

Annual Report 2020-2021



Inspiring Joy in Learning, Citizenship in Action, and Virtue in Character

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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-5), the School of Logic (6-8), and the School of Rhetoric (9-12).

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

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

INTRODUCTION

EAGLE RIDGE ACADEMY opened in 2004 with 107 students in grades 6, 7, and 9. Today, Eagle Ridge Academy serves students from 32 school districts in kindergarten through grade 12.

The Eagle Ridge Academy Schools of Grammar and Logic have rigorous curricula to ensure high achievement: Core Knowledge Sequence, Saxon Math, Shurley English, Pearson History and Geography, Saxon Phonics, and leveled guided reading. The School of Rhetoric offers a wide variety of classes in Music, Arts, World Languages, Advanced Placement, College in the Schools, and the Humanities. Along with rigorous curriculum, Eagle Ridge Academy provides small class sizes and professional master teachers, which 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 have again increased to over 80% proficiency.

In 2021, in the midst of a global pandemic, ERA students did have a learning loss, yet still outpaced the average state test score by at least 15%.

Eagle Ridge Academy has been honored again as a High Quality Charter School by the Minnesota Department of Education. We are proud of our students and staff for their achievements; however, producing graduates who are exemplary citizens and life-long learners is our foremost goal.

ACCOLADES



*MDE High Quality
Charter School*

2020-2021 YEAR IN REVIEW

2020 will be remembered as a year that transformed education. The Covid-19 pandemic, the murder of George Floyd in our community, and the lack of civil discourse has made it clear that our students need a high-quality Classical Education. Our students need to be educated on how to think critically and engage in meaningful discussion. At Eagle Ridge Academy, 2020 was a year of tremendous growth for our students, our educators, and for our organization at large. We used these events to transform our school into one that is able to better understand the whole child and the fundamental reality that relationships matter most.

Eagle Ridge Academy started the year with 1,451 students and ended the year with 1,396. Most of the attrition was due to distance learning and families' uneasiness with being in the school building.

Eagle Ridge Academy continued to outpace the average Minnesota school district: this year, by 29.4% in math, 20.8% in reading, and 19.3% in science on the Minnesota Comprehensive Assessments.

Eagle Ridge Academy was designated as a High-Quality Charter School by the Minnesota Department of Education and received the Innovation Award from the Minnesota Association of Charter Schools.

This was a difficult year around the nation for educators and the attrition rate was at an all-time high. Our retention rate for teachers in a truly challenging year was 93%.

Financially, Eagle Ridge Academy had a clean audit and received the Finance Award. We also increased our fund balance to 41.0% and had an annual surplus of \$2,393,656, while receiving 20% less per student than our neighboring school districts.

Empathy for our students, families, and educators increased markedly over the course of this year. And our community has remained resilient and even thrived during these difficult times.



School of Grammar students made this collaborative art piece detailing their hopes and dreams for 2021.

SCHOOL ENROLLMENT AND ATTRITION

Process

Eagle Ridge Academy is dedicated to providing a quality education without cost to families. 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 2020-2021 school year, a child was required to be five on or before September 1, 2020 in order to begin kindergarten.

For the 2020-2021 school year, Eagle Ridge Academy had an open enrollment period from October 1, 2019 to January 15, 2020. All procedures and timing in regard to its enrollment period are posted on www.eagleridgeacademy.org.

All applications are submitted electronically and are date- and time-stamped through the process. Eagle Ridge Academy held a public randomized lottery in January of 2020. The lottery is used to determine placement if spots are available in a grade level for the 2020-2021 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 that they are received and are considered on a first-come, first-served basis.

Enrollment History

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

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	2021-2022	2022-2023	2023-2024
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	138	138	138
Grade 7	125	125	125
Grade 8	100	110	110
Grade 9	91	90	93
Grade 10	67	82	81
Grade 11	44	54	68
Grade 12	43	41	51
Total	1,436	1,468	1,494



2020-21 Eagle Ridge Academy scholarship recipients.

Students attended from 30 school districts:

District Name	Enrollment	Total	%
Eden Prairie	521	1395	38
Shakopee	162	1395	12
Bloomington	131	1395	10
Hopkins	128	1395	10
E. Carver	75	1395	6
Minneapolis	62	1395	5
Prior Lake	37	1395	3
St. Louis Park	37	1395	3
Prior Lake	39	1395	3
Edina	35	1395	2
Richfield	33	1395	2
Osseo	32	1395	2
Burnsville	30	1395	2
Robbinsdale	27	1395	2
Wayzata	23	1395	2
Minnetonka	16	1395	1

District Name	Enrollment	Total	%
Rosemount	6	1395	0
Anoka	5	1395	0
Lakeville	5	1395	0
Moundsville	4	1395	0
Watertown-Mayer	4	1395	0
Brooklyn Center	3	1395	0
Buffalo	3	1395	0
Waconia	2	1395	0
Col. Heights	2	1395	0
Jordan	2	1395	0
New Prague	2	1395	0
St. Paul	2	1395	0
Westonka	2	1395	0
Norwood	1	1395	0

Student enrollment by group:

Subgroup:	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
Hispanic/Latino	2%	2%	2%	3%	3%	3%
Native American	1%	.5%	.5%	.6%	.6%	.4%
Asian	25%	33%	33%	37%	38%	39%
Black	8%	15%	20%	18%	17%	20%
White	63%	46%	41%	41%	37%	34%
Two or More Races	3%	3%	3%	4%	4%	4%
ELL	6%	7%	9%	8%	9%	7%
Free & Reduced	18%	19%	23%	20%	18%	17.7%
SPED	9%	7%	6%	6%	6%	5%

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 in the School of Rhetoric and specifically from grades eight to nine. The primary reasons, as discovered through family surveys and phone calls, include:

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

Grades	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
K not returning to 1st	3%	2%	1%	5%	5%	4%	4%	12%
1st not returning to 2nd	1%	5%	7%	4%	5%	5%	5%	10%
2nd not returning to 3rd	4%	7%	9%	2%	4%	7%	8%	8%
3rd not returning to 4th	4%	4%	3%	6%	4%	6%	2%	14%
4th not returning to 5th	11%	11%	9%	5%	5%	5%	9%	12%
5th not returning to 6th	7%	7%	12%	2%	11%	8%	14%	18%
6th not returning to 7th	10%	10%	7%	13%	23%	28%	27%	22%
7th not returning to 8th	12%	12%	8%	13%	20%	18%	16%	19%
8th not returning to 9th	49%	49%	31%	32%	27%	34%	29%	41%
9th not returning to 10th	9%	9%	4%	14%	7%	16%	24%	18%
10th not returning to 11th	16%	16%	8%	7%	20%	5%	12%	20%
11th not returning to 12th	8%	8%	9%	3%	10%	5%	4%	6%
Total	12%	12%	9%	9%	11%	10%	12%	15%

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 2020 -2021, the Policy Working Group reviewed and updated annual review policies as well as any policies needing adjustments due to COVID-19. New policies were developed for that need as well.

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.



Board meetings were held virtually over Zoom during the 2020-21 school year due to COVID-19.

Election of Eagle Ridge Academy School Board Members

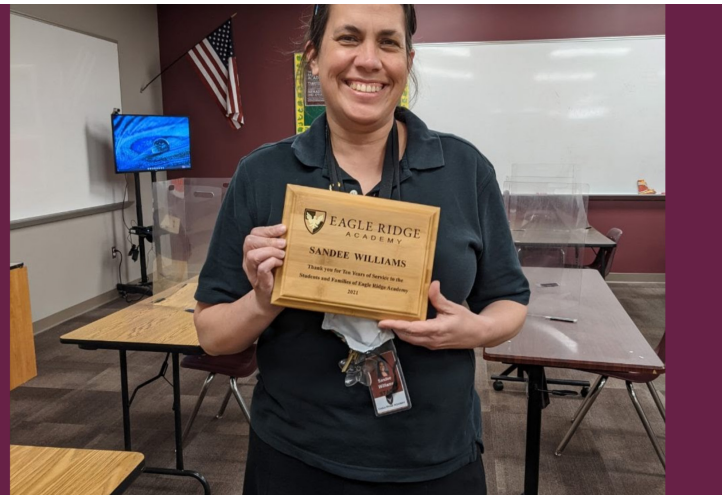
Eagle Ridge Academy parents and staff elect new Board members in April. In 2020, Eagle Ridge Academy used an electronic polling system to increase ease of voting and accuracy of ballot counting. Candidates participated in a forum prior to the election and an election guide with candidate information 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.

Name of School: EAGLE RIDGE ACADEMY District #: 4122															
Seat	Director Name	Current Director	E or A	Term		Officer	Attendance 2020 - 2021 Workshop/ Meeting Attendance %	Director Contact Information Email Address and Personal Phone #	Affiliation - Check One			Obtained Required Training			
				Date Seated	Date Term Expires				Identify Officer Position (if any)	Teacher *	Parent *	Community Member *	Finance	Governance	Employment
A	Clare Murray	X	E A	07/01/20 09/24/19	06/30/23	Secretary	96%	cmurray@eagleridgeacademy.org	X			10/27/2020 10/08/2019	03/09/2021 11/12/2019	10/08/2019	Fall 2020 COVID Safety Protocols 02/11/2020 Strategic Planning
B	John Schwirtz	X	E A	07/01/15 01/13/15	06/30/21	Chair	100.00%	jschwirtz@eagleridgeacademy.org		X		10/27/20 08/15/17 09/27/16 09/17/15	03/09/2021 11/12/2019 05/09/17 09/22/15	10/08/2019 05/09/17	Fall 2020 COVID Safety Protocols 2/11/20 Strategic Planning 08/15/18 Board Retreat 11/05/16 Strategic Planning 01/24/15 Strategic Planning
C	Angela Berger	X	E	07/23/19	06/30/2021	Treasurer	89%	aberger@eagleridgeacademy.org	X			10/27/20 10/08/2018	03/09/2021 11/12/2019 11/14/17	10/08/2019	Fall 2020 COVID Safety Protocols 2/11/20 Strategic Planning
D	Ramesh Babu	X	E	07/23/19	6/30/21		89%	rbbabu@eagleridgeacademy.org		X		10/27/20	03/09/2021 11/12/2019		Fall 2020 COVID Safety Protocols 2/11/20 Strategic Planning
E	Jeff Magnuson	X	A	09/24/19	06/30/21		100%	jmagnuson@eagleridgeacademy.org	X			10/27/2020 10/08/2019	03/09/2021 11/12/2019	10/08/2019	Fall 2020 COVID Safety Protocols 2/11/20 Strategic Planning
F	Julia Demakis-Haustin	X	A	10/24/17	Res. 3/23/21		86.00%	jdemakis@eagleridgeacademy.org	X			10/27/2020 10/08/2019	03/09/2021 11/12/2019 11/14/17	10/08/2019	Fall 2020 COVID Safety Protocols 2/11/20 Strategic Planning
G	Jane Wegener-Venema	X	E	07/01/16	06/30/21		100%	jwegener@eagleridgeacademy.org	X			10/27/2020 10/08/2019	03/09/2021 11/12/2019	10/08/2019	Fall 2020 COVID Safety Protocols 2/11/20 Strategic Planning 11/05/16 Strategic Planning
I	April Grabanski	X	E	07/01/13	06/30/21	Vice Chair	100%	agrabanski@eagleridgeacademy.org	X			10/27/2020 10/08/2019 9 10/9/18 08/15/17 09/27/16 09/08/15 11/26/13	03/09/31 11/12/19 11/14/17 05/09/17 09/22/15 07/10/13	10/8/19 05/09/17 07/10/13	Fall 2020 COVID Safety Protocols 2/11/20 Strategic Planning 08/15/18 Board Retreat 11/05/16 Strategic Planning 08/18/15 Dr. Perrin Classical 01/24/15 Strategic Planning
J	Rahul Deep	X	E	07/1/18	Res. 4/27/21		89%	rdeep@eagleridgeacademy.org	X			10/27/2020 10/08/2019 9 10/9/18	03/09/21 11/12/19	10/8/19	Fall 2020 COVID Safety Protocols 2/11/20 Strategic Planning 08/15/18 Board Retreat
K	Anne Barlow	X	E	7/01/20	6/30/22		96%	abarlow@eagleridgeacademy.org	X			10/27/2020	03/09/21		Fall 2020 COVID Safety Protocols
L	Penny Teder	X	E	07/1/20	6/30/22		96%	pteder@eagleridgeacademy.org	X			10/27/2020	03/09/21		Fall 2020 COVID Safety Protocols

In 2021, ten teachers and staff members celebrated ten years of service at Eagle Ridge Academy.



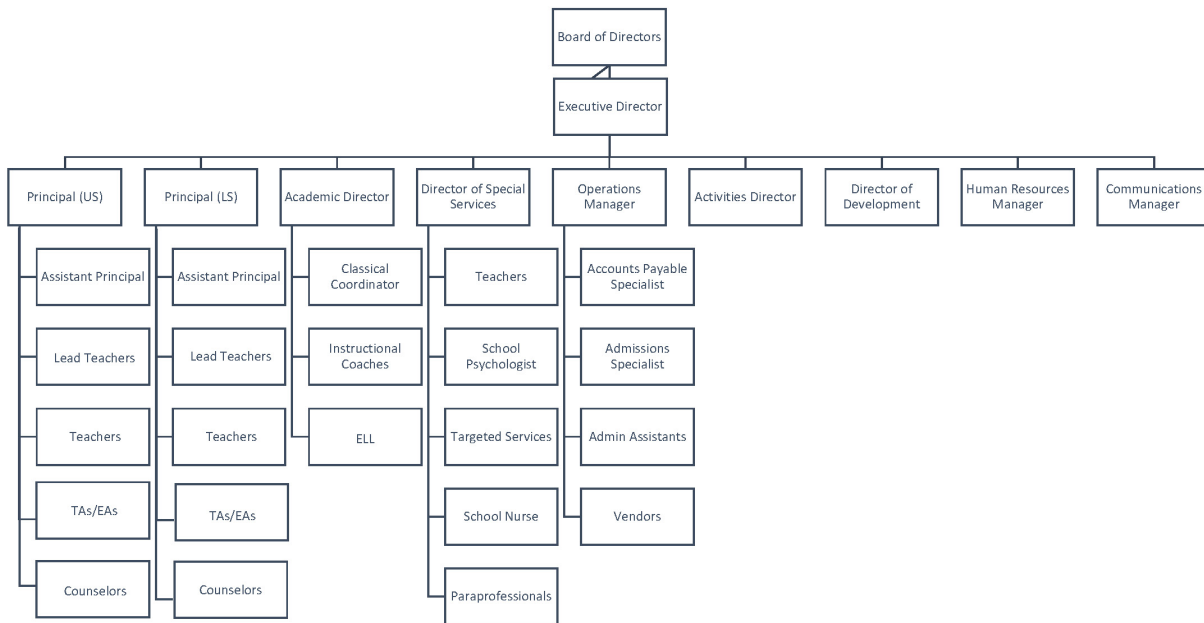
Sandee Williams
10 years



GOVERNANCE AND MANAGEMENT

2020-2021 Eagle Ridge Academy Organization Chart

Eagle Ridge Academy



Cohort D 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. Pictured here is teacher Anne Bartow.

STAFFING

Staffing

Eagle Ridge Academy employed 156 staff for the 2020-2021 academic year, 104 of whom are teachers and eight who are administrators. All teachers were licensed with four teachers on a variance for specific content areas. Eagle Ridge Academy employed 12 operations staff and 34 student support staff.

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Alavena	Joan	Assistant Teacher	357594	8/17/2017	
Ali	Mohamed	Dean of Students		8/16/2020	
Allan	Amanda	Teacher	491904	8/16/2016	
Anderson	Samantha	Teacher	499473	8/1/2017	
Anderson	Jaime	Teacher	1007466	11/30/2020	x
Ansell	Emily	Teacher	502398	8/5/2019	
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	
Berg	Gabriel	Educational Assistant		8/15/2019	
Berg	Matthew	Teacher	1006392	8/3/2020	
Bergeron	Jessica	Teacher	423628	8/18/2008	
Bixby	Betsy	Teacher	.510523	8/3/2020	
Bloomgren	Susan	Academic Director	438926	08/23/2010	
Boegel	Melissa	Teacher	434538	08/25/2008	
Boegel	Neal	Teacher	466974	10/19/2015	
Boelter	Kimberly	Educational Assistant		8/17/2017	
Carlson	Sarah	Teacher	462561	8/15/2012	
Castro	Franchesca	Comm. Manager		6/1/2020	
Clapero	Daniel	Teacher	414336	8/20/2007	
Clough	Megan	Assistant Teacher - EL	474924	10/12/2020	
Colby	Mariah	Assistant Teacher	510897	8/15/2019	x
Combs	Melanie	Paraprofessional		9/06/2016	
Conner	Karen	Operations Manager		4/19/2007	
Conner	Emma	Teacher	485392	8/1/2017	
Crouch	Kim	Educational Assistant		8/19/2019	
Dahlstrom	Amber	Dir. of Spec. Services	407916	7/1/2018	
Dale	Elissa	Paraprofessional		8/16/2018	
D'Alessandro	Danielle	Building Substitute	498733	8/23/2010	
D'Alessandro	John	Teacher	443470	8/24/2009	
Demakis-Haustein	Julia	Teacher	455179	8/13/2015	x
Devereaux	Collette	Teacher	486829	8/1/2017	x
Dieter (Veldhuzien)	Jessica	Educational Assistant		8/16/2018	x
Duske	Aaron	Teacher	482193	8/14/2017	x
Edin	Erik	Paraprofessional	465193	8/16/2018	
Faulk	Rebecca	Teacher	359356	8/1/2018	
Feist	Katherine	Teacher	495288	8/16/2016	
Feitl	Karie	Teacher	351646	08/01/2018	
Feitz	Katherine	Speech Lang. Path.	497861	8/16/2016	
Fenn	April	District Exec. Assistant		8/16/2018	

STAFFING

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Finlayson	Maureen	Math Interventionist	461638	8/16/2016	
Finnes	Rachel	Teacher	1003479	8/3/2020	
Freund	Caroline	Teacher	486913	8/1/2017	
Gerheart	Janice	Admissions Specialist	430611	8/23/2010	
Gillitzer	Nicole	Teacher	433990	8/23/2010	
Goedjen	Tiffany	Teacher	423314	8/23/2010	
Gordon	Mandee	Teacher - Literacy	419560	8/16/2011	
Grabanski	April	Teacher	397151	8/3/2020	
Gustofson	Kelly	Teacher	479170	8/16/2018	
Hames	Sean	Assistant Teacher	180100	8/17/2020	x
Herdrich	Stephanie	Teacher	445036	8/01/2017	
Hoffman	Riley	Teacher	446638	8/22/2011	
Holland Tuve	Dianne	Educational Assistant	499748	8/15/2019	x
Hopper	Lisa	Teacher	482233	8/17/2015	
Hopper	Sarah	Teacher	474403	8/16/2018	
Hurth	Alexandra	Teacher	511151	8/16/2016	
Jama	Mona	Paraprofessional		8/13/2020	
Jensen	Matthew	Educational Assistant		05/02/2011	
Jensen	Mitch	Teacher	324878	8/23/2010	
Johnson	Erin	Principal	417567	8/27/2004	
Johnson	Evan	Teacher	498105	8/01/2017	
Johnson	Jacklyn	School Psychologist	502855	8/01/2017	
Johnson	Jennifer	Admin. Assist. II		8/17/2020	
Johnson	Leiha	Teacher	385831	9/15/2014	
Johnson	Lisa	Teacher	344055	8/27/2004	
Johnson	Mary	Academic Counselor	1003633	9/14/2020	
Kabra	Surekha	Paraprofessional		4/8/2021	
Kanneh	Saiku	Educational Assistant		8/13/2020	
Kelash	Christine	Teacher	406419	8/18/2014	
Kirchoefer	Christina	Teacher	496260	8/3/2020	
Kofflin	Isabelle	Student Prog. Specialist		1/16/2019	
Kofflin	Paula	School Nurse	511663	10/16/2018	
Koparapu	Gomanthi	Paraprofessional		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	
Larson	Nicole	Teacher	485845	8/5/2019	
Lego	Melissa	Teacher	286078	8/22/2011	
Lengvenis	Cathy	Teacher	324764	8/16/2016	
Lentz	Stacy	Teacher	501968	8/17/2017	
Lewandowski	Elizabeth	Assistant Teacher	187123	8/22/2011	
Leyva	Angel	Teacher	497682	8/30/2019	
Lupo	Sue	Paraprofessional	247898	11/13/2017	x

STAFFING

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Lutz	Derek	Teacher	491099	8/16/2016	
Lynch	Victoria	Paraprofessional		11/7/2016	
Lyon	Kari	HR Manager		9/14/2015	
Lyons	Corryn	Teacher	495352	8/3/2020	
Macijeski	Nathaniel	Assistant Teacher	1006310	8/17/2020	
MacLean	Zachary	Student Counselor	468524	8/5/2019	
Madigan	Missy	Instructional Coach	448096	10/26/2009	
Madson	Melissa	Teacher	429868	8/16/2016	
Magnuson	Jeffrey	Teacher	470625	8/16/2016	
Martin	Dilek	Accounts Payable	443938	8/22/2011	
Melendez	Kristin	Assistant Teacher	445074	8/18/2014	
Mellgren	Janelle	Principal	385030	7/1/2017	
Mersereau	Mark	Teacher	1003470	8/30/2020	
Michels	Sylvia	Educational Assistant		8/15/2019	
Miller	Hannah	Assistant Teacher	507293	8/16/2018	
Mills	Michelle	Teacher	426709	8/22/2011	
Mishra	Asha	Teacher	441623	8/5/2019	
Molnar	Emily	Teacher	487514	8/17/2015	
Mura	Erin	Behavior Inter. Spec.	503448	8/3/2020	
Murray	E. Matisse	Teacher	474387	8/26/2013	
Murray	Clare	Teacher	452069	8/18/2014	
Myers	Marcy	Teacher	437680	8/16/2016	
Nilsson	Rebecca	Teacher	486021	8/1/2017	
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	
Ose	John	Educational Assistant		9/8/2020	x
Pahl	Sarah	Teacher	440572	8/22/2011	
Pederson	Kimberly	Health Aide		8/27/2018	
Peterson	Kristine	Teacher	460661	8/16/2016	
Pornschoegl	Romelle	Assistant Principal	358037	7/01/2017	
Rau	Amy	Teacher	445816	8/23/2010	
Rodriguez	Melissa	Educational Assistant		8/24/2020	
Saballoas	Melvin	Ed. Assistant - Childcare		8/31/2020	x
Schiffman	Kelly	Development Director		8/18/2014	
Schmidt	Abigail	Teacher	473087	5/14/2013	
Schmitz	Erin	Teacher	422455	8/18/2014	
Seeley	Katie	Teacher	466012	8/16/2016	
Serres	Sean	Building Substitute	512119	8/28/2020	x
Sheppard	Heidi	Building Substitute	462752	2/21/2017	
Shetty	Pooja	Educational Assistant		11/11/2015	
Shultz	Caitlyn	Educational Assistant		8/15/2019	x
Soerens	Shannoniah	Teacher	404684	8/13/2015	
Soetanto	Sarah	SPED Clerk		11/2/2016	

STAFFING

Last Name	First Name	Position	License Number	Date Hired	Not Returning
Sorenson	Kelsey	Teacher	469555	11/07/2011	x
Soule	Jean	Student Counselor	511214	8/1/2018	
Soule	Samuel	Teacher	1004598	8/3/2020	
Starkey	Rebecca	Ed. Assistant (Library)		8/17/2017	x
Strand	Holly	Teacher - EL	512606	8/5/2019	x
Sullivan	Kate	School Nurse	1008741	2/22/2021	x
Suresh	Rajalkshmi	Educational Assistant		8/15/2019	
Sutton	Wade	Teacher	411698	8/18/2014	
Thiessen	Mallory	Teacher	10000678	8/16/2016	
Thomas	Lindsay	Teacher	442936	8/14/2017	
Thompson	Haley	Teacher	508146	8/1/2018	
Toso	Suzannah	Teacher	434232	8/16/2016	
Tran	Nikki	Teacher	477485	8/3/2020	
Twetan	Julie	Admin. Assistant I		7/12/2010	x
Ulbrich	Jason	Executive Director	379277	7/01/2012	
Vargas	Bridget	Teacher	456190	4/20/2016	
Vedder	Kristyn	Ed. Assist. - Childcare		8/27/2020	x
Verbridge	Benjamin	Teacher	508232	8/1/2018	x
Wagner	Amy	Teacher	507639	9/3/2020	
Walker	Kirsten	Teacher	282356	8/22/2011	
Ward	Christopher	Teacher	494509	9/7/2016	
Watson	Kayla	Teacher	1005939	8/3/2020	
Wegener Venema	Jane	Teacher	460778	8/23/2010	
Weigand	Samuel	Teacher	511170	8/15/2019	
Wierman	Kurt	Teacjer	1006761	9/14/2020	
Williams	Sandee	Teacher	403115	8/25/2011	
Wolfe	Kim	Teacher	434977	8/24/2020	
Wolf	Rebecca	Teacher	343514	8/16/2016	

For the 2020-2021 academic school year, the student to teacher ratio was 14:1.

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

We will have 160 employees for 2021-2022. We are adding operations and support staff.

Staff Retention

Staff retention has remained stable since the 2011-2012 academic year. Eagle Ridge Academy developed and implemented a highly competitive compensation package for teaching staff beginning 2014-2015. Compensation is top among Minnesota Charter Schools. The Employee Handbook has been aligned with Board policies since 2014-2015.

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Percentage of Teachers Retained	85%	96%	84%	90%	94%	93%	94%	88%	91%	86%	90%
Percentage of All Staff Retained	NA	NA	86%	91%	89%	92%	97%	85%	88%	82%	90%

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



Eagle Ridge Academy educators Anne Bartow, April Grabanski, Ashley Kruger, Missy Madigan, Clare Murray, and Dan O'Brien completed the Charter School Leadership Graduate Program at Southwest Minnesota State University in May 2021.

FINANCE

Finances

Eagle Ridge Academy ended the year with many financial successes. Eagle Ridge Academy completed FY2021 with a \$2.4 million surplus. Eagle Ridge Academy's School Board has set goals in the Strategic Plan:

1. Eagle Ridge Academy will operate from a sound financial position that does not require short term borrowing. **No short term borrowing was used in the years 2013-2021.**
2. Eagle Ridge Academy will create and maintain a fundraising strategic plan in order to reach a 20% fund balance by FY2020. **The Fund Balance for FY2021 is over 41%.**
3. Eagle Ridge Academy will produce and maintain facilities to support the long term academic programming needs of the school. **The Eagle Ridge Academy has completed a five year capital maintenance plan which has been budgeted.**

The audit for 2020-2021 has been completed, with a clean audit with no material findings. Eagle Ridge Academy received the 2020 Finance Award from the Minnesota Department of Education (MDE).

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



Over 1,500 pounds of food was donated during the Eagle Ridge Academy National Honor Society's "Donate for Donuts" food drive in May 2021. Sixth grader Sydney S. called several local grocery stores to personally ask for donations, which led to her collecting over 1,000 food items.

FINANCE

	FY21 Audited	FY22 Expected
ADM REVENUE	1403	1428
State	\$14,951,778	\$15,167,286
Federal	\$2,651,984	\$822,855
Other	\$368,285	\$291,580
Donations	\$125,852	\$89,400
Food Service	\$375,335	\$417,700
Community Service	\$266,644	\$305,200
Total Revenue	\$18,739,878	\$17,094,021
EXPENDITURES		
Salaries/Benefits	\$7,556,418	\$7,809,074
Building Lease	\$2,525,802	\$2,707,565
Programming	\$5,678,935	\$5,655,782
Food Service	\$309,423	\$417,700
Community Service	\$266,644	\$305,200
Total Expenditures	\$16,346,222	\$16,895,321
SURPLUS	\$2,393,656	\$198,700
FUND BALANCE		
Fund Balance Percentage (PPP Included)	41.81%	38.90%
Fund Balance Percentage (PPP Excluded)	31.00%	28.40%

General Fund Balance History and Projections

FY2014 Audited	FY2015 Audited	FY2016 Audited	FY2017 Audited	FY2018 Audited	FY2019 Audited	FY2020 Audited	FY2021 Audited
13.93%	16.42%	16.32%	16.12%	20.18%	24.72%	29.70%	41.00%

CURRICULUM AND INSTRUCTION

Overview

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

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

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

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

Classical Education Development

In order to ensure excellence in teaching and support of the curriculum, Eagle Ridge Academy has created the Eagle Ridge Academy Classical Education Teacher Certificate Program (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 2020-2021 school year, twenty-five teachers, one administrator, and three hourly staff members participated in the CTCP. Since its inaugural year, the CTCP has graduated fifty-five teachers through the program.

Classical Education 101, 201, and 301 are required within two years from 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.

Virtue and wisdom are inextricably linked components of Classical Education. Citizenship, integrity, perseverance, honor, excellence, and

CURRICULUM AND INSTRUCTION

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

Trivium

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

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

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

As the final stage in the Trivium, the School of Rhetoric builds upon what students have accomplished in the School of Grammar and the School of Logic. Students continue to learn additional grammatical-level facts and concepts and to utilize logical reasoning; however, students build on these skills by talking and writing

intelligently and articulately about concepts and in defense of arguments and positions. Teachers use open-ended questions to facilitate the depth of thought and insight expected of students as they continue to grapple with challenging material and texts in order to develop analytical reasoning skills, prepare students for college, and foster a life-long love of learning.

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

School of Grammar students worked behind their plexiglass shields during in-person learning.



Schools of Grammar and Logic

Core Knowledge

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

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

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

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

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

Latin

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

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

Latin trains the student in the essentials of scientific method: observation, comparison, and generalization. Students of Latin are equipped in a methodology of rigorous 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 and comprehensive approach to literacy. Students receive instruction in phonics, teacher-directed read alouds, guided reading, and independent reading. Saxon Phonics is used in grades K-3 to teach decoding and segmentation skills. Students read content-rich books in guided reading groups to develop a love for reading. Read alouds are used to introduce students to rigorous oral language skills and the first steps of the Socratic Method.

Writing and Grammar

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

Physical Education, Music, and Visual Arts

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

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



School of Grammar students engaged in Latin instruction multiple days per week.

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



Members of the Class of 2021 posed during their graduation ceremony.

CURRICULUM AND INSTRUCTION

School of Rhetoric Courses

Humane Letters Sequence:

Foundations of Humanities
9th Grade: Ancient World
10th Grade: Medieval World
11th Grade: Renaissance World*
12th Grade: Modern World*

Science:

Biology
Chemistry
Physics
Astronomy I & II
Forensics
Anatomy & Physiology
A.P. Biology*
A.P. Physics*
A.P. Chemistry*

Art:

Art History I
Art History II
2D Studio Art
3D Studio Art
Ceramics I & II
Drawing
Printmaking
A.P. 3D Studio Art*
A.P. 2D Studio Art*
A.P. Art History*

Math:

Geometry
Algebra II
Pre-Calculus
A.P. Calculus AB*
A.P. Calculus BC*
Functions
Algebra Linear and Quadratics
A.P. Statistics*

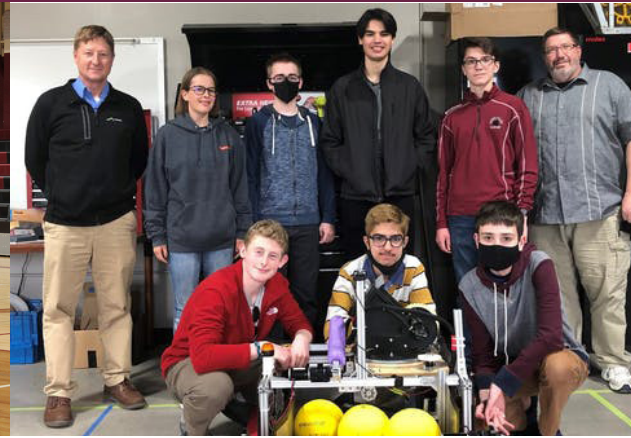
World Language:

Latin I
Latin II
Latin III*
Honors Latin IV
Honors Latin V
College Greek
Spanish I
Spanish II
Spanish III

Electives and Singletons:

Logic
Rhetoric
Eastern Thought
Economics
Healthy Living
Composition
Creative Writing
Yearbook
Orchestra
Choir
Concert Band
American Government
Teacher Assistant

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



ACTIVITIES

Extracurricular Activities

Eagle Ridge Academy now hosts 12 varsity sports and has strategic co-operative agreements for additional offerings with other suburban high schools. We maintain a strong relationship with the International School of Minnesota as they join our teams in Soccer, Cross Country, and Track and Field, with Blake for Girls Swim and Girls Synchronized Swim.

In 2020-2021 we saw registrations negatively affected due to the pandemic. We did take administrative control of Soccer and Track and Field. Our co-curricular programs continue to produce some of the best teams in the state, with Mock Trial and Robotics both winning state championships. Debate and Speech will launch in 2021-2022. The Theater programs continue to grow with opportunities starting at the youth level. Gryphon Youth Sports, ERA's own youth sports offerings see continued leadership and involvement by varsity coaches and players.

ERA completed a gymnasium and weight room addition that increased court space by 50% and will provide the opportunity for our students and staff to regularly lift weights.

Varsity activities offered include:

- Boys Baseball
- Boys & Girls Basketball
- Boys & Girls Cross Country

- Boys & Girls Golf
- Boys & Girls Soccer
- Boys & Girls Track
- Boys & Girls Ultimate Frisbee
- Girls Badminton
- Girls Volleyball
- Math Team
- Pep Band
- Robotics
- Theater

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

- Ballroom Dance Club
- Chess Club
- Children's Choir
- Climbing Club
- Club Terra
- Debate Club
- Drama Club
- ImpART Art Club
- Improv Club
- Japanese I
- Junior Classical League (JCL)
- MN High School Music Listening Contest
- National Honor Society (NHS)
- Nerd Coalition
- Spanish Club
- Spring Play

ACADEMIC PERFORMANCE

Assessments for 2020-2021

In 2020-2021, Eagle Ridge Academy used assessments to compare proficiency to other schools and to determine students' achievement level, college readiness, and individual growth. The assessments include:

College Readiness

- ACT, 11th grade
- PSAT 11, 11th grade
- AP exams
- National Latin Exams
- Classical 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

In the Eagle Ridge Academy mission statement, we are responsible for providing our students with “a traditional, Classical Education that demands their best in academic achievement...” We also provide our students with a rigorous curriculum that exceeds national, state, and local standards. Our students score in the top 1% on the Math Minnesota Comprehensive State Test and top 2% 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.



Some distance learning classes met in person for the first time while taking the Minnesota Comprehensive Assessments (MCAs) during the months of April and May 2021.

2021 MCA Math Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
3rd	92.5%	72.3%	80.6%	55.3%	57.1%
4th	76.2%	66.2%	79.1%	54.9%	53.8%
5th	72.7%	56.8%	63.6%	41.9%	41.1%
6th	68.0%	60.7%	61.3%	39.1%	37.2%
7th	67.9%	52.6%	66.0%	43.2%	37.4%
8th	61.8%	56.6%	62.2%	50.0%	39.8%
11th	72.4%	60.9%	56.5%	52.4%	41.4%
District	73.6%	60.8%	68.5%	48.1%	44.2%

2021 MCA Reading Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
3rd	74.2%	65.1%	70.0%	50.1%	48.5%
4th	73.3%	64.9%	74.5%	48.5%	49.3%
5th	82.7%	76.2%	79.4%	58.9%	59.4%
6th	78.8%	76.1%	76.7%	64.1%	55.0%
7th	67.9%	70.4%	75.6%	61.5%	48.3%
8th	58.7%	67.4%	74.2%	65.1%	49.7%
10th	79.3%	70.0%	76.0%	63.3%	58.3%
District	73.3%	70.1%	75.2%	57.3%	52.5%

2021 MCA Science Percent Proficiency by Grade

	Eagle Ridge Academy	Eden Prairie	Edina	Hopkins	State
5th	71.8%	62.8%	63.9%	46.6%	47.9%
8th	49.3%	51.3%	45.6%	48.4%	33.8%
HS	60.0%	58.7%	82.1%	47.4%	48.3%
District	62.4%	57.6%	64.9%	47.2%	43.1%

ACADEMIC PERFORMANCE

College Readiness and Graduation Rate

Advanced Placement Proficiency and Number of Tests Given

EAGLE RIDGE ACADEMY	2017	2018	2019	2020	2021
Total AP Students	59	62	75	42	69
Number of AP Exams	93	110	134	141	128
AP Students with a score of 3+	49	44	58	56	37
% of Total of AP Exams with a score of 3+	83.1	71.0	77.3	62.9	53.6

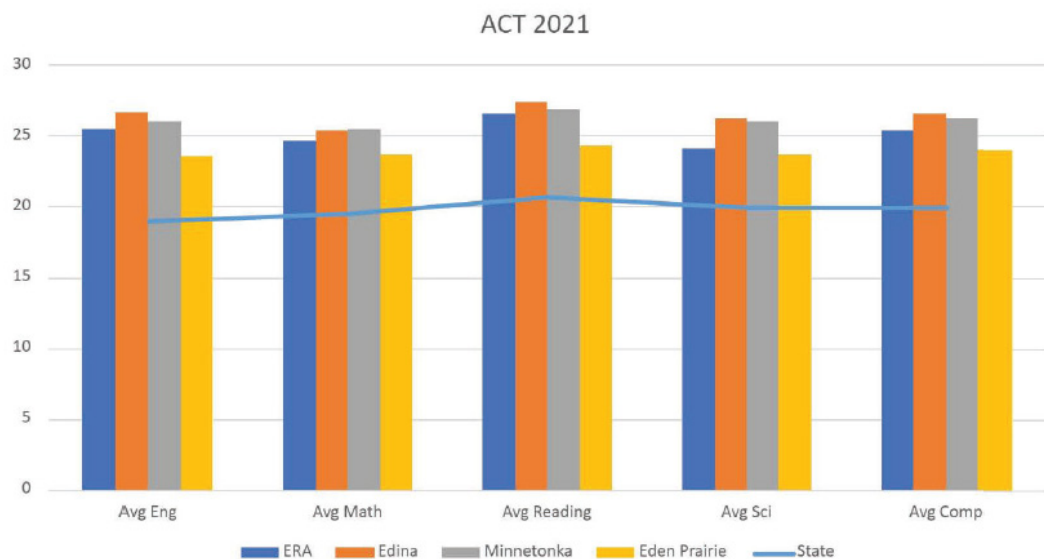
2021 AP Exams

The number of students taking AP exams and scoring a 3+ decreased by nearly nine percent. The 2021 results were of students who took AP 2D Art and Design, AP Art History, AP Biology, AP Calculus AB, AP Calculus BC, AP Computer Science and Principles, AP Drawing, AP Environmental Science, AP European History, AP Language and Composition, AP Latin, AP Literature and Composition, AP Macroeconomics, AP Music Theory, AP Physics, AP Psychology, AP Statistics, AP U.S. Government and Politics, AP U.S. History.



The Class of 2021 celebrate their graduation.

2021 ACT Comparison Chart



Four Year Graduation Rate

Year	Number	Graduation Rate
2011	28	73.70%
2012	30	85.70%
2013	24	80.00%
2014	31	77.50%
2015	48	92.00%
2016	47	87.00%
2017	48	81.30%
2018	51	94.10%
2019	45	100.00%
2020	45	93.30%
2021	44	100.00%

WORLD'S BEST WORKFORCE

World's Best Workforce Goals: 2020-2021

1. 94% of the graduating class of 2021 will graduate within four years. **Met: 100% of students graduated within four years in 2021.**
2. 89% of the graduating class of 2021 will attend post-secondary school the following school year. **Met: 95% of the graduating class of 2021 had plans to attend post-secondary.**
3. The percentage of all students in grades K-5 enrolled in Eagle Ridge Academy's Lower School who are in the *low risk* category on the easyCBM Reading standardized assessment will increase from 93.70% to 95.17% in spring 2021. **Not Met: The percentage of all students in grades K-5 enrolled in Eagle Ridge Academy's Lower School who are in the *low risk* category on the easyCBM Reading standardized assessment decreased from 93.70% to 92.24% in spring 2021.**
4. The percentage of all students in grades 6-8 enrolled in Eagle Ridge Academy's School of Logic who are in the *low risk* category on the easyCBM Reading standardized assessment will increase from 91.18% to 92.55% in spring 2021. **Not Met: The percentage of all students in grades 6-8 enrolled in Eagle Ridge Academy's School of Logic who are in the *low risk* category on the easyCBM Reading standardized assessment increased from 91.18% to 92.50% in spring 2021.**
5. The percentage of all 3rd grade students enrolled in Eagle Ridge Academy's Lower School who earned an achievement level of *Meets or Exceeds Expectations* in Reading on all state accountability tests will increase from 76.1% to 80.1% in spring 2021. **Not Met: The percentage of all 3rd grade students enrolled in Eagle Ridge Academy's Lower School who earned an achievement level of *Meets or Exceeds Expectations* in Reading on all state accountability tests decreased from 76.1% to 74.2% in spring 2021.**

6. 80% of kindergartners in Eagle Ridge Academy's Lower School will achieve a raw score of 5 (on-grade level) in the letter sounds subtest of the easyCBM. **Not Met: 78.1% of kindergartners in Eagle Ridge Academy's Lower School achieved a raw score of 5 (on-grade level) in the letter sounds subtest of the easyCBM.**

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

Equitable Access to Excellent Teachers

Eagle Ridge Academy uses measures when placing teachers with students and determining student class lists. Eagle Ridge Academy believes that 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 using data in the following four areas:

1. Training in the specific content area or grade level which goes beyond licensure.
2. Successful past experience in the grade level or content area.
3. Past evaluation results from Eagle Ridge Academy.
4. Coaching support for teachers in order to help them be successful in the classroom.

Using the four factors, we place teachers with the students who most align to their strengths. Eagle 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 changes to classroom assignments or in-class supports will be modified.

WORLD'S BEST WORKFORCE

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.

New staff were trained in by Classical Coordinator Missy Madigan.



The Special Education team posed for a group picture during Staff Training.

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, 1405 Xenium Lane N., Plymouth, MN, 55441. 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, 2016 for a five-year period. The contract expired on June 30, 2021.

Compliance with Applicable Laws and MDE Reporting

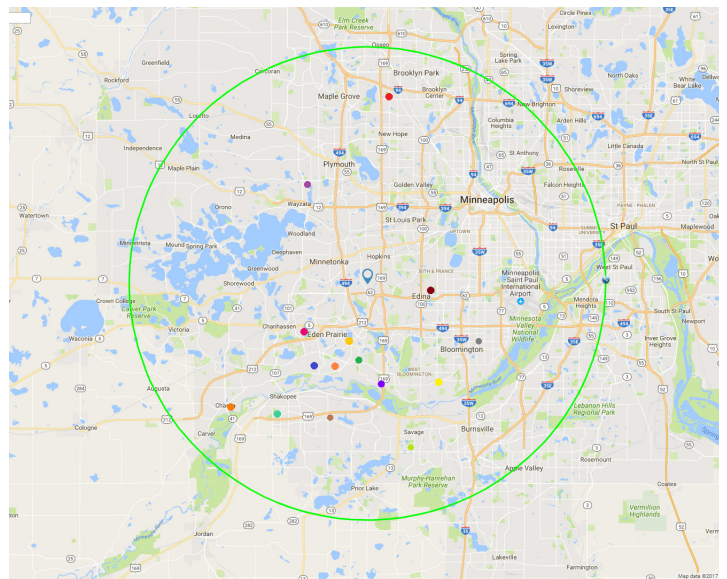
Eagle Ridge Academy complies with all applicable laws and seeks counsel to ensure compliance. In 2018-2019, the Eagle Ridge Academy School Board continued to draft and approve mandatory policies. The Policy Working Group publishes an annual policy approval and review cycle.

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 met state and local health and safety requirements by conducting all emergency drills: eight fire drills, five lockdown drills, and one severe weather drill.

Transportation

In 2020-2021, Eagle Ridge Academy provided daily transportation in the form of contracted busing services to approximately 563 students (39%). Eagle Ridge Academy provided bussing in various parts of the southwest metro area on 16 routes. The cities served were: 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.

As of August 2020, Eagle Ridge Academy had a waitlist of 622 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	157	132	110	63	86	55	19	0	0	0	0	0	0	622

Strategic Growth

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

Facilities

Over the course of the 2020-2021 school year Eagle Ridge Academy completed a new addition of a gymnasium to its facility at 11111 Bren Road West, Minnetonka, MN 55343. This newly added gymnasium will accommodate the growing needs of our physical education department and a developing activities program.

A deck was constructed to bridge two outdoor spaces to increase student access to outdoor activity.

Working in conjunction with the city of Minnetonka, a rain garden was added to the Academy’s grounds to reduce water run-off.



The new deck outside of the solarium connects the courtyard and the playground areas.



Students play basketball in the gymnasium addition during Phys Ed after its opening in March 2021.

INNOVATIVE PRACTICES AND FUTURE PLANS

Implementation for 2020-2021

Online Education

The 2020-2021 school year will remain in our memories for a lifetime. Due to the pandemic, many experienced some of the most difficult challenges and hardship in their lives. Schools made a dramatic shift in the way they educated students. Eagle Ridge Academy invested in training and technologies to support teachers in delivering instruction. Classical Education reaches its fullest potential when students and teachers can meet face-to-face and be in community. In order to achieve, as clearly as possible, the ideal situation, teachers primarily delivered synchronous-view Zoom using “Live-Stream” carts that allowed online students to engage with their peers in class. Teachers became well-versed in Zoom in order to deliver synchronous instruction.

Canvas

Eagle Ridge Academy adopted the Learning Management System, Canvas, to provide teachers, students, and parents with a portal to support online education. Students submitted assignments and completed assessments via Canvas. Teachers built online classroom environments for their students to access course content and resources. Eagle Ridge Academy will continue its implementation of Canvas moving forward to allow teachers to use the resources developed during COVID.



In 2021, several staff members earned their Eagle Ridge Academy Pin of Perserverance. Eagle Ridge Academy gives a Pin of Perseverance to staff who have served for seven years and a plaque to honor those who have served for ten years.

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 are evidence that our marketing strategies have worked. Eagle Ridge Academy’s enrollment has grown from nearly 800 students in 2011 to 1,411 students in 2020 while going from 81% white to 44% 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 relationshipbuilding professional development via Top 20 Training
- iii. Reading and Math Literacy Specialist provides free after-school instruction

4. Providing Access

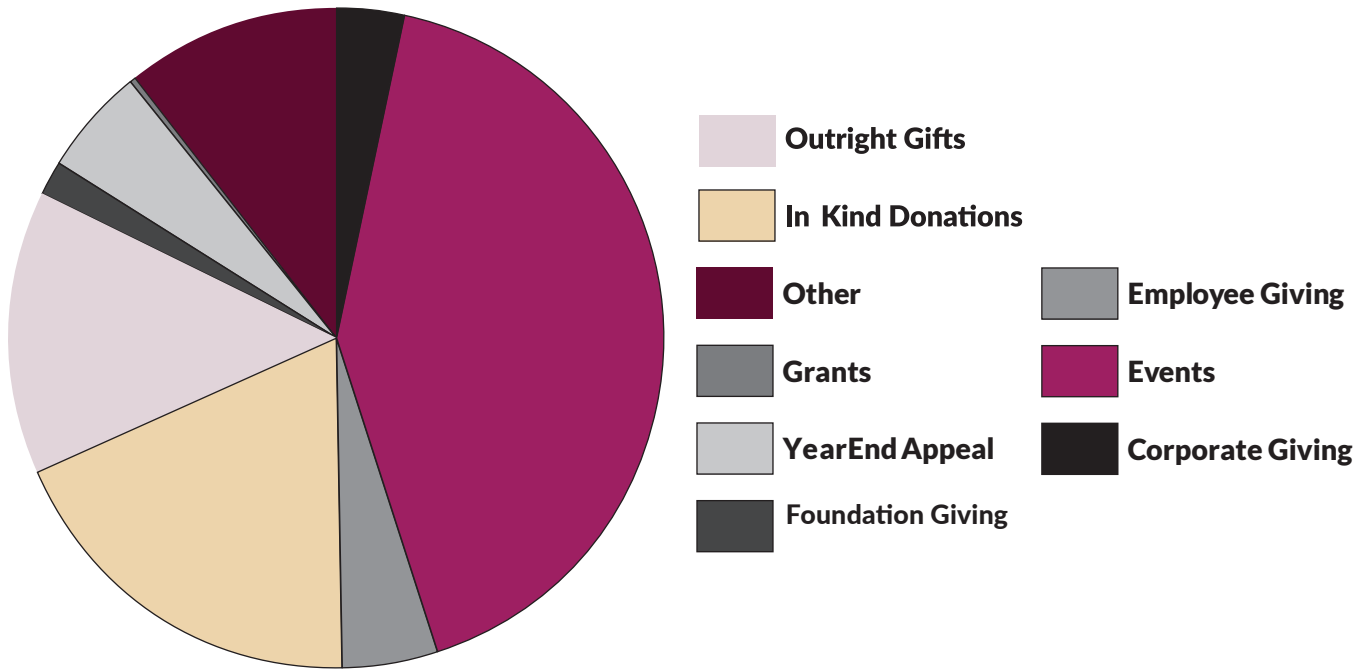
- i. Students receiving socioeconomic benefits receive free transportation when residing outside of the district
- ii. Students receiving socioeconomic benefits receive free or discounted activity fees
- iii. Open computer labs are provided before and after school for families and students
- iv. Students 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 OFFICE OF DEVELOPMENT

Eagle Ridge Academy
Fiscal Year 2020-2021



	Revenues	Expenses	Net
Corporate Giving	7,922		6,393
Events	73,702	18,443	55,259
Foundation Giving	3,000		3,000
Employee Giving	3,615		3,615
In-Kind Donations*	16,785		16,785
Outright Gifts	32,703		32,703
Year End Appeal	5,012		5,012
Grants	125,000		
<i>*In-Kind Donations are non-cash.</i>	\$267,864		\$249,8296

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 families, corporations, grantors, and foundations flow through FERA, which then disburses funds 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 the 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.

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Thank you to all of the supporters who registered for an event or purchased a silent auction item on one of our online event websites.

Eagle Ridge Academy faculty and staff give generously not only of their time and talents but also of their financial resources. During the 2020-21 fiscal year, current and former members of the faculty and staff committed \$3,615 in gifts and pledges 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.



During the 2020-21 school year, Eagle Ridge Academy raised funds for the Playscape and Grounds Beautification Project.