



Annual Report

2023-2024



*Inspiring Joy in Learning, Citizenship in Action, and
Virtue in Character for More Than 20 Years*

TABLE OF CONTENTS

| | |
|--|----|
| Introduction | 3 |
| 2023-2024 Year in Review | 5 |
| School Enrollment and Student Attrition | 6 |
| Governance and Management | 9 |
| Staffing | 12 |
| Finance | 17 |
| Curriculum and Instruction | 19 |
| Activities | 25 |
| Academic Performance | 26 |
| World's Best Workforce | 30 |
| Operational Performance | 32 |
| Innovative Practices and Future Plans | 34 |
| Dissemination and Marketing Information | 35 |
| Report from the Office of Development | 36 |
| Gryphon Giving Society | 37 |

INTRODUCTION

Vision Statement

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

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

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

Eagle Ridge Academy is delineated into three schools representative of the three stages of the Trivium: the School of Grammar (K-4), the School of Logic (5-8), and the School of Rhetoric (9-12).

Grades four and eight serve a special role as the transitional years: Grade four is the transitional year between the School of Grammar and the School of Logic, and grade eight is the transitional year between the School of Logic and the School of Rhetoric.

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

School Mission

The mission of Eagle Ridge Academy is to engage all students in a time-tested, Classical Liberal Arts education that demands their best in academic achievement and honorable character while challenging them to attain their highest potential.



School of Logic sixth graders had the opportunity to connect with School of Grammar first graders by reading books to them in the school library during National Reading Month in March.

INTRODUCTION

EAGLE RIDGE ACADEMY opened in 2004 with 107 students in grades 6, 7, and 9. Today, Eagle Ridge Academy serves 1,550 students from 29 school districts in kindergarten through grade 12.

The Eagle Ridge Academy Schools of Grammar and Logic have rigorous curricula to ensure high achievement: Core Knowledge Sequence, Amplify CKLA, and Saxon Math. The School of Rhetoric offers a wide variety of Advanced Placement classes, Latin, Spanish, Music, Arts, Math, and the Humane Letters. Along with rigorous curriculum, Eagle Ridge Academy provides small class sizes and professional master teachers, which lead to our students achieving high academic results. Eagle Ridge Academy offers numerous extracurricular activities in cooperation with the International School of Minnesota and other partner schools.

In 2013, 2014, 2015, and 2016 Eagle Ridge Academy students scored in the top 2% of all public K-12 schools on the Minnesota Comprehensive Assessment. For 2017 and 2018 we were still in the top 5%; after having a slight decline in reading in 2017, our state test scores in reading had a significant increase, and in 2019, our math scores had again increased to over 80% proficiency. In 2024, we outpaced the average state test score by at least 15%.

We are proud of our students and staff for their achievements; however, producing graduates who are exemplary citizens and life-long learners is our foremost goal.

ACCOLADES



2023-2024 Year In Review

The 2023-2024 school year was a year of adjusting to new students and staff. While schools throughout the nation attempted to “get back to normal,” at Eagle Ridge Academy, we were determined to take our education and teacher development to the next level.

Eagle Ridge Academy ended the year with our highest enrollment ever of 1,535 students.

Eagle Ridge Academy continued to outpace the average Minnesota school district: this year, by 23% in math, 15% in reading, and 19% in science on the Minnesota Comprehensive Assessments.

Eagle Ridge Academy was not designated as a High-Quality Charter School by the Minnesota Department of Education because we did not receive the finance award.

Our retention rate for teachers in a truly challenging year was 87%.

We also maintained a fund balance of 38% and had an annual surplus of more than \$200,000, while receiving 20% less per student than our neighboring school districts.



At the annual end-of-year district meeting, Eagle Ridge Academy handed out three awards for the first time -- a wooden torch and plaque honoring TWENTY years of service to the Academy. Erin Johnson, Lisa Johnson, and Carolyn Sommers Tillotson were honored for giving two decades of service to the Academy.

SCHOOL ENROLLMENT AND ATTRITION

Eagle Ridge Academy is dedicated to providing a quality education without cost. As a charter school, Eagle Ridge Academy provides a Classical college-prep education for all students. Eagle Ridge Academy follows all Minnesota statutes as they relate to application and admission procedures for public schools. Eagle Ridge Academy does not discriminate in any way.

Enrollment is open to all students residing in any Minnesota school district. Eagle Ridge Academy will accept all applications without question, unless the child does not meet the minimum age requirement for kindergarten as set by the School Board prior to the application period. For the 2023-2024 school year, a child was required to be five on or before September 1, 2023, in order to begin kindergarten.

For the 2023-2024 school year, Eagle Ridge Academy had an open enrollment period from October 1, 2023 to January 15, 2024. All procedures and timing in regard to its enrollment period are posted on www.eagleridgeacademy.org/apply.

All applications are submitted electronically and are date- and time-stamped throughout the process. Eagle Ridge Academy held a public randomized lottery in January of 2024. The lottery is used to determine placement if spots are available in a grade level for the upcoming school year.

Those who are not selected are placed on a waiting list determined by their lottery placement. As permitted by Minnesota Statute 124E.10, Eagle Ridge Academy offers preference to families with currently enrolled students and to children of staff.

In order to get this preference, parents must submit an application during the open enrollment period. Preference is not given for any other reason. Applications received after the open enrollment period are placed at the bottom of the waitlist in the order they are received and are considered on a first-come, first-served basis.

Enrollment History

Eagle Ridge Academy opened in 2004 with 107 students in grades 6, 7, and 9. In 2007-2008, student enrollment grew to 282 students and included grades 6-12. In 2010-2011, Eagle Ridge Academy added two sections of each grade, kindergarten through fifth, with a total enrollment of 567 students. The next year, 2011-2012, a third section of kindergarten through fifth grade was added for a total enrollment of 791 students. In 2016-2017, the Academy added about 400 students, and in 2017-2018, the Academy added another 200. ERA is currently experiencing vertical growth in grades 8-12.

While the increased student population has moved us toward our goal of increasing the number of students in the Upper School, we experienced growing pains in operations, student behavior, and small-school feel.

SCHOOL ENROLLMENT AND ATTRITION

Enrollment Demographics and Geography

Projected Enrollment by Grade Level:

| Grade | 2023-2024 | 2024-2025 | 2025-2026 |
|--------------|-----------|-----------|-----------|
| Kindergarten | 138 | 138 | 138 |
| Grade 1 | 138 | 138 | 138 |
| Grade 2 | 138 | 138 | 138 |
| Grade 3 | 138 | 138 | 138 |
| Grade 4 | 138 | 138 | 138 |
| Grade 5 | 138 | 138 | 138 |
| Grade 6 | 135 | 135 | 138 |
| Grade 7 | 125 | 121 | 125 |
| Grade 8 | 125 | 116 | 125 |
| Grade 9 | 118 | 95 | 110 |
| Grade 10 | 85 | 101 | 100 |
| Grade 11 | 70 | 71 | 90 |
| Grade 12 | 63 | 61 | 67 |
| Total | 1,549 | 1,528 | 1,583 |



Stoles of Strength and Truth were presented to eleven Class of 2024 students who attended Eagle Ridge Academy for thirteen years, from kindergarten through graduation.

Students Attended from 35 School Districts:

| District Name | Enrollment | Total | % |
|----------------|------------|-------|----|
| Eden Prairie | 435 | 1,534 | 28 |
| Hopkins | 254 | 1,534 | 17 |
| Shakopee | 124 | 1,534 | 8 |
| Minneapolis | 118 | 1,534 | 8 |
| Eastern Carver | 98 | 1,534 | 6 |
| Bloomington | 80 | 1,534 | 5 |
| St. Louis Park | 55 | 1,534 | 4 |
| Robbinsdale | 42 | 1,534 | 3 |
| Osseo | 41 | 1,534 | 3 |
| Wayzata | 41 | 1,534 | 3 |
| Edina | 40 | 1,534 | 3 |
| Richfield | 39 | 1,534 | 3 |
| Burnsville | 36 | 1,534 | 2 |
| Minnetonka | 27 | 1,534 | 2 |
| Prior Lake | 26 | 1,534 | 2 |
| Anoka | 18 | 1,534 | 1 |

| | | | |
|------------------|---|-------|---|
| Rosemount | 8 | 1,534 | 0 |
| Columbia Heights | 7 | 1,534 | 0 |
| Centennial | 5 | 1,534 | 0 |
| Lakeville | 5 | 1,534 | 0 |
| Brooklyn Center | 4 | 1,534 | 0 |
| New Prague | 4 | 1,534 | 0 |
| St. Paul | 4 | 1,534 | 0 |
| Jordan | 3 | 1,534 | 0 |
| Belle Plain | 2 | 1,534 | 0 |
| Buffalo | 2 | 1,534 | 0 |
| Fridley | 2 | 1,534 | 0 |
| Roseville | 2 | 1,534 | 0 |
| South St. Paul | 2 | 1,534 | 0 |
| Waconia | 2 | 1,534 | 0 |
| Watertown-Mayer | 2 | 1,534 | 0 |
| West St. Paul | 2 | 1,534 | 0 |
| Westonka | 2 | 1,534 | 0 |
| Elk River | 1 | 1,534 | 0 |
| Farmington | 1 | 1,534 | 0 |

Student Enrollment by Group:

| Subgroup | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|-------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hispanic/Latino | 3% | 3% | 3% | 3% | 4% | 4% |
| Native American | .6% | .6% | .4% | .3% | .3% | .1% |
| Asian | 37% | 38% | 39% | 39% | 37% | 33% |
| Black | 18% | 17% | 20% | 22% | 27% | 32% |
| White | 41% | 37% | 34% | 32% | 33% | 31% |
| Two or More Races | 4% | 4% | 4% | 4% | 4% | 5% |
| ELL | 8% | 9% | 7% | 9% | 7% | 8% |
| Free & Reduced | 20% | 18% | 18% | 14% | 29% | 32% |
| SPED | 6% | 6% | 5% | 6% | 7% | 6% |

Student Attrition Rates

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

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

| Grades | 2018-2019 | 2019-2020 | 2020-2021 | 2021-2022 | 2022-2023 | 2023-2024 |
|----------------------------|-----------|-----------|-----------|-----------|-----------|-----------|
| K not returning to 1st | 4% | 4% | 12% | 11% | 6% | 6% |
| 1st not returning to 2nd | 5% | 5% | 10% | 8% | 6% | 13% |
| 2nd not returning to 3rd | 7% | 8% | 8% | 15% | 5% | 10% |
| 3rd not returning to 4th | 6% | 2% | 14% | 14% | 13% | 11% |
| 4th not returning to 5th | 5% | 9% | 12% | 10% | 14% | 12% |
| 5th not returning to 6th | 8% | 14% | 18% | 22% | 31% | 26% |
| 6th not returning to 7th | 28% | 27% | 22% | 15% | 22% | 16% |
| 7th not returning to 8th | 18% | 16% | 19% | 12% | 14% | 16% |
| 8th not returning to 9th | 34% | 29% | 41% | 37% | 38% | 51% |
| 9th not returning to 10th | 16% | 24% | 24% | 18% | 20% | 15% |
| 10th not returning to 11th | 5% | 12% | 12% | 20% | 13% | 25% |
| 11th not returning to 12th | 5% | 4% | 4% | 6% | 6% | 9% |
| Total | 10% | 10% | 12% | 15% | 13% | 14% |

GOVERNANCE AND MANAGEMENT

Governance and Management Information

The Eagle Ridge Academy Board of Directors is responsible for the overall governance of the school. The School Board is the primary decision-making body on matters concerning the development and implementation of all school policies. The Board provides leadership for policy development and oversight, and it provides communication regarding the direction of the school. This is accomplished by adopting policies that the Executive Director, staff, working groups, and volunteers carry out on a day-to-day basis.

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

The management model followed by the Academy provides a balance of efficiency and adequate staffing in all functions of school operations. The Eagle Ridge Academy Board of Directors provides oversight of the Executive Director, who is responsible for hiring and managing faculty and staff. The Executive Director is formally evaluated each year. This annual evaluation is based upon feedback from Board members and the Executive Director's direct reports. Goals are established based upon evaluation results as well as the strategic and operational needs of Eagle Ridge Academy.

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

Election of Eagle Ridge Academy School Board Members

Eagle Ridge Academy parents and staff elect new Board members in March. Beginning in the 2024-2025 school year, the Eagle Ridge Academy Board of Directors will have completed its downsizing process and will consist of a seven-member board. The Board follows a no-clear-majority makeup, meaning that no single group can hold the majority of seats at any one time.

In 2024, Eagle Ridge Academy continued to use an electronic polling system to increase ease of voting and accuracy of ballot counting. Candidates participated in a forum prior to the election, and an election guide with candidate information was made available to voters. New Board members are seated during the first Board meeting after July 1. Biographical information about Board members is available on the Eagle Ridge Academy website.

GOVERNANCE AND MANAGEMENT

BOARD MEMBER ROSTER

Name of School: EAGLE RIDGE ACADEMY
District #: 4122

| Seat | Director Name | Current Director | Elected or Approved | Term | | Officer | Attendance | Director Contact Information | Affiliation (Check one) | | | Obtained Required Training | | | |
|------|-----------------|------------------|---------------------|-----------------------------|-------------------|------------|------------|--|------------------------------------|-------------------------------------|-------|---|--|-------------------------------|---|
| | | | | Date Seated | Date Term Expires | | | | Identify Officer Position (If any) | Workshop & Meeting Attendance 22-23 | Email | Teacher * | Parent ** | Community Member *** | Finance |
| A | Clare Murray | X | E E A | 7/1/23 7/1/20 9/24/19 | 6/30/25 | Chair | 95% | cmurray@eagleridgeacademy.org | X | | | 10/10/23 10/4/22 10/12/21 10/2/20 10/8/19 | 10/25/22 9/13/22 12/9/21 11/29/21 3/9/21 11/12/19 | 9/26/23 6/23/22 10/8/19 | 1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies Fall 2020 COVID Safety Protocols 2/11/2020 Strategic Planning |
| B | Elliott Loutsch | X | E | 7/1/22 | 6/30/24 | Vice Chair | 90% | eloutsch@eagleridgeacademy.org | | X | | 10/10/23 10/4/22 | 10/25/22 9/13/22 | 9/26/23 | 1/24/23 Strategic Planning |
| C | Anne Bartow | X | E | 7/1/22 7/1/20 | 6/30/24 | Secretary | 90% | abartow@eagleridgeacademy.org | X | | | 10/10/23 10/4/22 10/10/21 10/27/20 | 10/25/22 9/13/22 12/9/21 11/29/21 3/9/21 | 9/26/23 6/22/23 | 1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies Fall 2020 COVID Safety Protocols |
| D | David Croson | X | E | 7/1/23 7/1/21 | 6/30/25 | Treasurer | 90% | dcroson@eagleridgeacademy.org | | X | | 10/10/23 10/4/22 10/12/21 | 10/25/22 9/13/22 12/9/21 11/29/21 | 9/26/23 6/22/23 10/4/22 | 1/24/23 Strategic Planning 12/9/21 Adaptive Strategies 11/29/21 Adaptive Strategies |
| E | Farhiya Roble | X | E | 7/1/22 | 6/30/24 | | 47% | froble@eagleridgeacademy.org | | X | | 10/4/22 | 10/25/22 9/13/22 | | 1/24/23 Strategic Planning |
| F | Olivia Miller | | A | 7/2022 | 8/2022 | | 100% | omiller@eagleridgeacademy.org | | | X | | | | |
| G | Betsy Bixby | | E | 7/1/23 | 6/30/24 | | 74% | bbixby@eagleridgeacademy.org | X | | | 10/10/23 | | 9/26/23 | |
| H | Kathy Oberstar | X | A | 9/26/23 | 6/30/24 | | 87% | koberstar@eagleridgeacademy.org | | | X | 10/10/23 | | 9/26/23 | |
| I | Lisa Johnson | X | A | 6/11/24 | 6/30/26 | | 100% | ljohnson@eagleridgeacademy.org | X | | | | | | |
| J | Erik Edlin | | A | 9/29/23 | 6/30/24 | | 94% | eedlin@eagleridgeacademy.org | X | | | 10/10/23 | | 9/26/23 | |

*Teacher: Licensed teacher employed at the school.

**Parent: Parent of student enrolled at the school.

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



Board Chair
Clare Murray



Board Vice Chair
Elliott Loutsch



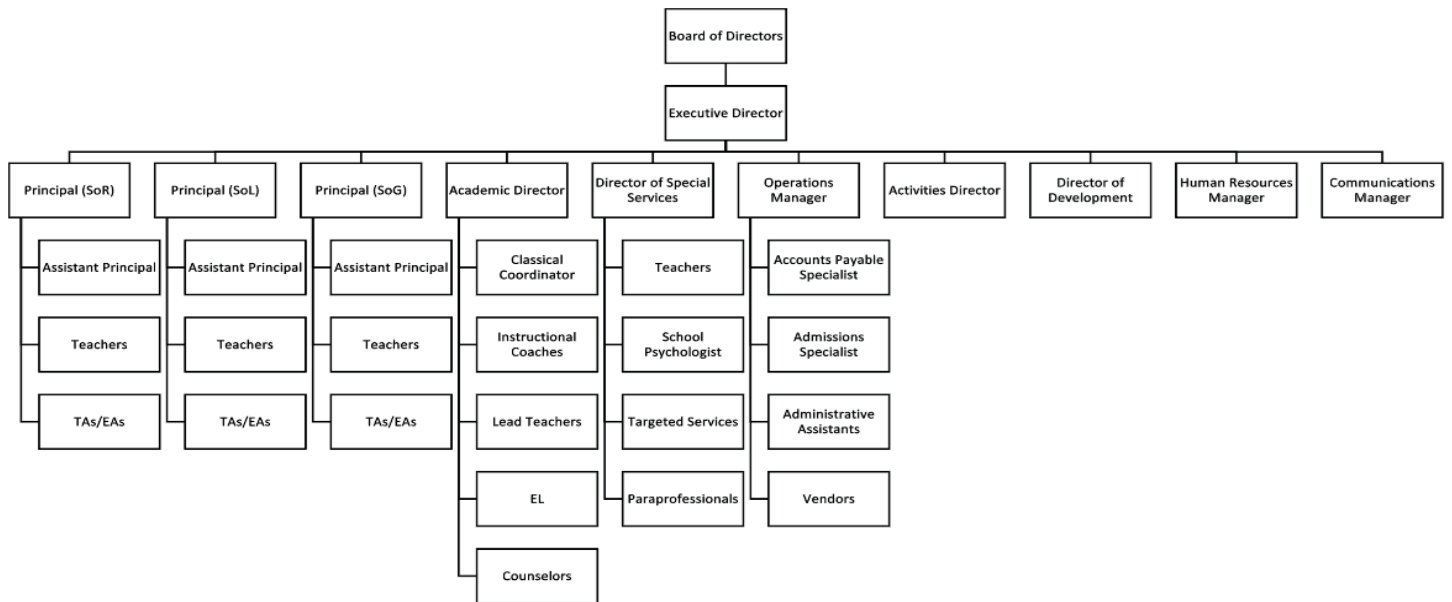
Board Secretary
Anne Bartow



Board Treasurer
David Croson

GOVERNANCE AND MANAGEMENT

2023-2024 Eagle Ridge Academy Organization Chart



In 2024, Cohort F graduated from the three-year Classical Teacher Certificate Program, becoming Masters of Classics. The program provides masters-level training for teachers and staff seeking to deepen their knowledge of Classical education.



New staff members were welcomed to the Academy in 2023-24, including School of Grammar Assistant Principal Michael Clinger.

STAFFING

Staffing

Eagle Ridge Academy employed 175 staff for the 2023-2024 academic year, 114 of which are teachers and nine administrators. All teachers were licensed. Eagle Ridge Academy employed 13 operations staff and 39 student-support staff.

| Last Name | First Name | Position | License Number | Date Hired | Not Returning |
|---------------|------------|------------------------|----------------|------------|---------------|
| Aalfs | Kelly | Teacher | 479170 | 8/3/2020 | |
| Aase | Amy | Teacher | 507639 | 9/3/2020 | x |
| Alavena | Joan | Math Interventionist | 357594 | 8/17/2017 | |
| Alexander | Brooke | Teacher | 1017980 | 8/15/2022 | x |
| Ali | Hind | Teacher | 1027334 | 8/1/2023 | |
| Ali | Mohamed | Assistant Principal | | 8/16/2020 | |
| Allan | Amanda | Teacher | 491904 | 8/16/2016 | |
| Anastazievsky | Irene | Teacher | 1005210 | 8/1/2022 | |
| Anderson | Samantha | Teacher | 499473 | 8/1/2017 | x |
| Babler | Kristofer | Activities Director | | 7/1/2018 | |
| Bartow | Anne | Teacher | 431652 | 8/16/2016 | |
| Basic | Laurie | Teacher | 489369 | 8/23/2010 | |
| Basu | Tanuja | Paraprofessional | | 10/21/2019 | |
| Berger | Michael | Teacher | 469153 | 8/1/2023 | |
| Bergeron | Jessica | Teacher | 423628 | 8/18/2008 | |
| Bixby | Betsy | Teacher | 510523 | 8/3/2020 | x |
| Bloomgren | Susan | Academic Director | 438926 | 8/23/2010 | |
| Byrapaneni | Vengamma | Educational Asstistant | | 11/24/2023 | |
| Castro | Franchesca | Comm. Manager | | 6/1/2020 | |
| Cha | Amber | Teacher | 1013957 | 8/1/2022 | x |
| Chaudhuri | Tungasri | Educational Assistant | | 9/13/2023 | |
| Christen | Tiana | Teacher | 1009161 | 8/2/2021 | |
| Christensen | Jessica | Teacher | 1017686 | 9/13/2021 | |
| Clapero | Daniel | Teacher | 414336 | 8/20/2007 | |
| Clinger | Michael | Assistant Principal | 505628 | 7/1/2023 | |
| Colby | Jennifer | Paraprofessional | | 8/22/2023 | |
| Combs | Melanie | Teacher | 516186 | 9/6/2016 | |
| Conner | Anna | Paraprofessional | | 8/12/2021 | |
| Conner | Emma | Teacher | 485392 | 8/1/2017 | |
| Conner | Karen | Operations Manager | | 4/19/2007 | |
| Crouch | Kim | Paraprofessional | | 8/19/2019 | |
| Dahlstrom | Amber | Dir. of Spec. Services | 407916 | 7/1/2018 | |
| D'Alessandro | Danielle | Building Substitute | 498733 | 8/23/2010 | |
| Daugherty | Anna | Math Interventionist | 459849 | 8/1/2023 | |
| Dinger | Claire | Teacher | 1014478 | 8/1/2022 | |
| Dueffert | Joyce | Teacher | 504741 | 8/2/2021 | |
| Edin | Erik | Teacher | 465193 | 1/2/2021 | x |
| Elkins | Nathaniel | Teacher | 1006310 | 8/17/2020 | |
| Emerson | Angela | Educational Assistant | | 8/11/2022 | |

STAFFING

| <u>Last Name</u> | <u>First Name</u> | <u>Position</u> | <u>License Number</u> | <u>Date Hired</u> | <u>Not Returning</u> |
|------------------|-------------------|--------------------------|-----------------------|-------------------|----------------------|
| Faulk | Rebecca | Teacher | 359356 | 8/1/2018 | |
| Fenn | April | District Exec. Assistant | | 8/16/2018 | |
| Finlayson | Maureen | Math Interventionist | 461638 | 8/16/2016 | |
| Fittante | Italia | Teacher | 1014419 | 8/1/2022 | |
| Francis | Linda | Educational Assistant | | 1/7/2022 | |
| Freed | Holly | Teacher | 391334 | 8/1/2023 | |
| Freund | Caroline | Teacher | 486913 | 8/1/2017 | x |
| Friedman | Julie | Paraprofessional | | 8/16/2021 | |
| Fullilove | Dawntaya | Operations Specialist | | 8/23/2021 | |
| Gaskins | Jenny | Teacher | 1011454 | 1/25/2022 | x |
| Gerheart | Janice | Admissions Specialist | 430611 | 8/23/2010 | |
| Gill | Brenda | Teacher | 1029043 | 4/11/2023 | |
| Goedjen | Tiffany | Teacher | 423314 | 8/23/2010 | |
| Good | Jonathan | Teacher | 1015061 | 11/1/2021 | |
| Gordon | Mandee | Teacher - Literacy | 419560 | 8/16/2011 | |
| Grabanski | April | Teacher | 397151 | 8/3/2020 | |
| Haji | Naimo | Paraprofessional | | 12/18/2023 | x |
| Haji | Ibrahim | Hall Monitor | | 9/26/2023 | |
| Healy | Laura | Teacher | 424552 | 8/3/2022 | |
| Hecht | Anna | Assistant Teacher | 1007908 | 9/13/2021 | |
| Hoffman | Riley | Teacher | 446638 | 8/22/2011 | |
| Hopper | Lisa | Teacher | 482233 | 8/17/2015 | |
| Hurth | Alexandra | Teacher | 511151 | 8/16/2018 | x |
| Hussein | Helma | Educational Assistant | | 1/3/2024 | x |
| Huston | Timothy | Teacher | 292023 | 9/19/2022 | |
| Jensen | Matthew | Educational Assistant | | 5/02/2011 | |
| Jensen | Mitch | Teacher | 324878 | 8/23/2010 | |
| John | Reshma | Educational Assistant | | 1/16/2024 | |
| Johnson | Erin | Principal | 417567 | 8/27/2004 | |
| Johnson | Evan | Teacher | 498105 | 8/1/2017 | |
| Johnson | David | Teacher | 488927 | 8/15/2022 | |
| Johnson | Jennifer | Admin. Assist. II | 351913 | 8/17/2020 | |
| Johnson | Leiha | Teacher | 385831 | 9/15/2014 | |
| Johnson | Lisa | Teacher | 344055 | 8/27/2004 | |
| Jordan | Brooke | Teacher | 1025577 | 8/10/2023 | x |
| Kabra | Surekha | Educational Assistant | | 4/8/2021 | |
| Kaiser | Linda | Counselor | 1003814 | 9/7/2022 | |
| Kallevig | Sarah | Administrative Assistant | | 1/29/2024 | |
| Kaluvan | Muthuraj | Educational Assistant | | 3/11/2024 | x |
| Karthik | Shenbagavalli | Educational Assistant | | 10/7/2022 | |
| Kelash | Christine | Teacher | 406419 | 8/18/2014 | |
| King | Emma | Student Counselor | 1026485 | 8/1/2023 | |
| Khatri | Preeti | Teacher | 1016944 | 9/19/2022 | |

STAFFING

| Last Name | First Name | Position | License Number | Date Hired | Not Returning |
|-----------|---------------|------------------------|----------------|------------|---------------|
| Kogara | Lalani | Educational Assistant | | 11/1/2023 | |
| Koparapu | Gomathi | Apprentice | | 8/15/2019 | |
| Kruger | Ashley | Teacher | 454486 | 8/16/2012 | |
| Kruschke | Jami | Teacher | 451892 | 8/16/2016 | |
| Kuneck | Devin | SPED Coordinator | 477105 | 7/1/2019 | |
| Kureck | Dawn | Paraprofessional | | 8/9/2023 | |
| Larson | Nicole | Teacher | 485845 | 8/5/2019 | |
| Lawrenz | Carla | Speech Lang. Path. | 332370 | 1/17/2023 | |
| Lego | Melissa | Peer Coach | 286078 | 8/22/2011 | |
| Lengvenis | Cathy | Teacher | 324764 | 8/16/2016 | |
| Leyva | Angel | Teacher | 497682 | 8/30/2019 | |
| Linehan | Kate | Teacher | 1026097 | 8/7/2023 | |
| Lutz | Derek | Teacher | 491099 | 8/16/2016 | x |
| Lynch | Victoria | Teacher | 1013917 | 8/1/2022 | |
| Lyon | Kari | HR Manager | | 9/14/2015 | x |
| Madigan | Melissa | Assistant Principal | 448096 | 10/26/2009 | |
| Madson | Melissa | Student Success Inter. | 429868 | 8/16/2016 | |
| Martin | Dilek | Accounts Payable | 443938 | 8/22/2011 | |
| Martin | Jennifer | Teacher | 472823 | 8/1/2022 | |
| Martin | Emma | Teacher | 1010213 | 8/1/2022 | |
| Marwah | Amruta | Paraprofessional | | 9/6/2022 | |
| McGee | Kenneth | Teacher | 511081 | 8/9/2021 | |
| Megna | Erin | Teacher | 497786 | 8/1/2023 | |
| Meier | Brian | Teacher | 434985 | 9/2/2011 | |
| Mellgren | Janelle | Principal | 385030 | 7/1/2017 | |
| Menning | Katharine | Teacher | 1025735 | 8/1/2023 | x |
| Meyer | Kristina | Teacher | 1017965 | 8/1/2022 | |
| Miller | Hannah | Teacher | 507293 | 8/16/2018 | |
| Mills | Michelle | Teacher | 426709 | 8/22/2011 | |
| Mishra | Asha | Teacher | 441623 | 8/5/2019 | |
| Miskowiec | Lisa | Teacher | 1023019 | 8/1/2023 | |
| Moe | Daniel | Teacher | 1025700 | 8/1/2023 | x |
| Mogili | Priyanka | Educational Assistant | | 8/16/2021 | |
| Mohamed | Fowziya | Paraprofessional | | 8/16/2021 | x |
| Mohan | Bhuvaneshwari | Educational Assistant | | 8/30/2021 | |
| Molnar | Emily | Peer Coach | 487514 | 8/17/2015 | |
| Mura | Erin | Behavior Inter. Spec. | 503448 | 8/3/2020 | |
| Murray | Clare | Teacher | 452069 | 8/18/2014 | |
| Murugan | Revathy | Educational Assistant | | 8/11/2022 | |
| Nelson | Shawn | Teacher | 512770 | 9/13/2023 | x |
| Nygord | Kaia | Teacher | 501939 | 8/17/2017 | |
| O'Brien | Daniel | Teacher | 313520 | 8/16/2012 | |
| Oie | Margaret | Teacher | 478806 | 8/13/2018 | |
| Olson | Kirsten | Teacher | 489432 | 8/3/2020 | |

STAFFING

| Last Name | First Name | Position | License Number | Date Hired | Not Returning |
|-------------------|-------------|-----------------------|----------------|------------|---------------|
| O'Neal | Kalvin | Activities Specialist | | 7/1/2023 | |
| Osler | John | Teacher | 1017571 | 8/1/2022 | |
| Overbey | Crystal | Building Substitute | 1031914 | 11/1/2023 | |
| Pal Ganguly | Ishita | Paraprofessional | | 3/20/2023 | |
| Park | Joanna | Teacher | 407738 | 8/1/2023 | |
| Pelofski | Michael | Principal | 436269 | 7/1/2023 | |
| Peterson | Kristine | Teacher | 460661 | 8/16/2016 | |
| Potini | Ratnamba | Educational Assistant | | 1/3/2024 | |
| Radhakrishnan | Geetha | Educational Assistant | | 8/16/2021 | |
| Rathi | Kavita | Paraprofessional | | 8/14/2023 | |
| Rau | Amy | Teacher | 445816 | 8/23/2010 | |
| Richards | Emma | Teacher | 1010213 | 8/1/2022 | |
| Rivera | Que | School Nurse | 1029275 | 12/20/2023 | |
| Rowley | Carly | Teacher | 1024726 | 1/3/2023 | |
| Sajjad | Iram | Assistant Teacher | 1018863 | 9/29/2022 | x |
| Sanford | Jacklyn | Paraprofessional | | 8/12/2021 | |
| Scheler | Elizabeth | Teacher | 400207 | 8/21/2023 | x |
| Schiffman | Kelly | Development Director | | 8/18/2014 | |
| Schmidt | Katie | Teacher | 466012 | 8/16/2016 | |
| Schmitz | Erin | Teacher | 422455 | 8/18/2014 | |
| Schneider | Paige | Teacher | 489004 | 8/1/2022 | |
| Schroeder | Breanna | Assistant Teacher | 507719 | 8/23/2021 | |
| Sen | Sarah | Teacher | 402909 | 10/22/2023 | |
| Senta | Justine | Teacher | 1016376 | 8/1/2022 | |
| Sheppard | Heidi | Building Substitute | 462752 | 2/21/2017 | |
| Shetty | Pooja | Educational Assistant | | 11/11/2015 | |
| Shirley | Margaret | Teacher | 1025940 | 2/20/2024 | |
| Singh | Ankita | Educational Assistant | | 8/30/2021 | |
| Soerens | Shannoniah | Teacher | 404684 | 8/13/2015 | |
| Soetanto | Sarah | SPED Clerk | | 11/2/2016 | |
| Sommers Tillotson | Carolyn | Ed. Assist. (Library) | 402139 | 8/27/2004 | |
| Sundermeyer | Sam | Teacher | 1018858 | 8/1/2023 | |
| Suresh | Rajalakshmi | Educational Assistant | | 8/15/2019 | |
| Tate | Stephanie | Teacher | 419353 | 8/1/2023 | x |
| Thomas | Lindsay | Teacher | 442936 | 8/14/2017 | |
| Timm | Anja | Teacher | 1023786 | 8/1/2023 | |
| Toso | Suzannah | Teacher | 434232 | 8/16/2016 | |
| Ulbrich | Jason | Executive Director | 379277 | 7/01/2012 | |
| Vargas | Bridget | Teacher | 456190 | 4/20/2016 | |
| Venkatesan | Priyanka | Educational Assistant | | 3/18/2024 | |
| Wall | Jonathan | Teacher | 1014814 | 8/23/2022 | x |
| Ward | Christopher | Teacher | 494509 | 9/7/2016 | |
| Wasko | Emma | Teacher | 1032177 | 8/21/2023 | |
| Williams | Latisha | Health Aide | | 8/23/2023 | |

STAFFING

| Last Name | First Name | Position | License Number | Date Hired | Not Returning |
|-----------|------------|------------------|----------------|------------|---------------|
| Williams | Sandee | Teacher | 403115 | 8/25/2011 | |
| Wilson | Sophia | Teacher | 1025734 | 8/1/2023 | |
| Wolf | Rebecca | Teacher | 343514 | 8/16/2016 | |
| Wyman | Erica | Paraprofessional | | 8/17/2017 | |
| Zak | Cole | Teacher | 1030992 | 12/20.2023 | |

For the 2023-2024 academic school year, the student-to-teacher ratio was 13:1.

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

We will continue to have apprentices in the grant-funded Grow-Your-Own Program (grant-funded).

Staff Retention

Staff retention has remained stable since the 2012-2013 academic year. Eagle Ridge Academy developed and implemented a competitive compensation package for teaching staff beginning 2014-2015. The Employee Handbook has been aligned with Board policies since 2014-2015.

| | 2014 | 2015 | 2016 | 2017 | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|----------------------------------|------|------|------|------|------|------|------|------|------|------|------|
| Percentage of Teachers Retained | 90% | 94% | 93% | 94% | 88% | 91% | 86% | 90% | 95% | 86% | 85% |
| Percentage of All Staff Retained | 91% | 89% | 92% | 97% | 85% | 88% | 82% | 90% | 86% | 83% | 87% |

The Eagle Ridge Academy Strategic Plan Metric of Success states that eighty percent of faculty who receive a recommendation for contract renewal will return to teach at Eagle Ridge Academy the following school year. **Of faculty offered a contract, 87% agreed to return for the 2024-25 school year.**



In 2024, several staff members earned their Eagle Ridge Academy Pin of Perseverance. Eagle Ridge Academy gives a Pin of Perseverance to staff who have served for seven years.

Finances

Eagle Ridge Academy ended the year with many financial successes. Eagle Ridge Academy completed FY2024 with a \$286,432 surplus. Eagle Ridge Academy's School Board has set the following goals in the Strategic Plan:

1. Eagle Ridge Academy will operate from a sound financial position that does not require short-term borrowing. No short-term borrowing was used in the years 2013-2024.
2. Eagle Ridge Academy will create and maintain a fundraising strategic plan in order to reach a 20% fund balance by FY2022. The Fund Balance for FY2024 was 38%.
3. Eagle Ridge Academy will produce and maintain facilities to support the long-term academic programming needs of the school. Eagle Ridge Academy has completed a five-year capital maintenance plan which has been budgeted.

The audit for FY24 has been completed, resulting in a clean audit with no material findings.

Eagle Ridge Academy has an Operational Finance Team. The Operational Finance Team is an administrative group that manages the Eagle Ridge Academy School Board-approved budget and makes recommendations for future budgets. The Operational Finance Team meets monthly to review revenues and expenditures. The team is comprised of the Board Treasurer, Executive Director, and our business consultant from Creative Planning. The Board Treasurer provides a monthly report to the Eagle Ridge Academy School Board.



The 10th Annual Donut Dash 5K and Mini-Donut ½ Mile Dash for Kids on May 18, 2024, featured more than 600 runners and countless supporters and raised \$30,000 to benefit student enrichment at Eagle Ridge Academy.

FINANCE

| | FY23 Audited | FY24 Audited |
|---------------------------|---------------------|---------------------|
| ADM REVENUE | | |
| State | \$15,815,235 | \$17,579,419 |
| Federal | \$920,897 | \$831,727 |
| Other | \$1,497,375 | \$637,678 |
| Food Service | \$15,546 | \$1,079,810 |
| Community Service | \$630,173 | \$574,105 |
| Total Revenue | \$19,263,475 | \$20,702,739 |
| | | |
| EXPENDITURES | | |
| Salaries/Benefits | \$11,307,074 | \$11,688,851 |
| Building Lease | \$2,706,105 | \$2,703,525 |
| Programming | \$3,810,603 | \$4,148,234 |
| Food Service | \$531,807 | \$1,301,592 |
| Community Service | \$384,249 | \$574,105 |
| Total Expenditures | \$18,739,838 | \$20,416,307 |
| SURPLUS | \$523,637 | \$286,432 |
| | | |
| FUND BALANCE | \$7,400,978 | \$7,678,409 |

General Fund Balance History and Projections

| FY2017 Audited | FY2018 Audited | FY2019 Audited | FY2020 Audited | FY2021 Audited | FY2022 Audited | FY2023 Audited | FY2024 Audited |
|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| 15.9% | 19.5% | 24.8% | 29.5% | 41.7% | 38.4% | 39.5% | 38% |

CURRICULUM AND INSTRUCTION

Overview

Eagle Ridge Academy is a K-12 Classical college-preparatory charter school committed to cultivating both the mind and the heart. The Academy is focused on providing a rigorous academic foundation that works in conjunction with the school's Pillars and Latin motto. The following virtues constitute the school's Pillars: Citizenship, Integrity, Perseverance, Honor, Excellence, and Respect. The school's motto *Probitas, Veritas, Pulchritudo* identifies in Latin the central tenets of the school: Goodness, Truth, and Beauty. Using these virtues and tenets as foundations, Eagle Ridge Academy is able to fulfill its mission of engaging all students in a time-tested, Classical Liberal Arts education that demands their best in academic achievement and honorable character while challenging them to attain their highest potential.

Eagle Ridge Academy is delineated into three schools representative of the three stages of the Trivium: the School of Grammar (K-4), the School of Logic (5-8), and the School of Rhetoric (9-12). Grades four and eight served a special role as the transitional years: Grade four is the transitional year between the School of Grammar and the School of Logic. Grade eight is the transitional year between the School of Logic and the School of Rhetoric.

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

and achievement; search for truth, beauty, and goodness; and foster an appreciation for the United States of America and her unique role in the world.

Classical Education Development

In order to support continued teacher learning and to build a deep understanding of Classical education and its delivery by means of the Trivium, Eagle Ridge Academy has created the Eagle Ridge Academy Classical Education Certificate Program (CTCP).

The Eagle Ridge Academy Classical Teacher Certificate Program (CTCP) consists of seven courses representing various disciplines of the liberal arts. Each course credit consists of eight to sixteen hours of class time and includes outside class work. All staff are welcome to join the CTCP. Participants earn credit upon satisfactory completion of each course within the three-year program. Upon graduation, Eagle Ridge Academy staff earn a salary increase; teachers and administrators earn a \$3,500 increase and hourly staff earn an additional \$0.60/hour. In the 2023-2024 school year, thirteen teachers, four administrators, one support staff, and two hourly staff members participated in the CTCP. Since its inaugural year, the CTCP has graduated sixty-seven staff members through the program.

Classical Education 101, 201, and 301 are required within two years of the anniversary date of hire. These three courses include content that addresses the philosophy and practice of Classical education. As part of a two-year onboarding process, new teachers receive Classical 101, 201, and 301 through the new-teacher mentoring program.

CURRICULUM AND INSTRUCTION

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

Trivium

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

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

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

As the final stage in the Trivium, the School of Rhetoric builds upon what students have accomplished in the School of Grammar and the School of Logic. Students continue to learn additional

grammatical-level facts and concepts and to utilize logical reasoning; however, students build on these skills by talking and writing intelligently and articulately about concepts and in defense of arguments and positions. Teachers use open-ended questions to facilitate the depth of thought and insight expected of students as they continue to grapple with challenging material and texts in order to develop analytical reasoning skills, prepare students for college, and foster a life-long love of learning.

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



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

CURRICULUM AND INSTRUCTION

Schools of Grammar and Logic

Core Knowledge

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

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

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

In addition to its specificity, the Core Knowledge curriculum is characterized by knowledge that is solid, sequenced, specific, and shared. Literacy in every subject requires a set of mechanical skills and a shared background. The shared, many-cultured knowledge that promotes effective classroom learning also promotes cooperation and respect among students, both in the

classroom and in society. Eagle Ridge Academy's teachers are able to rely on shared background knowledge about the students, which enables them to build sequentially on that knowledge year by year.

Latin

Eagle Ridge Academy students receive Latin instruction in grades 3-8 and into the School of Rhetoric. Latin reveals a great deal about English and enhances the students' powers of expression in their native language. About 80% of English vocabulary comes from Latin or Greek. English vocabulary tests reveal that students of Latin score higher.

Latin refines the students' understanding of English grammar and develops and deepens the students' understanding of and appreciation for literature, specifically time-tested Classical literature. Likewise, the students' appreciation for English literature grows as it is filled with Classical allusions. A student who understands those has an advantage, and Latin provides an understanding of the Classical impact on our modern culture. We see this in wedding rings, dollar signs, political structure, architecture, the names of constellations and planets, and, of course, in et cetera.

Latin trains the student in the essentials of scientific method: observation, comparison, and generalization. Students of Latin are equipped in a methodology of rigorous analysis. This ability is not subsequently limited to Latin. Latin trains minds to encounter unfamiliar material, whether in science, literature, art, or any other discipline.

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

CURRICULUM AND INSTRUCTION

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, systematic, and comprehensive approach to literacy based on the Science of Reading. Amplify Core Knowledge Language Arts (CKLA) is used in the School of Grammar to provide explicit instruction on all strands of reading that develop word recognition and language comprehension. CKLA provides both reading skills lessons and reading knowledge lessons.

Writing, listening, and oral language skills are interwoven throughout both strands of the curriculum and serve as the foundation for future success in the Socratic Method.

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

Physical Education, Music, and Visual Arts

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

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



School of Rhetoric students did hands-on experiments in science class.



Eighth-grade English classes participated in Mock Trial.

CURRICULUM AND INSTRUCTION

School of Rhetoric

Courses and Standards

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

Eagle Ridge Academy Graduation Standards

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

Class of 2024 graduates posed with their rudis swords at commencement. As per Academy tradition, the junior class presented each graduate with a rudis sword, which were traditionally given to gladiators to signify the completion of their training.



CURRICULUM AND INSTRUCTION

School of Rhetoric Courses

Humane Letters Sequence:

9th Grade: Ancient World

10th Grade: Medieval World

11th Grade: Renaissance World*

12th Grade: Modern World*

Science:

Biology

Chemistry

Physics

Astronomy I & II

Forensics

Anatomy & Physiology

AP Biology*

AP Physics*

AP Chemistry*

Art:

Art History I & II

2D Studio Art

3D Studio Art

Ceramics I & II

Drawing

Printmaking

AP 3D Studio Art*

AP 2D Studio Art*

AP Art History*

Math:

Geometry

Algebra II

Pre-Calculus

AP Calculus AB*

AP Calculus BC*

Functions

Algebra Linear and Quadratics

AP Statistics*

World Language:

Latin I

Latin II

Latin III*

Honors Latin IV

Honors Latin V

College in the Schools Greek

Spanish I

Spanish II

Spanish III

Electives and Singletons:

Logic

Rhetoric

Eastern Thought

Economics

Healthy Living

Composition

Creative Writing

Symphonic Orchestra

Choir

Concert Band

American Government

AP American Government

Teacher Assistant

Psychology

AP Psychology*

Strength and Conditioning

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



ACTIVITIES

Extracurricular Activities

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

In 2023-2024, Eagle Ridge Academy saw student participation rates across activities remain strong. In the School of Rhetoric, 219 of 327 (66%) of students participated in a club, sport, or co-curricular activity. The vast majority of students that participated were involved in multiple activities. School of Rhetoric students that participated in a club, sport, or co-curricular activity academically outperformed those that did not participate by a half letter grade.

Our co-curricular programs continue to produce some of the best teams in the state. Baseball won the Minnesota Classical Athletic Association conference championship and Cross Country and Track and Field produced State participants.

Debate was launched in 2023-2024. Middle School travel teams were launched for Volleyball, Soccer and Basketball. Eagle Ridge Academy Gryphon Youth Sports included Youth Soccer, Youth Basketball, Youth Running, and a Youth Track Meet.

Varsity activities offered include:

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

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

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

ACADEMIC PERFORMANCE

Assessments for 2023-2024

In 2023-2024, Eagle Ridge Academy used assessments to compare proficiency to other schools and to determine students' achievement level, college readiness, and individual growth. The assessments included:

College Readiness

- ACT, 11th grade
- PSAT 11, 11th grade
- AP exams
- National Latin Exam
- Classic Learning Test

Grade Level Proficiency

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

Instructional Level and Data Driven Instruction

- Grade and Content Teacher-Constructed Interim Assessments—All grades

According to the Eagle Ridge Academy mission statement, we are responsible for engaging all students in a time-tested, Classical Liberal Arts education that demands their best in academic achievement and honorable character while challenging them to attain their highest potential. 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 4% on the Reading Minnesota Comprehensive State Test in comparison to other Minnesota K-12 public schools. See how Eagle Ridge Academy compared with other local districts in the following graph.

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

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



2024 MCA Math Percent Proficiency by Grade

| | Eagle Ridge Academy | Eden Prairie | Edina | Hopkins | State | Difference |
|----------|---------------------|--------------|-------|---------|-------|------------|
| 3rd | 79% | 75.9% | 83% | 47.6% | 58.6% | 20.4% |
| 4th | 77.5% | 72% | 79.8% | 50.1% | 56.5% | 21% |
| 5th | 58.4% | 60.5% | 69.4% | 33.7% | 44% | 14.4% |
| 6th | 72.5% | 54% | 67.8% | 27.6% | 40% | 32.5% |
| 7th | 65.3% | 46.5% | 67.6% | 36.1% | 40% | 25.3% |
| 8th | 58.9% | 45.4% | 65.1% | 31.3% | 40.8% | 18.1% |
| 11th | 64.4% | 48.8% | 69.9% | 28.4% | 34.7% | 29.7% |
| District | 68.5% | 58.3% | 71.8% | 37.5% | 45.3% | 23.2% |

2024 MCA Reading Percent Proficiency by Grade

| | Eagle Ridge Academy | Eden Prairie | Edina | Hopkins | State | Difference |
|----------|---------------------|--------------|-------|---------|-------|------------|
| 3rd | 63% | 64.8% | 67.3% | 41.8% | 46.3% | 16.7% |
| 4th | 61.6% | 66.1% | 73.1% | 44.8% | 47.9% | 13.7% |
| 5th | 64% | 76.7% | 82.2% | 55.2% | 57.4% | 6.6% |
| 6th | 73.1% | 71.6% | 78.9% | 50.2% | 54.6% | 18.5% |
| 7th | 59.7% | 56.9% | 70.4% | 49.1% | 45.4% | 14.3% |
| 8th | 63.7% | 54.4% | 68.9% | 46% | 44.3% | 19.4% |
| 11th | 70.4% | 59.7% | 88.6% | 49.4% | 52% | 18.4% |
| District | 64.8% | 64.4% | 75.5% | 47.9% | 49.7% | 15.1% |

2024 MCA Science Percent Proficiency by Grade

| | Eagle Ridge Academy | Eden Prairie | Edina | Hopkins | State |
|----------|---------------------|--------------|-------|---------|-------|
| 5th | 55.9% | 60.1% | 63.1% | 39.6% | 44.8% |
| 8th | 52% | 38.6% | 46.7% | 22.2% | 29.8% |
| HS | 73.6% | 47.4% | 88.4% | 37.7% | 43.1% |
| District | 58.3% | 48.8% | 66.5% | 33% | 39.2% |

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

ACADEMIC PERFORMANCE

College Readiness and Graduation Rate

Advanced Placement Proficiency and Number of Tests Given

| EAGLE RIDGE ACADEMY | 2018 | 2019 | 2020 | 2021 | 2022 | 2023 | 2024 |
|---|-------|-------|-------|-------|-------|-------|-------|
| Total AP Students | 62 | 75 | 42 | 69 | 51 | 76 | 105 |
| Number of AP Exams | 110 | 134 | 141 | 128 | 72 | 112 | 170 |
| AP Students with a Score of 3+ | 44 | 58 | 56 | 37 | 34 | 55 | 72 |
| % of Total of AP Exams with a Score of 3+ | 70.97 | 77.33 | 62.92 | 53.62 | 66.67 | 72.37 | 68.57 |

2024 AP Exams

The 2024 results were composed of scores from students who took AP 2D Art and Design, AP 3D Art and Design, AP Art History, AP Biology, AP Calculus AB, AP Calculus BC, AP Chemistry, AP Comparative Government and Politics, AP Computer Science A, AP Computer Science and Principles, AP Drawing, AP Environmental Science, AP European History, AP Human Geography, AP Japanese Language and Culture, AP Language and Composition, AP Latin, AP Literature and Composition, AP Macroeconomics, AP Microeconomics, AP Music Theory, AP Physics, AP Psychology, AP Precalculus, AP Spanish Language and Culture, AP Statistics, AP U.S. Government and Politics, AP U.S. History, and AP World History: Modern.



Class of 2024 graduates passed underneath rudis swords, held by juniors, at the end of their commencement ceremony.

ACADEMIC PERFORMANCE

2024 ACT Comparison Chart

Act Data Coming Soon

Four Year Graduation Rate

| Year | Graduation Rate |
|------|-----------------|
| 2017 | 84.8% |
| 2018 | 94.1% |
| 2019 | 97.8% |
| 2020 | 81.5% |
| 2021 | 91.7% |
| 2022 | 78.5% |
| 2023 | 86.8% |
| 2024 | 96.1% |

Source: Minnesota Report Card

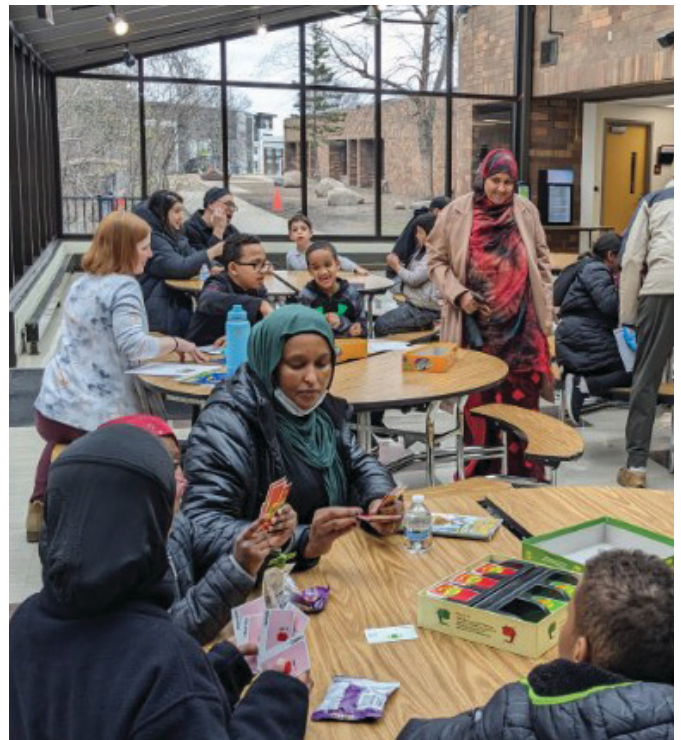
**As reported by Eagle Ridge Academy*

WORLD'S BEST WORKFORCE

World's Best Workforce Goals: 2023-2024

1. The percent of students graduating within four years will increase from 78.4% in 2022 to 82.4% in 2023. **Not Met:** The percent of students graduating within four years decreased from 78.4% in 2022 to 74.4% in 2023.
2. The percent of students who are enrolled in any institution of higher education within 16 months of graduation will increase from 91% in 2021 to 92% in 2022. **Not Met:** The percent of students who were enrolled in any institution of higher education within 16 months of graduation decreased from 91% in 2021 to 79% in 2022.
3. School of Grammar: The percentage of all students in grades K-4 at Eagle Ridge Academy who are in the "Low Risk" and "College Pathway" categories on the FAST aReading or Early Reading standardized assessment will increase from 76.4% in September of 2023 to 81.34% in the spring of 2024. **Not Met:** The percentage of all students in grades K-4 at Eagle Ridge Academy who are in the "Low Risk" and "College Pathway" categories on the FAST aReading or Early Reading standardized assessment increased from 76.4% in September of 2023 to 81.1% in the spring of 2024.
4. School of Logic: The percentage of all students in grades 5-8 at Eagle Ridge Academy who are in the "Low Risk" and "College Pathway" categories on the FAST aReading standardized assessment will increase from 73.25% in September of 2023 to 78.10% in the spring of 2024. **Not Met:** The percentage of all students in grades 5-8 at Eagle Ridge Academy who are in the "Low Risk" and "College Pathway" categories on the FAST aReading standardized assessment increased from 73.25% in September of 2023 to 77.37% in the spring of 2024.
5. The percentage of kindergartners in Eagle Ridge Academy's Lower School that achieve low risk on the FastBridge early reading test will increase from 69% in fall 2023 to 74% in fall 2024. **Not Met:** The percentage of kindergartners in Eagle Ridge Academy's Lower School that achieved low risk on the FastBridge early reading test decreased from 69% in fall 2023 to 62% in fall 2024.

The ERA Literacy Team held a Family Literacy Night in the spring. Families played literacy-based games, read together, and were provided with tools to support children at home and help them become more successful readers.



WORLD'S BEST WORKFORCE

Equitable Access to Excellent Teachers

Eagle Ridge Academy uses measures when placing teachers with students and determining student class lists. Eagle Ridge Academy believes that the experience of teachers is an important factor in determining teacher excellence; however, it is only one of four factors that we use. Eagle Ridge Academy administration places teachers by 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 these four factors, we place teachers with the students who most align to their strengths. Eagle Ridge Academy also works hard to have heterogeneous class lists. This prevents teachers from having an overload. Within the first six weeks of a semester, the Student Support Team evaluates student performance both academically and behaviorally. Some classroom assignments or in-class supports will be modified.

Communication of Charter School Offerings to Targeted Groups

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

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

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



School of Logic teachers created their own theme days to increase spirit during exams, including "Tie Day."

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, 11100 Wayzata Blvd., Suite 800, Minnetonka, MN. Contact information for Eagle Ridge Academy's Liaison is Beth Topoluk, Executive Director of Friends of Education, 952-745-2717.

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

Compliance with Applicable Laws and MDE Reporting

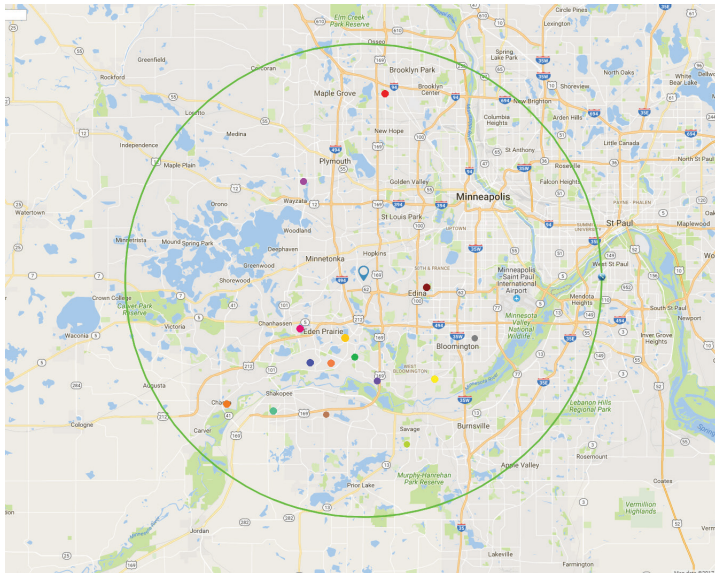
Eagle Ridge Academy complies with all applicable laws and seeks counsel to ensure compliance. In 2018-2019, the Eagle Ridge Academy School Board continued to draft and approve mandatory policies. The Policy Working Group publishes an annual policy approval and review cycle.

Eagle Ridge Academy uses a report tracker that ensures the timely submission of reports such as QComp, STARS, MARSS, DIRS, Annual Report, Audit, and other MDE reports.

Eagle Ridge Academy conducted the following emergency drills: seven fire drills, four lockdown drills, and one severe weather drill.

Transportation

In 2023-2024, Eagle Ridge Academy provided daily transportation in the form of contracted busing services to approximately 935 students (61%). Eagle Ridge Academy provided busing in various parts of the southwest metro area on 16 routes. The cities served by Academy-provided transportation included Bloomington, Chanhassen, Chaska, Crystal, Eden Prairie, Edina, Hopkins, Maple Grove, Minnetonka, New Hope, Prior Lake, Richfield, Robbinsdale, Savage, Shakopee, St. Louis Park, and Wayzata. Students who do not reside within the Hopkins Public School District paid a transportation fee for this service.



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

OPERATIONAL PERFORMANCE

In August 2024, Eagle Ridge Academy had a waitlist of 724 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 | 115 | 102 | 113 | 109 | 96 | 104 | 33 | 35 | 10 | 0 | 0 | 7 | 0 | 724 |

Strategic Growth

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

Facilities

Over the course of the 2023-24 school year, improvements were made to the Eagle Ridge Academy facility. Tile flooring in the kitchen was replaced with welded vinyl flooring to provide ease of fatigue and a sealed surface for cleanliness. In addition, wall surfaces and ceiling tiles were upgraded. Kitchen equipment was added to include a flattop grill and tilt skillet to support the growing food service program and increase fresh, chef-driven, cooked-on-site menu items.

Drain tile was added in the playground area to address drainage and add to the usable space for the kindergarten through fourth grade recess area. Fencing was added to the back of the recess area to increase safety and security of students.



Kindergarteners played on the playground equipment during recess time.

INNOVATIVE PRACTICES AND FUTURE PLANS

Data Driven Instruction

The two most significant factors that positively impact student achievement are the amount of instructional time students receive and the quality of that instruction. Eagle Ridge Academy and Friends of Education Schools have established an academic calendar that exceeds the state requirements for instructional hours. This has assisted students in achieving great academic results.

Within the 2023-2024 school year, Eagle Ridge Academy addressed the quality of instruction students receive by prioritizing methods for teachers to create and analyze effective assessments and utilizing those results to best meet students' needs. This goal aligns with the Board of Directors' strategic plan to "Solidify teachers' understanding of content taught and how to plan, deliver, and assess that content for all teachers throughout the Trivium." To create the essential time needed to achieve this strategic plan goal and improve the quality of instruction, the Board of Directors adjusted the school calendar to create job-embedded time for teachers to do this important work.

With the adjustment, which accounted for a reduction in ten instructional hours, Eagle Ridge Academy still exceeded state requirements, at all grade levels, by at least 200 hours.

During the additional time provided, teachers created or refined interim assessments to align to grade-level standards and college-readiness. Assessments were administered every six to eight weeks as a measure of student learning. Teachers analyzed the student learning data with a trained data lead and created a reteaching plan to adjust future instruction in order to respond to student learning.

| Grade | State Requirement | Eagle Ridge Academy |
|-------|-------------------|---------------------|
| K-5 | 935 | 1,211 |
| 6 | 935 | 1,237 |
| 7-12 | 1,020 | 1,237 |



School of Grammar first graders used Oreo cookies to learn about the phases of the moon.

DISSEMINATION AND MARKETING INFORMATION

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

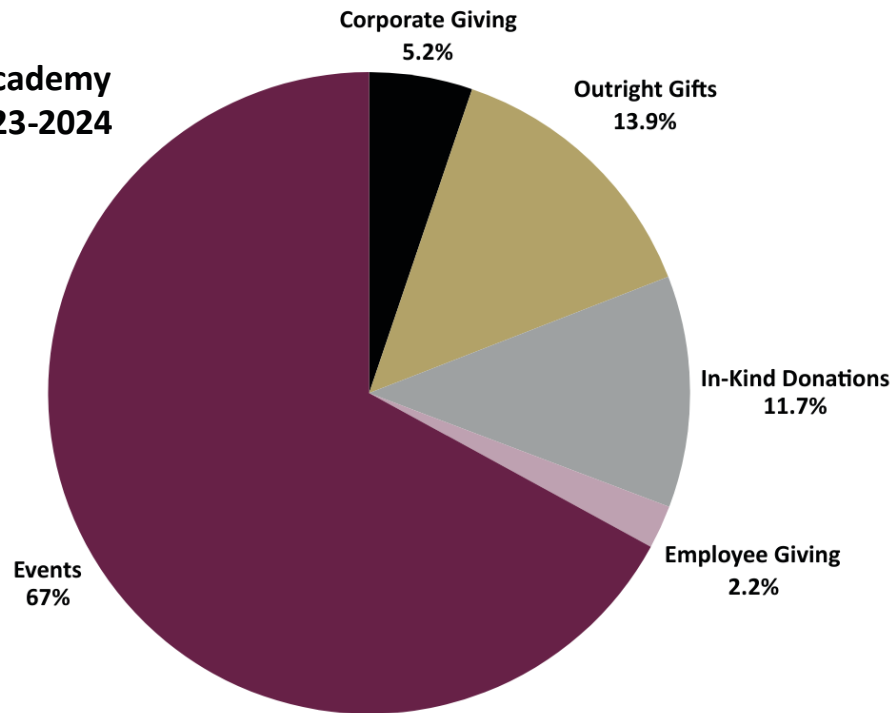
Eagle Ridge Academy annually plans marketing strategies that work to retain and attract students from diverse backgrounds and socioeconomic statuses. The shift in demographics over the past five years is evidence that our marketing strategies have worked. Eagle Ridge Academy’s enrollment has grown from nearly 800 students in 2011 to 1,534 students in 2023 while going from 81% white to 29.9% white in the same time period.

Below are some strategies used at Eagle Ridge Academy to achieve this goal:

1. Eagle Ridge Academy Website and Social Media
 - i. Images of staff and students that include people from diverse backgrounds
 - ii. Website has a translate button for families whose primary language is not English
2. Interpreter and Language Services
 - i. Eagle Ridge Academy provides interpreter services when conducting face-to-face meetings
 - ii. Services are provided to assist families completing enrollment paperwork
 - iii. Services are provided to families once they are enrolled at ERA for conferences, teacher phone calls, and IEP meetings
 - iv. Letters are translated for families as needed
3. Relationships
 - i. Teachers are provided eight hours of release time to have specialized conferences for our neediest students
 - ii. All staff receive relationship-building professional development via Top 20 Training
 - iii. Reading and Math Literacy Specialist provides free after-school instruction
4. Providing Access
 - i. Students receiving socioeconomic benefits receive free transportation when residing outside of the district
 - ii. Students receiving socioeconomic benefits receive free or discounted activity fees
 - iii. Open computer labs are provided before and after school for families and students
 - iv. Students receiving socioeconomic benefits receive reduced or free after-school child care
 - v. Students receiving socioeconomic benefits receive reduced or free uniforms
 - vi. Students receiving socioeconomic benefits receive reduced or free field trips
5. Increased Instructional Time
 - i. ERA offers free extended day instructional time to at-risk students
 - ii. ERA offers free summer school to K-12 students that are at risk

REPORT FROM THE OFFICE OF DEVELOPMENT

**Eagle Ridge Academy
Fiscal Year 2023-2024**



| | Revenues | Expenses | Net |
|---|------------------|----------|------------------|
| Corporate Giving | \$9,558 | | \$9,558 |
| Events | \$123,229 | \$40,946 | \$82,283 |
| Employee Giving | \$4,010 | | \$4,010 |
| In-Kind Donations* | \$21,447 | | \$21,447 |
| Outright Gifts | \$25,454 | | \$25,454 |
| <i>*In-Kind Donations are non-cash.</i> | \$162,342 | | \$132,843 |

Friends of Eagle Ridge Academy (FERA), the Academy's non-profit foundation, has a sole purpose to financially support Eagle Ridge Academy and sustain it for future generations. With the immense growth of the Academy, philanthropy is of the utmost importance. FERA plays an important role in building capacity and cultivating long-lasting relationships.

FERA is a certified 501(c)(3) entity under the Internal Revenue Code with accepted donations going to its sole beneficiary Eagle Ridge Academy. All donations from individuals, corporations, grantors, and foundations are accepted and processed through

FERA. Funds are invested in FERA's endowment and disbursed directly to the Academy for its highest priority needs. FERA is qualified to receive tax-deductible donations, bequests, gifts of stocks and real estate, transfers, and in-kind gifts. It is governed by a Board of Directors who focus on short- and long-term strategy and planning for the future of Eagle Ridge Academy.

For more information on how you may support Eagle Ridge Academy, please visit www.eagleridgeacademy.org or call 952-746-7760, ext. 1107.

GRYPHON GIVING SOCIETY: *THANK YOU TO OUR SUPPORTERS*

In the spirit of gratitude, we acknowledge the generosity of our donors. We are thankful for our partners in philanthropy and the belief they have in the mission of Eagle Ridge Academy. Their support is critical in helping us lift and sustain Eagle Ridge Academy for future generations of scholars.

| | | |
|--|--|--|
| 5 Vodka | Briana Boehm | Danielle D'Alessandro |
| Amy & Joe Aase | Boston Scientific | D'Amico & Partners |
| Abbott Laboratories | Bowlero - Eden Prairie | Subhadeep Datta |
| Matthew Adams | Allison & Todd Brady | Lisa De Maat |
| Advanced Image Solutions | Ben Bratrud | The Dental Specialists Orthodontics & Pediatric Dentistry |
| Amenah Agunwamba | Breadsmith | Double Take Salsa |
| Joan Alavena | Mike & Meredith Breitenbach | Elisia Drewelow |
| John Alexander | Dan & Cassie Bruski | Eagle Ridge Academy PTO |
| Mohamed Ali | Jeff & Stephanie Buckley | Daniel & Kelly Eaton |
| Joey Almars | Bundl Home | Emagine Theatres - Waconia |
| Denise & Glenn Ambrosio | Elena Burgett | Amanda & Michael Enright |
| American Express | Walter Burk | Adam & Angie Feddick |
| American Online Giving Foundation, Inc. | Cafè Latte | April & Matt Fenn |
| Amy's Cupcake Shoppe | Mitch Callister | Dianne Fenyk |
| Aaron Anderson | Ryan Callister | Fidelity Charitable - Anonymous Donor |
| Karen Anderson | Canterbury Park | Holly & Mark Fischer |
| Arch Insurance | Carlson's Lovable Llamas | Lara Foley |
| Ross & Kelly Athman | Castle Danger Brewery | Paula Foltz |
| Kristofer & Christy Babler | Central Telephone Sales & Service, Inc. | Steven Fox |
| Bach to Rock | Brad Chamberlain | Caroline Freund |
| Bachman's | Chick-fil-A - Knollwood | Friends of Education |
| The Bakken Museum | Michael Chidester | Leah Garms |
| Laurie Basic | Choice Bank | Joe & Michelle Gentile |
| Jacob & Jennifer Beasley | Jessica Christensen | George R. Wolff VFW Post 425 |
| Benihana | Reid & Loren Christanson | Janice Gerheart |
| Robert Bennett | Michael & Katelyn Clinger | Alia Giama & Mohamed Samatar |
| Erica Bentz | Anna Conner | Golf Galaxy |
| Jessica & Ryan Bergeron | Karen and Mike Conner | Anna & Jonathan Good |
| Best Buy | Construction Cost Consultants | Mandee Gordon |
| Dorie Bixby | Corporate Technologies, LLC | April & Matthew Grabanski |
| Lucy Bixby | Costco | Gray Duck Spirits |
| Cheryl & Edward Bixby | Craft & Crew Hospitality | Kenneth & Nancy Greener |
| Jade Black | Creative Planning | Groveland Confections |
| Susan & Eric Bloomgren | David Croson | Aditya Guda |
| Blue Sun Soda Shop | Cub Foods | |

Robert Guelich, Jr.
Kelly Gutierrez
Katrin Haakenson
Molly Haney
Char Haskin
HealthSource of Eden Prairie
Erin Hedina
Stephanie Herdrich
Gail Hiatt
History Theatre
Vivian Hoeft
Lance & Denise Holland
Mark Honnold
John & Marisa Houghland
Susan & Timothy Huston
Ike's Food & Cocktails
Innovative Office Solutions
Megan Janos
JB Realty
Jennifer & Mark Jensen
Mitchell Jensen
Jet's Pizza
Jimmy's Kitchen and Bar
Jennifer & Monte Johnson
Kirk & Lisa Johnson
Karibu Grocery & Deli
Christine & Matthew Kelash
Allison Kelly Holshouser
Brian Kelly
Kemmetmueller Photography
KidCreate Studio
Kaise Kivilaid
Kayn Koffler
Luanne Krause
Ashley Kruger
Punam Kumari
Kwik Trip
Labcorp
Monika Lampe
Land's End
Jeremy & Teri Larson
Pete Larson
Melissa & Josh Lego
Angel Leyva
Dawn & Jon Lindahl
Lion's Tap

Paul & Stacy Long
Christina & Elliott Loutsch
Anna & Matt Lovely
Lunderby Photography, Inc.
Lunds & Byerlys
Annie & Eric Lundsten
Jeff & Kari Lyon
MacPhail Center for Music
Missy & Kevin Madigan
Managed Services, Inc.
Amruta Marwah
Melissa Mase
Mathnasium of Eden Praire
and Minntonka
Anne Mazwi
Steve Meak
Amit Mehta
Janelle Mellgren
Bridget Merrill-Myhre
Metropolitan Transportation
Network, Inc.
Microsoft Rewards
Minnesota Landscape Arboretum
Minnesota Orchestra
Minnesota State Fair
Minnesota Wild Hockey
Minnesota Zoo
Allen & Lisa Miskowiec
Emily Molnar
Casey & Clare Murray
Vijaykumari Murugavel
Museum of Russian Art
MyBurger
Marcy & Shad Myers
Erin Naveen & Naveen Kempaiah
Neater Pets
Peter Nelson
Joseph Nessa
Will Nessa
Network for Good
New Scenic Café
North Risk Partners, LLS
North Shore Scenic Railroad
Northrup, University of Minnesota
Chad & Rebecca Northup
Peter & Kathy Oberstar

Chiaki & Daniel O'Brien
O'Brien's Public House
Charles & Karen Oglesby
Bill & Sandra Ogren
Old Elk Distillery
Thomas O'Neill
Crystal Overbey
Pinkle & Kinnary Patel
Patisserie Margo
Jim & Marie Pearson
Katie & Michael Pelofkse
Lynn Peterson
Chelsea Petree
Piper Sandler & Co.
Popped Corn, LLC
Karishma Pradhan
Punch Pizza
Purpleheart Armoury
PXG Minneapolis
R.F. Moeller Jeweler
Glen Raisanen
Anjali Raman
RBC
RE/MAX Results - Stieg Strand
Red Box Grille
Red Cow
Allen Reich
Diane & Rajat Relan
Rick Branson's House of Comedy
Josh & Kelly Rimpala
Cindy & Jim Ripple
Rochon Corporation
Joy & Kevin Roellinger
Jay Sachetti
Antonio & Tina Sacin
Jenifer & Jose Salgado
Raun Sawh
Scheels
Kelly & Mark Schiffman
Sam Schiffman
School Uniforms by Tommy Hilfiger
Hannah & John Schwirtz
Opal Schwirtz
Science Museum of Minnesota
Jenn Scott
SEA LIFE at Mall of America

Eric Shafer
Mark & Meghan Shaughnessy
Marlene & Tom Shaughnessy
Shalini Shiven
Judith Shoulak
Ankita Singh
Sir Benedict's Tavern on the Lake
Six Points Theatre
Vipul Soni
Karen Sorbo
Grace & John-Michael Spears
St. Paul Saints Baseball
Jodi & Raymond Stafford
Stages Theatre Company
Matthew & Sarah Stout Miller
Strategic Staffing Solutions
SuperClean Brands, LLC

Sweet Heaven by Nne
Taher Catering
Karla Tanner
TC Running Company
Sridhar Thayur
Theater Latté Da
Lindsay Thomas
Three Rivers Parks District
Thrivent
Carolyn & David Tillotson
Tonkadale Greenhouse
Beth Topoluk
Trader Joe's
Nikki Tran
Truax Company, Inc.
U.S. Bank Foundation
Erin & Jason Ulbrich

Universal Cleaning Services, Inc.
Cathy Uzzell
Veil and Wild Orthodontics
Very Special Games
Betsy & Jacob Walters
Christopher Ward & Stacy
Greenfield
Ann & Hiro Watanabe
Amanda & Christian Weidner
West Metro Supply
John & Kate Williams
Anthony & Veronica Witkowski
Christina & Matt Woodlee
Liz Wynne
YoYo Donuts & Coffee Bar
Marie Zimmell

Thank you to all of the supporters who registered for an event, purchased a silent auction item, or donated an in-kind item.

Eagle Ridge Academy faculty and staff give generously not only of their time and talents but also of their financial resources. During the 2023-24 fiscal year, current and former members of the faculty and staff committed more than \$9,000 in gifts and event support to Eagle Ridge Academy. We are grateful for their loyal and constant support.

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



Founding teacher Carolyn Sommers Tillotson and husband David Tillotson pose with llamas at the 2023 Gala for the Gryphons. One of the event's live auction items was a farm visit and birthday party package at Carlson's Lovable Llamas in Waconia.