



st. croix preparatory academy

Annual Report
2023-2024

Introduction

The purpose of this report is to summarize the progress and achievements of St. Croix Preparatory Academy (The School) in its 20th year of operation. This study includes information on the 2023-2024 school year, such as student demographics, governance, and finances. The report also includes additional data needed to provide a comprehensive description of The School and its educational programs and practices.

This annual educational audit serves to meet the requirement of reporting progress towards the academic and non-academic goals outlined in the charter application approved by the Minnesota Department of Education. This evaluation meets Minnesota's Department of Education requirement for reporting as defined in Minnesota Statutes Section 124E.12 and E16.

During its 20th year of operation, the School received support from its authorizer, Friends of Education. In addition, the combined efforts and support of the faculty, administration, students, families, and community members were instrumental in implementing and developing a strong, supportive community and a strong academic program.

1. School Vision, Mission Statement, and Educational Philosophy

A. Vision

St. Croix Preparatory Academy envisions a learning environment centered on an integrated, rigorous, standards-based, classical curriculum that encourages students to think logically and critically, to communicate effectively and to embrace life-long learning as demonstrated by their successful pursuit of post-secondary education. The School will offer a small school community and a rigorous academic environment to area families.

B. Profile

We are the first public school in the eastern suburbs specifically dedicated to offering a demanding classical, liberal arts curriculum with an additional emphasis on development of each student's personal character, and leadership qualities. St. Croix Preparatory Academy will provide a learning opportunity that, until now, has only been available at select private schools.

The School was founded by parents, educators, and business people who wanted a more challenging education for their students. They wanted a school that demanded an education that challenges students to achieve to their highest potential as well as put forth their best in behavior, attitude, and effort. The School is creating a college prep educational program based on true inquiry, intellect, and character. By focusing on students' character and leadership qualities, in addition to developing their academic potential, The School is committed to developing young adults who are prepared to lead abundant and responsible lives as contributing members of our society.

C. Mission Statement

St. Croix Preparatory Academy will develop each student’s academic potential, personal character, and leadership qualities through an academically rigorous and content-rich educational program grounded in the classical tradition.

D. Educational Philosophy

The School is based on a classical model of education. A classical model focuses on providing students with the life-long educational tools to learn and think for themselves. The classical tradition is grounded in the time-tested methodology of learning called the “Trivium”, which recognizes that critical learning skills must precede critical thinking skills. The Trivium methodology is organized into the following three stages corresponding to the general stages of a student’s cognitive development:

- **Grammar.** The first phase of the Trivium is Grammar (grade level K – 4). Grammar emphasizes the facts and rules of each subject that later learning is built upon. This stage focuses on the accumulation of knowledge and the rules related to each particular subject. This mirrors the stage of development where children love to mimic, recite, chant, and memorize. The objective of this phase is to provide each student with a strong foundation of subject matter KNOWLEDGE.
- **Logic.** The second phase is Logic (grade level 5 – 8). Logic focuses on a students’ ability to analyze and interact with the knowledge acquired in the Grammar stage. The Logic stage is the phase where understanding is grasped. This corresponds with the student’s curiosity and desire to ask questions. The objective of the Logic phase is UNDERSTANDING.
- **Rhetoric.** The final phase is Rhetoric (grade level 9 – 12). Rhetoric teaches a student how to express and discuss a subject. Rhetoric is the communication stage, where students defend and refute opinions based on their understanding and knowledge of subject matter. This fits nicely with the students’ affinity for contradiction and argumentation. The objective of the Rhetoric phase is COMMUNICATION.

GRAMMAR				LOGIC				RHETORIC			
K/1 st	2 nd	3 rd	4 th	5 th	6 th	7 th	8 th	9 th	10 th	11 th	13 th
KNOWLEDGE				UNDERSTANDING				COMMUNICATION			
Knowledge - Comprehension				Application - Analysis				Synthesis - Evaluation			

2. School Governance

Since its inception, St. Croix Preparatory Academy has followed the Carver governance model. This model is designed to empower a board of directors to fulfill their obligations of accountability for the School. The model enables the board to focus on the larger issues, delegate with clarity, to control management’s job without meddling, to rigorously evaluate the accomplishment of the organization.

In contrast to typical board leadership, policy governance separates issues of organizational purposes from all other organizational issues. St. Croix Prep’s Board demands accomplishment of purpose and only limits the staff’s operational decisions to those which do not violate the board’s pre-stated standards of prudence and ethics.

The Board’s own purposes are defined in accordance with the roles of the board, its members, the chair and other officers, and any committees the board may need to help it accomplish its job. This includes the necessity to “speak with one voice”. Dissent is expressed during the discussion preceding a vote. Once taken, the board’s decisions may subsequently be changed, but are never to be undermined. The board’s expectations for itself also set out self-imposed rules regarding the delegation of authority to the staff and the method by which board-stated criteria will be used for evaluation. The Board delegates with care.

There is no confusion about who is responsible to the board or for what board expectations they are responsible. The Board utilizes an Executive Director; and the Board is able to hold this one position exclusively accountable.

A list of the Board members as of June 30, 2024 is provided below. Board members attend over 80% of the meetings; and all board members have fulfilled the board training requirements noted in state statute.

Name	Board Position	Group Affiliation	Date Seated	Term Expiration	Phone Number	Email Address
Nicole Donnay	Vice Chair	Teacher	03/25/2014	08/18/2026	651-395-5900	ndonnay@stcroixprep.org
Kristen Denzer		Parent	08/21/2018	08/17/2024	651-353-2085	kristendenzer@stcroixprep.org
Bob Hajlo	Chair	Community	09/20/2016	08/23/2025	952-500-0751	bobhajlo@stcroixprep.org
Deb Keyes		Teacher	03/20/2012	08/19/2025	651-395-5900	dkeyes@stcroixprep.org
Jeff Johnson		Parent	08/15/2023	08/19/2025	651-303-5776	jeffjohnson@stcroixprep.org
Rita Thorson		Teacher	03/28/2023	08/17/2027	612-309-6237	ritathorson@stcroixprep.org
Angela Galati	Clerk	Teacher	10/19/2021	08/18/2026	651-395-5900	angelagalati@stcroixprep.org
Matt Stiles		Parent	08/16/2022	08/19/2025	651-395-5900	matthewstiles@stcroixprep.org
Terri Gulbransen		Parent	08/15/2023	08/15/2026	651-788-2602	terrigulbransen@stcroixprep.org

Board members serve a three year term and elections are held during the last week in May of each school year. In the May 2024 election, teacher board member Rita Thorson successfully ran for reelection; Parent board member, Kristen Denzer did not run for reelection; new parent board member, Danielle Smith, was elected as a new parent board member. She will be seated upon the completion of her St. Croix Prep board required training. All of the re-elected board members have completed their board training (Board Training Policy adopted by the St. Croix Prep Board) they will continue in their service. During the current year, the board members, aside from the state statute requirements, received training which included but was not limited to the following:

- Governance Training and Governance Manual Composition/Release.
- Succession Planning and Development Plan design for identified successors
- Legislative Awareness. Identification and discussion of key legislative initiatives impacting charter schools.
- Additional detailed training is noted below:

Name	Board Training
Rita Thorson Bob Hajlo Kristen Denzer Jeff Johnson Matt Stiles Deb Keyes Angela Galati Nicole Donnay Terri Gulbransen	Legal Training – MN Stat 120A.41 Hours of Instruction; MN Stat 120A.414 e-Learning days Minn. Stat. 124E.05 Authorizers, specifically related to Friends of Education, terms of charter agreements, monthly compliance, network of schools, and general partnership Minn. Stat. 123B.38 School fees not authorized or prohibited Board Election – School bylaws – Article IV Section 7, Minn Stat 124E.07; MN Stat 13D – Open Meeting Law, Special Meetings, Emergency Meetings and Public Notification

	<p>Requirements, Data Practices Requests</p> <p>Annual Charter School Assurances, specifically the history and circumstances of TIZA school, issues related to the separation of church and state – Minn. Stat. 124E.13 (facilities), 124E.06 (non-sectarian) and related policies (e.g. dress code, equal access, religion, and data practices)</p> <p>Minn. Stat. 124E.16 – Audit reports and annual report submission</p> <p>Minn. Stat 124E.17 – Dissemination of school information to underserved communities</p> <p>Succession Planning, Board Effectiveness Survey, Change Management</p>
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3. School Management and Administration.

The administration licensure information is included as an appendix to this report.

4. Teaching Faculty Information

The faculty licensure information is included as an appendix to this report.

5. School Admissions and Enrollment

Enrollment is one of the keys to viability in the first years of a charter school’s operations. St. Croix Prep’s enrollment (over 1,200 students) and long waiting list (over 800) ensured that classes operated at capacity. Very few students left St. Croix Prep during the school year, and when students did leave, the available spots were quickly filled.

A historical review of The School’s enrollment growth is summarized below:

- In 2004 opened with 200 students in grades K-7 (waiting list of 169)
- In 2005 enrolled 252 students in grades K-8 (waiting list of 279)
- In 2006 enrolled 342 students in grades K-9 (waiting list of 306)
- In 2007 enrolled 444 students in grades K-10 (waiting list of 549)
- In 2008 enrolled 743 students in grades K-11 (waiting list of over 450)
- In 2009 enrolled 881 students in grades K-12 (waiting list of over 500)
- In 2010 enrolled 958 students in grades K-12 (waiting list of over 500)
- In 2011 enrolled 1,010 students in grades K-12 (waiting list of over 500)
- In 2012 enrolled 1,056 students in grades K-12 (waiting list of nearly 500)
- In 2013 enrolled 1,119 students in grades K-12 (waiting list of nearly 500)
- In 2014, enrolled 1,150 students in grades K-12 (waiting list of nearly 500)
- In 2015, enrolled 1,163 students in grades K-12 (waiting list of nearly 600)
- In 2016, enrolled 1,155 students in grades K-12 (waiting list of over 700)
- In 2017, enrolled 1,164 students in grades K-12 (waiting list of over 700)
- In 2018, enrolled 1,157 students in grades K-12 (waiting list of over 700)
- In 2019, enrolled 1,207 students in grades K-12 (waiting list of over 700)
- In 2020, enrolled 1,208 students in grades K-12 (waiting list over 700)
- In 2021, enrolled 1,213 students in grades K-12 (waiting list over 700)
- In 2022, enrolled 1,225 students in grades K-12 (waiting list of over 700)
- In 2023, enrolled 1,202 students in grades K-12 (waiting list of over 800)

St. Croix Prep’s Open Enrollment period normally runs from the last week in August to the first week in January. Families desire to know the placement of their Kindergarten students so the end of the School’s enrollment period coincides with the Kindergarten registration in the local district. St. Croix Prep’s school demographics mirror the local district. At St. Croix Prep, 15% of the students are Special Education

students; 12% qualify for free and/or reduced lunch and 2% of the students are English Language Learners; approximately 73% of the students are White, the remaining 27% consist of Latino, Asian, African American, and students of two or more races.

In accordance with MN Statute 124E.17 Subd. 1, the School disseminates school information in the form of flyers to local organizations that provide services to low-income families, students of color, and students who are at risk. This information includes appropriate contact information, informational meeting dates, etc. Flyers were distributed to the following locations: Stillwater – Goodwill, Family Means, Trinity Lutheran Church Family Resource Center, and Valley Outreach; Woodbury -- Family Achievement Center, Goodwill, Savers, Christian Cupboard Food Shelf; White Bear Lake – Solid Ground, White Bear Lake Food Shelf; Mahtomedi -- St. Andrew’s Community Resource Center.

The history of enrollment and comments related to this are noted below:

School Year	K	1	2	3	4	5	6	7	8	9	10	11	12	Total	Attrition Rate
2007-08	50	50	50	50	50	50	30	30	30	27	27			444	7%
2008-09	84	84	84	84	84	70	60	60	55	30	20	28	0	743	5%
2009-10	84	84	84	84	84	84	84	84	73	60	30	18	28	881	2%
2010-11	87	87	87	87	87	87	87	84	80	80	60	30	15	958	4%
2011-12	87	87	87	87	87	87	87	84	80	72	84	60	21	1,010	6%
2012-13	90	90	90	90	90	90	90	82	77	83	65	72	57	1,056	4%
2013-14	90	90	90	90	90	90	90	93	80	84	85	74	73	1,119	5%
2014-15	90	90	90	90	90	90	90	91	93	85	82	90	75	1,146	6%
2015-16	90	90	90	90	90	90	90	93	90	85	86	87	92	1,163	5%
2016-17	90	90	90	90	90	90	90	90	90	90	90	90	90	1,170	5%
2017-18	90	90	90	90	90	90	90	90	90	90	90	90	90	1,170	6%
2018-19	90	90	90	90	90	92	92	90	92	95	96	83	67	1,157	5%
2019-20	90	90	91	90	90	92	91	92	91	109	98	98	85	1,207	4%
2020-21	90	90	90	90	90	92	92	92	91	105	98	96	92	1,208	3%
2021-22	90	90	90	91	90	92	93	92	93	105	98	96	93	1,213	3%
2022-23	90	90	91	91	92	93	93	95	93	109	105	90	95	1,225	3%
2023-24	91	90	90	91	91	93	94	94	93	100	96	90	89	1,202	3%

Full enrollment at St. Croix Prep is approximately 1,200 students. Anticipated 2024-2025 enrollment is 1,200 students.

6. Academic Program/Performance.

Minnesota Comprehensive Assessments (MCA). The State of Minnesota uses the MCA test results to determine proficiency. The historical scores (with comparison to the MN state average) for The School are noted below:

	MN Average	St. Croix Prep
MATH		
2023-2024	46%	78%
2022-2023	46%	77%
2021-2022	46%	79%
2020-2021	44%	74%
2019-2020	n/a - Covid	n/a - Covid
2018-2019	56%	86%
2017-2018	58%	85%
2016-2017	59%	83%
2015-2016	59%	85%
2014-2015	60%	83%
2013-2014	61%	80%
2012-2013	61%	77%
2011-2012	62%	78%
2010-2011	56%	72%
2009-2010	66%	84%

2008-2009	62%	79%
2007-2008	62%	81%
2006-2007	61%	85%
2005-2006	58%	83%
READING		
2023-2024	50%	81%
2022-2023	51%	83%
2021-2022	52%	82%
2020-2021	53%	87%
2019-2020	n/a - Covid	n/a - Covid
2018-2019	60%	90%
2017-2018	60%	89%
2016-2017	60%	89%
2015-2016	60%	87%
2014-2015	59%	87%
2013-2014	59%	85%
2012-2013	58%	81%
2011-2012	76%	96%
2010-2011	74%	92%
2009-2010	72%	90%
2008-2009	72%	88%
2007-2008	71%	86%
2006-2007	69%	90%
2005-2006	72%	88%
SCIENCE		
2023-2024	40%	68%
2022-2023	39%	82%
2021-2022	41%	75%
2020-2021	43%	76%
2019-2020	n/a - Covid	n/a - Covid
2018-2019	51%	86%
2017-2018	53%	86%
2016-2017	54%	83%
2015-2016	55%	80%
2014-2015	53%	86%
2013-2014	53%	79%
2012-2013	53%	69%
2011-2012	51%	75%
2010-2011	48%	70%
2009-2010	49%	71%
2008-2009	46%	69%
2007-2008	39%	57%
Prior Years	n/a	n/a

The scores posted by St. Croix Prep's students are among the highest in the state of Minnesota.

St. Croix Preparatory Academy's high academic performance has been repeatedly acknowledged by the Minnesota Department of Education, SchoolDigger (ranked the #1 district in MN for the past seven years), Niche (#5 Elementary School in Minnesota; #7 Middle School in Minnesota; #5 High School in Minnesota). These sources have continually ranked St. Croix Preparatory Academy as one of the nation's best (and state's best) schools as it relates to rigor, college preparation, ACT scores (25.3 in 2023), percentage of students taking Advanced Placement classes, graduation rates (98.9% in 2023). In addition, in the summer of 2023, St. Croix Prep's Lower School was also recognized with the Minnesota School of Excellence award.

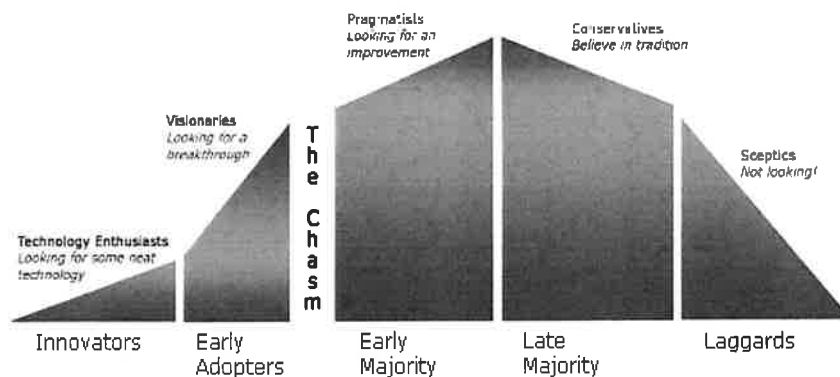
Apart from the core academic classes, St. Croix Preparatory Academy offers Art, Music, and Physical Education, for all students beginning in Kindergarten. The school offers Latin and Music Performance electives (Band, Orchestra, Choir, Jazz Band) for students in grades 5-12. Aside from field trips and service projects, St. Croix Prep also offers educational travel opportunities, with Middle School students

visiting Wolf Ridge (outdoor education), 8th Grade students traveling to Washington D.C. Juniors and seniors have international educational travel opportunities – Italy (12 days), Greece (12 days), England/Ireland (10 days). The School has offered a Marine Biology educational travel opportunity to the Cayman Islands and a service travel opportunity to Guatemala. In addition to the academic programming, St. Croix Prep offers its students a full range of extracurricular activities. These include but are not limited to:

- Academic activities – Student Council, National Honor Society, National Art Honor Society, National English Honor Society, Quiz Bowl, Battle of the Books, Continental Math League, Upper School Math League, Lego League, School Newspaper,
- Athletic activities – MSHSL athletics which include football, cross country, volleyball, archery, basketball, soccer, baseball, hockey, softball, girls lacrosse, girls tennis, track, golf, dance team, alpine skiing, and ski club.
- Performing arts activities – Chamber choir, Concert choir, Jazz band, Pep Band, Show Choir, Honors Choir, Lower School Theater, Middle School Theater, Upper School Theater, Speech, and Debate.

7. Innovative Practices – Operational Philosophy centered on Diffusions of Innovation Theory

The School has always evaluated its purpose, growth model, marketing, and operations in terms of diffusions of innovation theory (developed by Everett Rogers in 1962) as presented by Geoffrey Moore in his books *Crossing the Chasm*, *Inside the Tornado* and *Escape Velocity*. Marketing the school, positioning/differentiating it within its market, development of a whole product and operations (e.g., hiring, governance models, policy development, recruiting, and programming) all take into consideration the five segments of classification typically described in technology adoption (e.g., innovators, early adopters, early majority, late majority, and laggards). This impacts the School’s hiring practices, governance model, policy development, recruiting practices, etc. This best practice was adopted by the leading technology companies in the 1990s and continues to be one of the standards for entrepreneurial leadership.



St. Croix Prep uses this theory for both an internal and external evaluation of the School. In accordance with the model, current goals are focused on operational excellence and customer intimacy (as opposed to prior years’ goals of growth and product leadership). Nearly every element of this report is discussed in terms of its alignment with the aforementioned theory.

8. Program Challenges

The operations at St. Croix Prep still experienced some post Covid impact that schools throughout the country have experienced:

- Student Mental Health. Students staying power has been diminished, mental health challenges have increased, and student maturity development is behind due to time away from a normal school environment. The School has hired two mental health counselors to assist with students.
- Student Attendance. Students/families became comfortable with distance learning and hybrid learning. This has resulted in increased student absences and truancy. The School has improved processes and communication to address this trend.

- Succession Planning. The Executive Director's second year (of a three year) succession plan was completed. This involved realignment of duties/responsibilities to the board and other operational personnel. The transitions are going smoothly, but they still present change to the organization.

9. Finances

The School continues to show fiscal responsibility in its operations by adding to its fund balance during each fiscal year. This is being accomplished even while making strategic investments for the future growth of the School. The School has received a "clean" audit for the previous 18 years. In addition, the School has received the MDE Finance Award every year it has applied for this award (16 years in total). At June 30, 2024, the School had an unassigned general fund balance of 38%. In addition, the School has maintains a line of credit (\$500,000) to account for unforeseen cash flow shortages. The School has not drawn on the line of credit in over 144 months. A copy of the School's 2022-2023 Audit Report is on file with the State of Minnesota. The field work related to the 2023-2024 audit will occur in August-October 2024 and will be filed with the State of Minnesota by November 30, 2024.

10. Future Plans

The School's future plans consist of continued work on the rollout of the separate 501c3 public charity - St. Croix Preparatory Academy Foundation. The purpose of this organization is to raise capital to improve the long term financial viability of the organization, issue scholarships, fund faculty leaves of absence, enhance compensation, and support necessary campus improvements.

As noted previously, the Board is in the middle of a three year succession plan for a new Executive Director (co-founder, Jon Gutierrez). It is anticipated that a transition could begin in September of 2025.

11. Authorizer

The School is authorized by Friends of Education. Contact information for them is noted below.

Friends of Education
11100 Wayzata Blvd; Suite 800
Minnetonka, MN 55305
Executive Director: Beth Topoluk
Website: improvek-12education.org
Email: director@improvek-12education.org

St. Croix Prep Administration Information

1. School Management and Administration.

The following table lists the School's management and administration for the 2024-25 school year. Professional development plans for those administrators requiring such are attached as exhibits to this report.

Name	File #	Assignment	Years Employed by School	Left 23/24	Not Returning 24/25
Jon Gutierrez	None*	Executive Director	20	n/a	n/a
Kelly Gutierrez	n/a	Executive Director of Finance and Operations	20	n/a	n/a
Joann Karetov	428939	Lower School Principal	10	n/a	n/a
Amy Kleinboehl	439041	Middle School Principal	16	n/a	n/a
Andrew Sachariason	378934	Upper School Principal	18	n/a	n/a
Peggy Rosell	343001	Student Support Services Director	16	n/a	n/a
Terri Smith	n/a	HR Director	12	n/a	n/a
Jessica Skilling	1014995	Nurse	3	n/a	n/a
Heidi Osborn	n/a	Health Office Assistant	3	n/a	n/a
Bill Blotske	n/a	Facilities Director	10	n/a	n/a
David Ogura	n/a	Facilities Assistant	2	n/a	n/a
Chad Olson	416406	Technology Director	20	n/a	n/a
Corey Shim	n/a	Technology Assistant	5	n/a	n/a
Marianne Thole	n/a	Food Service Director	11	n/a	n/a
Polly Hoy	n/a	Farm to School Manager	1	n/a	n/a
Keven Seim	383385	Activities Director	9	n/a	n/a
Medora Benson	515367	Activities Dept Coordinator	4	n/a	n/a

Susan Peterson	n/a	Communication & Events Manager	7	n/a	n/a
Beth Grubisch	n/a	Senior Accountant	14	n/a	n/a
Carrie Hamm	n/a	District Office Assistant	12	n/a	n/a
Christine Mehlhorn	n/a	Lower School Office Manager	10	n/a	n/a
Kelly Vossen	n/a	Middle School Office Manager	13	n/a	n/a
Angela Lee	n/a	Upper School Office Manager	4	n/a	n/a
Theresa Seichter	n/a	District Office Manager	9	n/a	n/a
Mathew Williams	940310	College Counselor	10	n/a	n/a
Terri Ellingson	n/a	Special Education Office Manager	12	n/a	n/a
Nancy Bauman	n/a	Student Support Services Administrative Assistant	8	Yes	Not Returning
Emily Mathiowetz	n/a	Student Support Services Administrative Assistant	14	n/a	n/a

St. Croix Prep Faculty Information

The following table lists the School's faculty information for the 2024-25 school year.

Name	File #	Assignment	Left 23/24	Not Returning 24/25
Kirsten Osberghaus	474720	K	n/a	n/a
Alison Kath	1017731	K	n/a	n/a
Elizabeth Sparks	1018409	K	n/a	n/a
Deb Keyes	443478	1	n/a	n/a
Laura White	389019	1	n/a	n/a
Hannah Haslach	1011268	1	n/a	n/a
Allison Brimmell	483539	2	n/a	n/a

Ashley Winger	469076	2	Yes	Not Returning
Sarah Peterson	468886	2	n/a	n/a
Sophie Allison	1031354	2	n/a	n/a
Natalie Yannarely	461572	3	n/a	n/a
Jenna VanBeueskom	493992	3	n/a	n/a
Kaitlin Ricker	479949	3	n/a	n/a
Amanda Preisler	436387	4	n/a	n/a
Sarah Jacobson	463090	4	n/a	n/a
Kellie Nelson	376435	4	Yes	Not Returning
Isabel Folkerts	1033531	4	n/a	n/a
Alec Brandt	488705	Phy. Ed.	n/a	n/a
Angie Griffin	411868	Art	n/a	n/a
Heidi Gonzalez	403103	Music	n/a	n/a
Emily Taylor	050194	Reading	n/a	n/a
Nicole Donnay	417266	Lower School TLC/Curriculum/Math	n/a	n/a
Sara Dinzeo	484106	Math	n/a	n/a
Chad Prater	480380	Math	n/a	n/a
Kurt Vallin	455202	Math	n/a	n/a
Gretchen Tiede	490956	Science	n/a	n/a
Joey Korba	496851	Math/Science	n/a	n/a

Lindsey Schutte	412403	Math/Science	n/a	n/a
Deanna Thompson	463769	Middle School TLC/Curriculum	n/a	n/a
Helen Tracy	492579	English	n/a	n/a
Angie Galati	431292	English	n/a	n/a
Christianna Wagner	1007860	Language Arts	n/a	n/a
Patrick Kerrigan	479995	Dean of Students/Social Studies	n/a	n/a
Timothy Maher	400296	Social Studies	n/a	n/a
Corrinne Clark	1018163	Social Studies	n/a	n/a
Jessica Dykstra	507400	Art	n/a	n/a
Robin Moore	1013436	Phy Ed	n/a	n/a
Katie Bukowski	478465	Classical Studies	n/a	n/a
Julie Schweiger	1027610	Classical Studies	n/a	n/a
CarlaJoy Strand	497638	Latin	n/a	n/a
Matt Eckel	499504	English	n/a	n/a
Stacy Mittag	422932	English	n/a	n/a
Elaine Bransford	440678	Upper School TLC/Curriculum	n/a	n/a
Cecelia Schneeman	1026156	English	n/a	n/a
Matthew Davis	473468	English	n/a	n/a
Rita Thorson	440031	Dean of Students/English	n/a	n/a
Brown, Christoph	480148	Social Studies	n/a	n/a

Matthew Kortz	503611	Social Studies	n/a	n/a
Kate Gilman	412944	Social Studies	n/a	n/a
Elliott Warden	500124	Social Studies	Yes	Not Returning
Alexander Bagwell	499079	Social Studies	n/a	n/a
Carolyn Bagne	382493	Science	n/a	n/a
Michael Haselberger	420966	Science	n/a	n/a
Christina Miller	503652	Science	n/a	n/a
MacKenzie Bilunas	1019825	Science	n/a	n/a
Laura Pidgeon	1002952	Art	n/a	n/a
Claire Fiedler	514224	Art	n/a	n/a
Marcus Erickson	360660	Spanish	n/a	n/a
Meredith Smith	473362	Spanish	n/a	n/a
James DeCaro	434159	Band	n/a	n/a
Birkan Yavuz	1036818	Orchestra	n/a	n/a
Mary Kate Maney	501727	Choir	Yes	Not Returning
Kimberly Alswager	454826	Choir	n/a	n/a
Craig Wolke	366690	Latin	n/a	n/a
Eddie Crupper	1001085	Math	n/a	n/a
Varsha Bhatia	459545	Math	Yes	Not Returning
Ryan Ogren	412886	Math	n/a	n/a
Will Palus	481273	Math	n/a	n/a

Erin Richgels	424348	Math	n/a	n/a
Anna Tiffany	449947	Phy Ed	n/a	n/a
Jennifer Ammermann	510184	Special Ed	n/a	n/a
Jessica Ducklow	377172	Special Ed	n/a	n/a
Lisa Mast	507502	ELL	n/a	n/a
Nicole Case	442259	Special Ed	n/a	n/a
Shannon Obi	507312	Special Ed	n/a	n/a
Alyssa Molde	1007461	Special Ed	n/a	n/a
Kimberly Haney	487191	Special Ed	Yes	Not Returning
Eva Groth	378731	Special Ed	n/a	n/a
Kathleen Klassen	1005224	Special Ed	n/a	n/a
Destiny Pulos	1011910	Special Ed	n/a	n/a
Ashley Koehnen	479766	Special Ed	n/a	n/a
Jeff Larson	466715	Special Ed	n/a	n/a
Jeanne Hodgdon	1004935	Special Ed	n/a	n/a
Gina Schimschock	381421	Special Ed.	n/a	n/a
Carmel Eastman	1002091	Special Ed	n/a	n/a
Hallie Gallmeier	1002577	Special Ed	n/a	n/a
Wendy Watts	346250	Special Ed	n/a	n/a
Lauren Moore	506676	DAPE (Developmental Adaptive PE	n/a	n/a

Ksenia Carpenter	455646	ELL	Yes	Not Returning
Haley Cernohous	450388	Occupational Therapist	n/a	n/a
Molly Hunter	103677	Occupational Therapist	Yes	Not Returning
Kimberly Quayle	101136	Occupational Therapist	n/a	n/a
Katie Kaari	404724	Speech Language Pathologist	n/a	n/a
Mike Fisher	461234	Speech Language Pathologist	n/a	n/a
Shannon Janssen	In Process	Student Support Specialist	n/a	n/a
Nicole Dockham	427123	Student Support Specialist	n/a	n/a
Courtney Ogaard	513194	Building Sub	Yes	Not Returning
Jennifer Vitale	1017785	Building Sub	n/a	n/a