I support the mission and the vision of Eagle Ridge Academy and I want to support and direct the mission of the school as it goes forward. I believe that I have a unique and qualified perspective on the role and mission of classical education (explained more later) which will be of benefit to the school. Because I believe in the mission of the school and because I believe that I could be an asset to the school, I feel like I have the obligation to support the school when the opportunity arises.

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

I have an experience in classical education theory and practice which I believe will be beneficial to serving on the School board. In particular, I am convinced of the necessity of Hirsch's "CORE Knowledge" curriculum at the K-8 level and want to support a strong knowledge focus at Eagle Ridge Academy. I would also bring my commitment to freedom of speech and expression to the Board and support the right of all students to speak freely about their opinions on any subject in the School of Rhetoric. In addition to these personal attributes, I would also bring an understanding of contemporary educational theory to the board, including various theories and methods that I believe ERA should look into and, perhaps, avoid.

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

I believe that Eagle Ridge Academy's identity as a "traditional, classical charter school" is the most important aspect to maintain. I believe that traditional and classical charter schools are best equipped to promote educational excellence and reduce the achievement gap over the long term. It is also important to maintain this element because I believe it is the one which will be most disputed over the next 5 years. If there are not members of the Board and faculty who are willing to support this mission, I believe that the pressure to adapt modern ideas of education will be so great, that the core of the school will be eroded.

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

One issue which will need to be addressed by the Board of Directors is the increasingly divisive nature of public discourse and the role of the school in promoting it. The Board of Directors will need to decide what speech is

or is not allowed in a school setting because there will be, I believe, an increased pressure to conform to certain opinions and ban other opinions.

In addition to this, I believe that the fall out and ramifications for the Coronavirus, both financially and on the method of instruction, will need to be discussed and decided upon by the Board.

Finally, I think that there needs to be an increased discussion about academic standards and grade inflation at the school. Not because there are lax standards at the school but because there is an increasing opinion among educators that lowering standards quietly is a best practice.

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

The way in which I would evaluate Eagle Ridge Academy's delivering upon its mission is by asking several questions.

1st: Can students engage in intellectual conversations, with people of very different opinions, respectfully and fruitfully?

2nd: Are students leaving Eagle Ridge Academy with a broad foundation in the facts and literature of Cultural literacy?

3rd: Are student able to successfully apply their knowledge outside of school and after they graduate.

If students are able to answer yes to these questions, I believe that Eagle Ridge is delivering on its intended mission.

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

Enrollment numbers are a key metric in determining the satisfaction of our students and their families. While our mission and vision remains a constant, we must continue to strive to deliver education in a way that is attractive to a broad and ever more diverse community

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

The mission and vision of Eagle Ridge Academy is to provide a solid foundation in core knowledge in traditional subjects to promote student achievement and cultural literacy. It equips students to be able to search for truth, beauty and goodness and challenges them to overcome their own limitations. In addition, it seeks to prepare moral, informed citizens who are able to benefit their country and the world and outside of school. Finally, it promotes and equips students to engage in respectful, yet vigorous debate on many topics while respecting the rights of students to disagree with each other, the texts, or even the instructor. Eagle Ridge Academy creates students who are moral, curious, respectful, and well informed.

Angela Berger– Parent

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

I have enjoyed my first two-year term serving on the ERA Board of Directors. I learned much about how the school is governed but also feel I have more to learn and contribute. I have the desire and energy to continue to serve and use my skills and experience to foster the mission and vision of the school

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

I have served as the Treasurer in my first term and would like to continue to use my background in banking and finance to provide governance and oversight of the financial health of the school. I have also served on other Boards for nonprofit and political organizations and can provide a cross reference of best practices for Board organization and function.

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

The environment and culture that has been cultivated at ERA provides students the opportunity to be surrounded by a love of learning. That is modeled by the staff, administration and older students pass that down to younger students. Learning and growing as a citizen is the focus of maintaining dedication to a Classical curriculum that continues to be the foundation of the excellence we have achieved.

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

The Covid epidemic necessitated real-time and reactive decision making by the Board and administration. The revision of a new 5-year strategic plan was put on hold. Creating a vision for the years to come of what ERA will look like is essential to maintaining our excellence.

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

Enrollment numbers are a key metric in determining the satisfaction of our students and their families. While our mission and vision remain a constant, we must continue to strive to deliver education in a way that is attractive to a broad and ever more diverse community.

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

The Covid epidemic required strong two-way communication between the Board and parents, students and staff. Our Board listening sessions and parent and staff survey processes I believe were adequate to ascertain the desires and concerns. However, there should be more communication between the Board and the students directly.

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

The mission and vision of Eagle Ridge Academy is to use a Classical education curriculum to help their students learn how to learn and become good citizens of the world.

David Croson— Parent

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

I am a proud Eagle Ridge parent of two students in the School of Logic (class of 2025 and 2027 respectively.) I hope that you will support me as a candidate for Director, in which office I would actively represent parents who celebrate ERA's strengths and who are willing to work together to improve the ERA experience for everyone.

You will be able to tell by my other answers that I identify as an optimist who believes that all things are possible with goodwill, cooperation, and a willingness to work together to accomplish shared goals. As a life

principle, I strongly believe in Pay It Forward – and, combining the principles of altruism and generalized reciprocity, constantly look for opportunities to create value in our community through applied expertise, fostering the creation of common values, and mustering targeted effort that uses resources responsibly. ERA can be recognized much more as a seat of scholastic excellence while still providing targeted, sympathetic support for those in our community who seek it.

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

As a professional business educator at the graduate level (and a 25-year veteran of entrepreneurial firms, business scholarship, and collaborative educational ventures) I am quite familiar with strategy, finance, accounting, operations, leadership, negotiations, fundraising and conflict resolution. I believe in analyzing problems from multiple perspectives to come up with creative solutions, combining qualitative and quantitative methods with common sense. I also know how to spend money responsibly to get the most for a given budget, rather than casually disbursing scarce funds in the most convenient or expedient way.

My Classical middle-school education (at the Derryfield School in Manchester, NH and Memphis University School in Memphis, TN) provided a much-appreciated foundation for graduating from a public high school, Penn State and Harvard and continues to inform my teaching, research, and service as a faculty member at the University of Minnesota.

Finally, I value knowledge and learning for its own sake as well as a practical pathway to success in life. You will constantly catch me learning something (whether intentionally or unintentionally) and I genuinely look forward to learning from other experts at ERA and the community at large.

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

- * The Classical focus of education, striving to understand the modern world through studying that which has come before and emphasizing the universality of human experience;
- * The accessibility and acceptance of all community members, as a public charter and as a community of students and parents who wish every ERA student to participate in all that Eagle Ridge Academy has to offer;
- * The pursuit of maximum potential for all students through offering extraordinary and inspirational challenges for those excelling, who will serve as ambassadors of ERA's excellence through their future accomplishments; delivering principled education in abundance to the typical students, who form the bedrock of the ERA student body and contribute mightily to ERA's reputation by their everyday efforts and goodwill; and providing sympathetic yet effective supplementary support and encouragement for strugglers and strivers, who, if properly nurtured and bolstered, will amaze in the future and demonstrate the long-term virtue of caring.

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

While from a parent's perspective I see some areas that seem to be in need of change, an effective Director needs to think from multiple perspectives. I strongly believe that listening is the most important thing a new Director can do.

Some objectives that the Board might support would be to strengthen the arguments for staying at ERA through high school; to refine college and support both broad and solid application strategies for the average college-bound ERA students (who will be well-prepared by their Classical education for all but the most rigorous STEM programs) and ambitious application strategies for top students, who should be nationally competitive for merit scholarships (as are students from top traditional high schools such as Minnetonka and Wayzata.)

These are outcomes, not actions; they must be paired with specific initiatives to bear fruit, which the Board cannot accomplish by itself but by which ERA will be judged. These external judgments underpin ERA's reputation, for good or ill; there is definitely some 21st-century truth to the ancient proverb that "a tree is known by its fruit" [unaquæque enim arbor de fructu suo cognoscitur]. If ERA can both accomplish inclusive scholastic excellence in the Classical tradition and be recognized for it, all of our constituencies can prosper.

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

Issues-based listening being paramount for a first-time Director, data-based listening represents the basis for the effective steering of a charter jewel such as ERA. I suggest a student-household survey, asking for parents' views of both the importance of both ERA's stated mission objectives and that of various metrics (e.g., overall student satisfaction, standardized test scores, specialized knowledge assessments such as the NLE, college placement and merit scholarship statistics, PSAT and SAT/ACT scores, and first-year college GPA) and their perception of ERA's current performance on them. Some direct surveying of students is appropriate as well, to highlight not perennial sore spots (e.g., "math homework is dull") but identify areas of widespread positive desire that an initiative can prioritize (e.g., "I wish we could learn more about modern Asian history.")

Standardized test scores measure only learning outcomes common across schools; they do not (and cannot) measure that which makes Eagle Ridge unique – which, in turn, means that these unique aspects of ERA become discounted, underfunded, abandoned, or forgotten. A focus purely on score improvement homogenizes ERA with every other school in Minnesota -- assuredly *not* the objective of any ERA teacher, student, parent, or school leader.

We must not fail our mission out of lack of knowledge or fear of criticism. The eye-opening first year of results will form the base of a multi-year strategic initiative; in following years, comparisons to starting levels will document the overall effectiveness of ERA's responses and highlight specific improvements in the areas marked for prioritization.

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

Parents, students, teachers, and the Administration are all stakeholders in ERA's success. In the end, that which is best for the students must prevail; it is the Board's responsibility to find solutions that unify, rather than promote division among, these groups of teammates in support of our shared goals and vision. If resource scarcity makes sacrifice inevitable, Board decisions should strive to cushion the impact on those least able to bear the burden, with an optimistic view towards long-term success through sustainable practices rather than becoming captured by an extreme short-term focus as a reaction to adverse circumstances.

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

- * To make accessible and to provide a world-class education based on Classical principles to children of any community members who desire it.
- * To offer the common opportunity to all ERA students to excel in grounded scholarship as students, to assume informed civic responsibility as adults, and to attain a sympathetic understanding of the human condition as community members.
- *To celebrate the differences among ERA students and build upon the students' collective strengths to

shape well-rounded adults, educated both formally by dedicated teachers and informally by their peers, who are prepared to be the heroes and heroines of their own stories, whatever their goals or ambitions. * To demonstrate the continuing relevance and fundamental utility of Classical education elements -- even in a world of electric vehicles, satellite navigation, and virtual reality -- as a touchstone for future cooperation, collaborative decision-making, and respectful recognition of universal humanity. This I believe.

Shanky Krishnan-Parent

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

I believe that a successful school board is responsive and receptive to parents, staff, students, and the community at large, encouraging an open dialog. We are a diverse community and must celebrate that diversity. My efforts as a Board of Director would center on serving all the children in our community; one child is no more important than another

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

I am a respected and results-oriented Information Technology leader with hands-on approach to general management, strategic planning, budgeting, financial oversight, and people leadership. I am also responsible for promoting culture of high expectations and accountable for staff professional development.

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

Classical Education – It is important for the kids to learn the art of why, what, and how.
Uniforms – Reinforces the core foundation of good stewardship -Everyone is equal.
Discipline and manners: Learn good manners and to respect each other

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

How can we offer a successful distance classical education curriculum as part of ERA regular school year?

- Tools
- Staff education
- Finance
- Student engagement strategy

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

This was our first year with ERA: ERA team handled COVID planning, communication, transition, and support extremely well.

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

I would leverage inputs from

1. Online surveys - regular and ad-hoc
 2. Ad-hoc students/teachers/administrators in-person surveys
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In your own words, describe the mission and vision of Eagle Ridge Academy.

1. Challenges students to be academically strong
2. Being good stewards of the community

Elizabeth Longo – Parent

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

I believe very strongly in the Classical Mission and Vision, and as a mother to four students at ERA, I am deeply committed to education--not just knowledge or facts, but of building strong moral character and ethics, through the Pillars of Citizenship, Integrity, Perseverance, Honor, Excellence, and Respect.

Staying the course with our Vision and Mission of a Classical Liberal Arts education at Eagle Ridge Academy gives every student the opportunity for a rich, robust, rigorous education.

Every student is given the opportunity to challenge themselves, stretching and growing not just in academics, but in their moral character within the framework of the Pillars, which will impact themselves, their families, society, and this great nation for generations to come!

As a parent of four teens, all very talented, yet three with varying special needs served through IEPs (Individualized Education Plans), and one who is "typical", I believe I can offer a unique perspective.

If I am able to serve on the Board, it will truly be an honor to have a lasting impact on all our beautiful students and families, preserving and strengthening the Classical Mission and Vision of our wonderful Eagle Ridge Academy for current and future students yet to come.

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

Professionally: The gamut of servant roles under many titles: shift manager at Davanni's working my way through college, daycare aide, studio manager and photographer assistant for a premier wedding and event photographer, to executive administrative assistant to a VP and his department within in a large Fortune 500 company.

Volunteer Experience: Serving my community has always been important, including at a local food pantry in Bloomington, my church Respect Life committee, as a religious education volunteer catechist, as a vacation bible school leader, small group leader, and as our Cub Scout Pack committee chairwoman for several years, and also as a citizen watchdog group in the city in which I live.

Personally: I am blessed to be the wife of a steadfast and kind husband, and mother of four wonderful teen children that have attended Eagle Ridge Academy since Fall 2018.

My greatest vocation of wife and mother--my most treasured, and impactful role, is to raise my children, imparting values and ethics that will build up and edify society, making the world a better place. It is the

hardest and longest role I will ever have, yet the most fruitful, hopefully for generations! Eagle Ridge Academy's Mission and Vision are helping me in my own missions as a mother!

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

I strongly believe that the current Mission and Vision should be maintained, in their entirety.

The Transcendentals of Truth, Beauty, and Goodness, are timeless, steadfast, and vital to our societies and cultures, regardless of the fads, trends, and popular ideas of the day.

In our current time period of history, there is a very strong current, a very strong urge, for institutions, including many schools, to throw away those timeless Truths, to alter History to suit the passions of the day.

Many families are seeking schools that will remain steadfast and true, and "swim" against the current "tide" that is occurring in our societies.

Eagle Ridge Academy will continue to be one of those highly-sought-after schools that shine and spread Truth, Beauty, and Goodness if it as a Classical Academy, remains strong, even in the face of a "Cancel Culture".

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

As we continue to grow and expand, the Board needs to stay committed to the Mission and Vision of the academy.

As our current society and culture continue to experience upheaval and discord, the Board needs to stand strong and firm, committed to the Mission and Vision of the Academy.

As one of my favorite authors, G.K. Chesterton once said: "A dead thing can go with the stream, but only a living thing can go against it."

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

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

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

-Are they good citizens? Do they participate in society to uplift and edify it, or to drag it down?

-Do they have a passion for learning; not just about things, but about people?

-Are they self-disciplined, and do they show respect and integrity towards their fellow citizens?

-Do they value, and do they understand, what actually is Truth, Beauty, and Goodness, and how do they show that in the way they live their lives?

-Do they have respect and appreciate America? Even if they disagree with certain aspects or politics, do they have a deep respect for America, do they understand Her unique and amazing role in the World?

Some of these measurables may be found immediately in the current behaviors and attitudes of the students, and yet, much of these questions will be answered by the way the students live their lives after they graduate from Eagle Ridge Academy.

Sometimes we as people, may "plant the seeds" for "good fruit" but do not always see immediately the results.

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

All the parents, students, teachers, and administration are key stakeholders in our wonderful Eagle Ridge Academy. Each has something important to contribute, and their thoughts, concerns, and ideas have merit. The very fact that they are involved, either as parents, students, teachers, or administration, at our lovely school, shows how invested they indeed are.

They may each have slightly different perspectives on certain issues. All voices should be heard and carefully considered, even if there is disagreement, and we should seek to find common ground whenever possible.

However, does the concern, opinion, idea, or request align with our Mission and Vision, as an academy? Will it edify and strengthen our Mission and Vision, or will it degrade our Mission and Vision?

Ultimately, I would decide based upon my understanding of the Mission and Vision of Eagle Ridge Academy, along with my conscience and moral values, for what is best for the academy, for both current and future students.

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

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

Eagle Ridge Academy educates our students in a Classical Liberal Arts curricula, helping them grow into strong, well-rounded, outstanding citizens and contributors to our great nation and world.

This includes:

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