



st.croix preparatory academy

Annual Report

2021-2022

Introduction

The purpose of this report is to summarize the progress and achievements of St. Croix Preparatory Academy (The School) in its 18th year of operation. This study includes information on the 2021-2022 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 18th 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 | 12 th |
| KNOWLEDGE | | | | UNDERSTANDING | | | | COMMUNICATION | | | |
| Knowledge - Comprehension | | | | Application - Analysis | | | | Synthesis - Evaluation | | | |

2. Covid-19 Operations in 2021-2022

The second year of the Covid19 pandemic created different challenges than the 2020-2021 school year. These challenges related to the community's differing positions on masking, vaccinations, and isolation/quarantine procedures. We were not unique as every school in the country had to address these issues.. With this said, the School was open the entire year, provided non-St. Croix Prep options for those desirous of distance learning, and operated the entire year in a face-to-face/in-person learning environment. Other relevant items are:

- The School opened with K-12 masks "strongly recommended".
- On September 4, the School changed to K-8 masks "required" and 9-12 "strongly recommended".
- The School changed to K-12 masks "required" from January 19 to February 18.
- The School returned to K-12 masks "strongly recommended" for the remaining of the school year.

Due to the challenges of the year, at the end of the year, the School was operating with staffing at approximately 85%-90% of normal staffing levels. This situation was not unique to St. Croix Prep.

3. 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, 2022 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 | | Teacher | 03/25/2014 | 08/18/2023 | 651-395-5900 | ndonnay@stcroixprep.org |
| Kristen Denzer | | Parent | 08/21/2018 | 08/20/2024 | 651-353-2085 | kristendenzer@stcroixprep.org |
| Bob Hajlo | Chair | Parent | 09/20/2016 | 08/23/2022 | 952-500-0751 | bobhajlo@stcroixprep.org |
| Deb Keyes | | Teacher | 03/20/2012 | 08/23/2022 | 651-395-5900 | dkeyes@stcroixprep.org |
| Drew Melendres | | Parent | 09/15/2020 | 08/18/2023 | 651-303-5776 | drewmelendres@stcroixprep.org |
| Shane Mueller | Vice Chair | Community | 08/18/2015 | 08/31/2025 | 612-309-6237 | shanemueller@stcroixprep.org |
| Angela Galati | | Teacher | 10/19/2021 | 08/18/2023 | 651-395-5900 | angelagalati@stcroixprep.org |
| Kim Pleticha | | Parent | 11/16/2021 | 08/31/2022 | 612-242-0613 | kimpleticha@stcroixprep.org |

Board members serve a three year term and elections are held during the last week in May of each school year. As was experienced across the country, the School did experience some board transition (resignation of a parent board member – Jason Langfield; resignation of teacher board members – Jake Gottschalk and Christoph Brown). These positions were filled by appointment (Deanna Thompson and Angela Galati – teachers; Kim Pleticha – parent) with two of these appointments having previously served on the Board. Deanna Thompson resigned from the board prior to June 30; the vacancy will be filled via appointment. As of June 30, 2022 two parents (Christina Norman and Matt Stiles) have been elected to the board; and one parent member (Bob Hajlo) have been reelected to the board. New parent board members, will be seated upon the completion of his 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 |
|----------------------------|----------------|
| Shane Mueller Bob Hajlo | |

| | |
|--|---|
| Kristen Denzer Drew Melendres Kim Pleticha Deb Keyes Angela Galati Nicole Donnay Deanna Thompson | 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 Requirements MN Stat 124D.78 - requirements related to the American Indian Parent Advisory Council (e.g. membership, meetings, vote of compliance, etc.) 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) Minn. Stat. 124E.16 - Audit reports and annual report submission Minn. Stat 124E.17 - Dissemination of school information to underserved communities |
|--|---|

4. School Management and Administration.

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

5. Teaching Faculty Information

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

6. 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 700) 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)

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, 14% of the students are Caucasian, the remaining 23% 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% |

Full enrollment at St. Croix Prep is approximately 1,200 students. Anticipated 2022-2023 enrollment is 1,200 students.

7. Academic Program/Performance.

Minnesota Comprehensive Assessments (MCA). The State of Minnesota uses the MCA test results to determine proficiency. This year the MCA tests were administered but opt-out percentages increased significantly due to families' choices related to distance learning and associated decisions related to safety during the Covid-19 pandemic. The historical scores (with comparison to the MN state average) for The School are noted below:

| | MN Average | St. Croix Prep |
|------|------------|----------------|
| MATH | | |

| | | |
|----------------|-------------|-------------|
| 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 | | |
| 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 | | |
| 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 |

Although scores do not reflect the entire student body, 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 six years), The Washington Post (Minnesota's Most Challenging High School), Niche (#2 Elementary School in

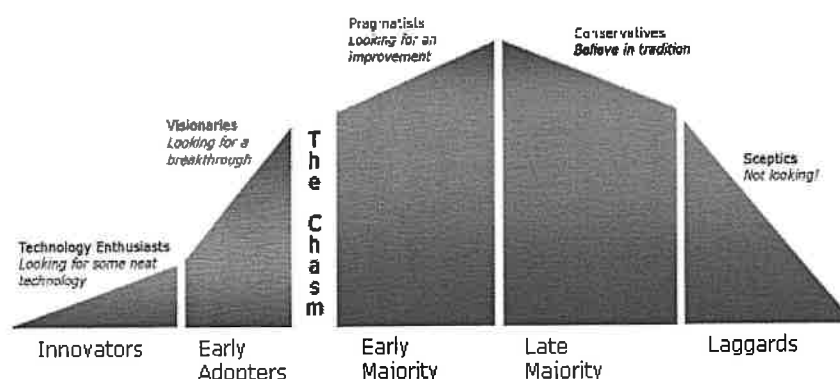
Minnesota; #6 Middle School in Minnesota; #4 High School in Minnesota), These sources have continually ranked St. Croix Preparatory Academy as one of the nation's best (and state's best) schools as it relates to rigor, college preparation, ACT scores (26.6 in 2020), percentage of students taking Advanced Placement classes, graduation rates (97.7% in 2021). In addition, in the fall of 2021, St. Croix Prep's Middle School was awarded the National Blue Ribbon 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 also 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 8th Grade students traveling to Washington D.C. Juniors and seniors have international educational travel opportunities; the 2018-2019 class spent 12 days in Italy; future travels are scheduled for Greece. The School also offers 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.

8. 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.

9. Program Challenges

The operations at St. Croix Prep were impacted by the Covid-19 pandemic; and those challenges were noted in Section 2.

The goals of the 2022-2023 school year will be to implement tactics to return the school community to a more normal and stable environment reflected in the years prior to Covid-19. In practice this means:

- Identifying the challenges and steps of transitioning students back into a more normal school environment. 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.
- Reestablishing teams (e.g. Lower School, Middle School, Upper School, Student Services, Activities, Administration, and Board) after they have experienced the previous year's educational challenges. This will be done via communication, team building, and activities/events.
- Rebuilding parent-faculty relationships and school community that have been disrupted by the challenges of the Covid-19 school years. This will be done via communication and community building events and activities.
- Identifying aspects of technology utilization that will be continued in the upcoming year to increase the efficiency of the organization and increase parent satisfaction.

10. 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 16 years. In addition, the School has received the MDE Finance Award every year it has applied for this award (14 years in total). At June 30, 2022, the School had an unassigned general fund balance of 48%. 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 120 months. A copy of the School's 2012-2021 Audit Report is on file with the State of Minnesota. The field work related to the 2021-2022 audit will occur in August-September 2022.

11. Future Plans

The School's future plans consist of continued work in addressing the challenges noted in Section 9. In addition, The School has finalized the organization of a 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, etc. The organization is in the early stages of its operations and will begin fulfilling the tasks of its strategic plan.

12. 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 2022-23 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 21/22 | Not Returning 22/23 |
|--------------------|---------|--|--------------------------|------------|---------------------|
| Jon Gutierrez | None* | Executive Director | 18 | n/a | n/a |
| Kelly Gutierrez | n/a | Executive Director of Finance and Operations | 18 | n/a | n/a |
| Joann Karetov | 428939 | Lower School Principal | 8 | n/a | n/a |
| Amy Kleinboehl | 439041 | Middle School Principal | 14 | n/a | n/a |
| Andrew Sachariason | 378934 | Upper School Principal | 16 | n/a | n/a |
| Peggy Rosell | 343001 | Student Support Services Director | 14 | n/a | n/a |
| Terri Smith | n/a | HR Director | 10 | n/a | n/a |
| Sarah Garceau | N/A | Development Director | 0 | n/a | n/a |
| Candace Westlund | 413594 | Nurse | 13 | Yes | Not Returning |
| Jessica Skilling | 1014995 | Nurse | 1 | n/a | n/a |
| Heidi Osborn | n/a | Health Office Assistant | 1 | n/a | n/a |
| Bill Blotske | n/a | Facilities Director | 8 | n/a | n/a |
| David Ogura | n/a | Facilities Assistant | 0 | n/a | n/a |
| Chad Olson | 416406 | Technology Director | 18 | n/a | n/a |
| Corey Shim | n/a | Technology Assistant | 3 | n/a | n/a |
| Marianne Thole | n/a | Food Service Director | 9 | n/a | n/a |
| Tish Coons | n/a | Food Service Manager | 14 | n/a | n/a |

| | | | | | |
|--------------------|--------|---|----|-----|---------------|
| Rich Dippel | 307827 | Activities Director on Special Assignment | 13 | Yes | Not Returning |
| Keven Seim | 383385 | Activities Director | 7 | n/a | n/a |
| Medora Benson | 515367 | Activities Dept & Events Coordinator | 2 | n/a | n/a |
| Susan Peterson | n/a | District Communication Coordinator | 5 | n/a | n/a |
| Beth Grubisch | n/a | Senior Accountant | 12 | n/a | n/a |
| Ellen Halverson | n/a | District Administrative Assistant | 1 | n/a | n/a |
| Christine Mehlhorn | n/a | Lower School Office Manager | 8 | n/a | n/a |
| Kelly Vossen | n/a | Middle School Office Manager | 11 | n/a | n/a |
| Diane Runge | n/a | Upper School Office Manager | 13 | n/a | n/a |
| Theresa Seichter | n/a | US Administrative Assistant | 7 | n/a | n/a |
| Mathew Williams | 940310 | College Counselor | 8 | n/a | n/a |
| Terri Ellingson | n/a | Special Education Office Manager | 10 | n/a | n/a |
| Nancy Bauman | n/a | Student Support Services Administrative Assistant | 7 | n/a | n/a |

St. Croix Prep Faculty Information

The following table lists the School's faculty information for the 2022-23 school year.

| Name | File # | Assignment | Left 21/22 | Not Returning 22/23 |
|--------------------|---------|------------|------------|---------------------|
| Kirsten Osberghaus | 474720 | K | n/a | n/a |
| Trista Reuter | 472003 | K | Yes | Not Returning |
| Ellie Davenport | 1005050 | K | Yes | Not Returning |
| Alison Kath | 1017731 | K | n/a | n/a |
| Elizabeth Sparks | 1018409 | K | n/a | n/a |

| | | | | |
|---------------------|---------|--------------------------|-----|---------------|
| Deb Keyes | 443478 | 1 | n/a | n/a |
| Jade Carey | 487923 | 1 | Yes | Not Returning |
| Kimberly Schluesner | 475213 | 1 | Yes | Not Returning |
| Abigail Boos | 463371 | 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 | n/a | n/a |
| Sarah Peterson | 468886 | 2 | n/a | n/a |
| Natalie Yannarely | 461572 | 3 | n/a | n/a |
| Jenna Staso | 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 | 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/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 |
| Maria Reichow | 437617 | Math/Science | Yes | Not Returning |
| Joey Korba | 496851 | Math/Science | n/a | n.a |
| Lindsey Schutte | 412403 | Math/Science | n/a | n/a |
| Deanna Thompson | 463769 | Middle School TLC/English | n/a | n/a |
| Helen Tracy | 492579 | English | n/a | n/a |
| Angie Galati | 431292 | English | n/a | n/a |
| Michael Clinger | 505628 | Social Studies | Yes | Not Returning |
| Patrick Kerrigan | 479995 | Social Studies | n/a | n/a |
| Corrinne Clark | 1018163 | Social Studies | n/a | n/a |
| David Sorenson | 412335 | Art | Yes | Not Returning |
| Jessica Dykstra | 507400 | Art | n/a | n/a |
| Dustin Vincent | 417546 | Phy Ed | Yes | Not Returning |
| Robin Moore | 1013436 | Phy Ed | n/a | n/a |
| Katie Bukowski | 478465 | Classical Studies | n/a | n/a |
| Amanda Erickson | 463603 | Classical Studies | Yes | Not Returning |
| Nicki McGurran | 366251 | Classical Studies | n/a | n/a |
| CarlaJoy Strand | 497638 | Latin | n/a | n/a |
| Matt Eckel | 499504 | English | n/a | n/a |

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|---------------------|---------|----------------|-----|---------------|
| Stacy Mittag | 422932 | English | n/a | n/a |
| Elaine Bransford | 440678 | English | n/a | n/a |
| Matthew Davis | 473468 | English | n/a | n/a |
| Rita Thorson | 440031 | English | n/a | n/a |
| Karen Vidlock | 362906 | Social Studies | Yes | Not Returning |
| 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 |
| Jake Gottschalk | 446806 | Social Studies | Yes | Not Returning |
| Elliott Warden | 500124 | 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 |
| Sandy Schreyer | 475187 | Science | Yes | Not Returning |
| MacKenzie Bilunas | 1019825 | Science | n/a | n/a |
| Anna Maakestad | 385002 | Art | Yes | Not Returning |
| 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 |

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|------------------|---------|--------------------|-----|---------------|
| Olive Winter | 1006042 | Orchestra | n/a | n/a |
| Mary Kate Maney | 501727 | 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 | 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 |
| Jessica Ducklow | 377172 | Special Ed | n/a | n/a |
| Lisa Mast | 507502 | ELL/Special Ed | 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 | 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 |
| Hannah Sislo | 506889 | Language Arts/SPED | Yes | Not Returning |
| Gina Schimschock | 381421 | Special Ed. | n/a | n/a |

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|------------------|------------|-------------------------------------|-----|---------------|
| Lynn Ellis | 478514 | Special Ed/Language Arts | n/a | n/a |
| Carmel Eastman | 1002091 | Special Ed | n/a | n/a |
| Jacob Goebel | 493637 | Special Ed | Yes | Not Returning |
| Stephen Nelson | 471130 | Special Ed | Yes | Not Returning |
| Ellen Kramer | 348895 | Special Ed | Yes | Not Returning |
| 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 | n/a | n/a |
| Kimberly Goettl | 104727 | 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 |
| Jason Augustine | 1008549 | Building Sub | n/a | n/a |
| Courtney Ogaard | 513194 | Building Sub | n/a | n/a |
| Graham Weitala | 1010358 | Building Sub | n/a | n/a |



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J. Gutierrez
Professional Development Plan
2021-2022

| Month | Category | Title | Description/Comments |
|-----------|-------------------------------|---|--|
| July 2021 | Video - 70 minutes | Glenn Loury - Charles Murray, Facing Reality, Two Truths About Race in America | Discussion of Murray's latest book in light of his previous book, The Bell Curve |
| | Video - 81 minutes | Glenn Loury - John McWhorter, Rejecting Racial Determinism | Discussion of Charles Murray's book, Facing Reality, Two Truths about Race in America |
| | Video - 59 minutes | John McWhorter - Leslie Harris, 1619 vs 1776, When was America Founded | Discussion of New York Times (Nikole Hannah-Jones) 1619 Project and impact on historical studies, classroom education |
| | Podcast - 31 minutes | The Debate Over Critical Race Theory - The Daily | |
| | Video -- 54 minutes | Thomas Sowell, The Myths of Economic Equality | A summary of Thomas Sowell's book, The Conflict of Visions, with an introduction to his new book, Discrimination and Disparities |
| | Video - 16 minutes | Critical Race Theory, Everything is Racist, Voddie Baucham | |
| | Video - 21 minutes | A Guide to Critical Race Theory, Ryan Chapman | |
| | Video - 21 minutes | What Exactly is Postmodernism, Ryan Chapman | |
| | Video - 25 minutes | The Evolution of American Liberalism, Ryan Chapman | |
| | Video - 25 minutes | The Marxism Behind Leftist Identity Politics, Ryan Chapman | |
| | Book | Critical Race Theory: An Introduction, by Richard Delgado and Jean Stefancic | A book by two of the original legal scholars who started critical race theory |
| | Video - 50 minutes | Race, Gender, Inequality, and Intersectionality, Kimberle Crenshaw | Lecture from one of the founders of critical race theory |
| | Videos/Lectures - 120 minutes | Various lectures on intersectionality, Marxism, the Communist Manifesto and critical theory, the precursor to Critical Race Theory | |
| | Videos/Lectures - 180 minutes | Various lectures on key court cases related to race discussions in the United States - Dred Scott v Sandford, Plessy v Ferguson, Brown v Board of Education | |

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| | Video - 80 minutes | Nativism in American History and its Resurgence Today, David Bennet, Professor of History Emeritus Syracuse University | |
| | Book | The Souls of Black Folk, by W. E. B. DuBois | |
| | Video -- 55 minutes | Glenn Loury -- John McWhorter, CRT in the Schools | |
| | Movie | What Killed Michael Brown, by Shelby & Eli Steele | |
| | Book, Videos | Euthyphro, by Plato; Lectures from Greg Sadler, President of ReasonIO; Jeffrey Kaplan - Explanation of the Central Argument in Plato's Euthyphro | |
| | Book, Videos | Apology, by Plato; Yale Courses, Socratic Citizenship, Lectures from Greg Sadler, President of ReasonIO | |
| | Video Lecture - 60 minutes | Aristophanes' Critique of the Gods, by Wayne Ambler, University of Dallas | |
| August 2021 | Video 65 minutes | Glenn Loury - John McWhorter, The Life and Work of Thomas Sowell | |
| | Play - Comedy | The Clouds, by Aristophanes | A comedy/satire on Socrates; Aristophanes referenced throughout The Apology, by Plato. |
| | Book | Phaedo, by Plato | Dialogue of Socrates prior to his death where he discusses immortality of the soul |
| | Play, Videos, Podcasts - 6 hours | Hamlet, a variety of lectures, videos, podcasts on Hamlet, by Shakespeare | |
| | Videos, Podcasts - 3 hours | A variety of videos, podcasts on Thomas Hobbes, John Locke, and Jean-Jacques Rousseau and the social contract, state of nature, life, liberty, property rights, etc. | |
| September | Video - 66 minutes | Reckoning with Relics of Racism, Glenn Loury and John McWhorter | |
| | School Law Conference | Rupp, Anderson, Squires and Waldspurger - Freedom of Speech and Student Protests, Disciplining Students with IEP and 504 Plans, Title IX Update, Lingering Legal Issues from the Pandemic, Legal Considerations from the DEI Efforts/Programming, Managing Board Meetings in Polarized Times, LGBTQ+ Update | |
| October | Book | 1984, by George Orwell | |
| | Book - Essay | The Lost Tools of Learning, by Dorothy Sayers | |
| | Presentation Classical Conference | Presented at the MN Classical Conference - Civil Discourse with Classical Texts | |
| December | Video - 59 minutes | Beyond the Bias Narrative, Glenn Loury and John McWhorter | |
| | Video - 57 minutes | Love and Friendship in Hamlet: David Bevington Harper Lecture | |
| | Book, Videos, Movie | The Merchant of Venice, Shakespeare - the play, videos and movies | |
| January | | | |
| | Video - 38 minutes | Thomas Sowell, Conflict of Visions Summary | |
| February | Videos - 5 hours | Trans 101 - Youtube influencer Chase Ross on introduction to transgender definitions, issues, etc. | |

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| | Book | Irreversible Damage: The Transgender Craze Seducing our Daughters, by Abigail Shrier | |
| | Podcast - 3 hours | Parkland, One Year Later, CBS | |
| | Video - 58 minutes | Science, the Transgender Phenomenon, and the Young, by Abigail Shrier | |
| | Video - 93 minutes | Jonathan Haidt: The Righteous Mind: Why Good People are divided by Politics and Religion | |
| | Video - 80 minutes | Jonathan Haidt: The Three Terrible Ideas Weakening Gen Z and Damaging Universities and Democracies | |
| | Video - 66 minutes | Unsettling the "Settled Questions" - Glenn Loury and John McWhorter | |
| | Video - 65 minutes | Two incompatible sacred values at American universities, by Jon Haidt | |
| March | Video - 64 minutes | Richard Thaler on "Nudge" The Final Edition - Think Better Speaker Series | |
| | Book | Nudge, The Final Edition, by Richard Thaler and Cass Sunstein | |
| | Video - 54 minutes | Waters of the World - Sarah Dry, lecture at the Institute of Advanced Study | Six scientists (1800s-1900s) and their contributions to climate science |
| | Podcasts- 4 hours | Lectures on Iliad, by Homer, Books 1-3, Alex Schmid | |
| April | Podcast - 81 minutes | Mythology Podcast: Athena, Part 1 - War and Wisdom - 40 minutes; Athena Part 2 - Lady of Athens - 41 minutes | |
| | Podcast - 82 minutes | Mythology Podcast: Hercules, Part 1, Strength in Suffering; Hercules Part 2 - Apotheosis | |
| | Podcast - 36 minutes | Mythology Podcast: The Epic of Gilgamesh, Part 1 | |
| | Podcast - 36 minutes | Mythology Podcast: The Epic of Gilgamesh, Part 2 | |
| | Video Lectures - 3+ hours | Various lectures on the Epic of Gilgamesh - e.g. Andrew George, Professor of Babylonian Studies, University of London 1 hour 28 minutes; Full Audio book 1 hour 43 minutes, | |
| | Video Lectures - 3 hours | Various introductory lectures on the Aeneid - summaries, themes, motifs, ties to Iliad/Odyssey, etc. | |