Mission & Vision

Mission
To provide a learning environment that embraces Montessori principles, fosters a love of learning, and empowers children to develop to their full potential.

Vision
To be the leading independent Montessori school in the Midwest.

Oak Hill Montessori’s academic programs encourage independence, inspire critical thinking, and instill responsibility to self and others.

Here at Oak Hill, we value and support the uniqueness of each child throughout his or her educational process and individual path.

As an independent, non-denominational school, Oak Hill offers programming for children ranging from 16 months of age through 8th grade.
PORTRAIT OF A GRADUATE

OAK HILL MONTESSORI GRADUATES ARE:

-Socially insightful

-Academically confident

-Well prepared

-Possessing a sense of self worth

-Adaptable

-Collaborative & creative problem solvers

-Carrying a wider world view

-Honest and authentic
The season of transition for Oak Hill has continued with many momentous changes taking place over the 2016-17 school year. Chief among those changes included Kathy Anderson’s retirement after completing her thirteenth year as Oak Hill’s longstanding Head of School, and Erin Doan as the incoming Head of School effective July 2017.

The organization benefited from an expansive timeline to mindfully conduct a Head of School Search that garnered constructive input from staff, board, parents, and alumni families. The search process produced enormous value not only in identifying the next Head of School, but also in providing a mechanism that allowed the Oak Hill community to articulate the attributes considered to be Oak Hill’s greatest strengths, as well as to identify areas of needed improvement. This information generates a fruitful foundation from which to draw as the rewriting of Oak Hill’s Strategic Plan begins in the latter part of the 2017-2018 school year.

Oak Hill is currently operating under a Transitional Strategic Plan that defines priorities for the organization through June 2018. The previous plans written in 2008 and updated in 2012 had expired amidst the recent Head of School Search, so the interim plan was put in place as a guiding framework until a new Head of School could be onboarded and given adequate time to acclimate to the role.

Throughout the leadership change and with each challenge the school may face, the core character of Oak Hill remains steadfast, including the strong fidelity to AMI principles among Oak Hill staff and community. Ultimately, change creates fertile ground for new growth and a reinvigorated sense of the mission that roots us in collective support of Oak Hill. We all share a common, vested interest to ensure that Oak Hill is a viable and affordable educational option for our children and for our children’s children.

This was keenly demonstrated at the 2016-2017 Greatest Gathering, where advocates of Oak Hill united to celebrate the school, pay tribute to a retiring Kathy Anderson, and to rally support for the newly created Oak Hill Endowment. The endowment efforts were launched this past school year with clear vision and unwavering commitment by current parents, Katie and Avo Toghramadjian, alumni parents, Geralyn and Brett Nelson, and Oak Hill Development Director, Rachelle Foster. The dynamic collaboration and generosity among current parents, alumni parents, grandparents and staff will continue as the endowment fund is grown into an enduring legacy for Oak Hill Montessori.

On behalf of the Oak Hill Board of Trustees, we are humbled and deeply honored to be entrusted with advancing the mission of Oak Hill; we are grateful for the faculty and staff that deliver this mission each day; and we fully support incoming Head of School Erin Doan and her team, as they create momentum to drive this vision forward.
The Oak Hill Montessori Parent Association is an essential part of the Oak Hill community. The Parent Association does a tremendous job of bringing families and staff together to work, play, and create a greater sense of community.

The Parent Association also offers a wonderful way for parents to become even more involved in their child’s school, through volunteering for a specific event, chairing a committee or taking on an officer role within the association.

2016-17 Officers:

Vivien Tressler, President
Lyndsey Aspaas, Vice President
Alan Wilson, Secretary
Niharika Varanasi, Treasurer

Community Events:

Ice Cream Social
Book Fair
Grandparents & Special Friends Day
Winter Solstice
The Greatest Gathering (Spring Fundraiser)
Year-End Appreciation Picnic
## 2016 - 2017 Financials

### Income

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Tuition</td>
<td>2,411,060</td>
<td>86%</td>
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<tr>
<td>Fees</td>
<td>243,387</td>
<td>9%</td>
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<tr>
<td>Annual Fund</td>
<td>50,650</td>
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<tr>
<td>Auction</td>
<td>46,616</td>
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<tr>
<td>Misc. Income</td>
<td>40,079</td>
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<tr>
<td><strong>Total Income</strong></td>
<td><strong>$2,791,792</strong></td>
<td><strong>100%</strong></td>
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### Expenses

<table>
<thead>
<tr>
<th>Category</th>
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<th>Percentage</th>
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<tr>
<td>Salaries</td>
<td>1,671,212</td>
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<tr>
<td>Benefits</td>
<td>369,626</td>
<td>13%</td>
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<tr>
<td>Building/Occupancy</td>
<td>204,460</td>
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<tr>
<td>Tuition Assistance</td>
<td>198,433</td>
<td>7%</td>
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<tr>
<td>(Restricted Fund Support)</td>
<td>(15,650)</td>
<td>-1%</td>
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<tr>
<td>Debt Service</td>
<td>168,058</td>
<td>6%</td>
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<tr>
<td>Program Expenses</td>
<td>122,418</td>
<td>4%</td>
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<tr>
<td>Administrative</td>
<td>99,424</td>
<td>3%</td>
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<tr>
<td>Other Miscellaneous</td>
<td>42,718</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$2,860,699</strong></td>
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### Restricted Gifts

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<tr>
<td>Fund A Need</td>
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<td>Misc. Restricted Gifts</td>
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<td><strong>Total Restricted Gifts</strong></td>
<td><strong>$110,500</strong></td>
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### Grants, Designated Gifts and Misc. Donations:

- Amazon Smile
- Barnes & Noble
- Box Tops for Education
- Hiawatha Education Foundation
- Kowalski's Market
- Medtronic Volunteer Grant (Juli Rubin)*
Gifts to the Oak Hill Fund – the school’s annual giving program – help ensure the highest quality of Montessori education for our students. Thank you to everyone who contributed to the 2016-17 Oak Hill Fund, raising $51,000. Contributions to the Oak Hill Fund support enhanced programming in art, music & language, a tuition assistance program to create greater accessibility, high-quality staff training and development, and top-notch facilities. We extend our sincerest gratitude to all our Oak Hill Fund donors!

David Anderson and Amanda Napp
Kathy Anderson*
Jesse Bailey
Connie and Larry Bauldridge
Debbi Betts
Mark and Holly Bilderback
Kyle and Abby Blake
Whitney and Andy Blessing
Rene and Jim Block
Angela Boris
Helayna and Drew Borncamp
William Brown and Carrie Wilmot*
Amanda Cade and Steven Struhar*
Bob and Judy Cameron*
Shannon and George Canas
Allesandra and Andrew Cariveau
Brad and Paula Carlson
Jaci and Luke Christenson
Gary and Becky Curtis
Frank Davis and Kristin Foster
Tyler Davis and Mike Boulette
Bill Delano and Lisa van der Steur
Erin and John Doan*
Kimanh Doan
Kimberly and Jacob Donahue
Daniel Dohmeier and Sam Jenniges
Angie Dorn
Barb and Bob Ekeberg
Jennifer and Ross Elton
Gregory Erickson and
Jamie McNaughton*
Raia and Jeffrey Finc
Karl and Alene Fink
Rachelle and Seth Foster
Rosalie Ganno
Hal and Susie Goldstein
Paul and Susan Grande*
Melissa and Jeff Grose
Connie and John Grundhofer
Susan and Jon Hartman
Ahmed Hassan and
Alicia Adducci-Hassan
Kate and Buzz Hellickson
Georgiana and C David Hollister
Lois Holtz
Matthew and Rachel Howell*
Gretchen Hubble
Christopher and Lori Hughes
Lacey and Erik Iverson
Heidi James
Byron and Katie Johnson*
Michael Kangas
Mindi and Kashif Khan
Dr. Fredrick and Janet Kiechle
Christopher and Senay Kindler
Thomas and Cynthia Kindler
Kevin and Kathy Kuck
Ivan and Mary Levy
Kenneth and Elizabeth Lewen
Vandora Linck
Ia Lo
Rachel and Brent Lorentz
Michelle and David Louis
James and Shelley
Lowenber-DeBoer*
Rolf Lowenber-DeBoer and
Olivia Christensen
Yuzhu Lu and Chengyan Yue
Kim and Jack MacKenzie
Priya Mahajan and Shibaji Shome
JoAnn and Sam Mairs*
Jim and Lori Manecke*
Kristen Marsella
Nicole Mastey
Veeresh Nithya Mathad
Kelly Mathias
David and Kathryn McWilliams
Tammy Meehan Russell
Terri Melcher and James Boscardin*
Marty and Marisa Mertens
David Metz and Nancy Strandlund
Jeffrey and Sue Miller*
Paul and Connie Miller*
Rita and George Mills
Gema and Edward Nelson
Geralyn and Brett Nelson*
James Tait and Jena Nelson
Laura Nichols
Lewis and Mary Nick
Mary Kay and Randall Nielsen
Brett and Jessica Nyholm
Valerie and Greg Olson
Cameo Oman
Molly O'Shaughnessy
Marc and Cynthia Owens-Kurtz
Vanessa and Dale Paakkonen
Michael and Heidi Pautsch
Rich Pederson and Kim Vappie
Jeffrey and Jennifer Peterson
Paul Petroski
Crystal and Jason Pierce*
Sarah Plumb*
Dave and Ginny Powell
Angel and DarrenProm*
Neellesh and Zarna Raheja
Kara Ries and Johannes Brechtken
David and Julie Rist
Matthew and Sandra Robertson*
Richard and Mary Zygmont Rolf
Karl and Martha Rosenquist
Kathie and Norman Roth
Julia and Josh Rubin*
Judy Runge
Katie and Mark Sala
Susan Scanlon
Gina and Michael Schmidt
Jan Schmidt
Wendy and Mark Schrandt
Erin and Tom Secord
Kerri and Mark Seeman
Yevgenia and Cameron Sheikholeslami
Emily and Tim Shubitz
Wyatt and Lynnett Stahl
Kristen Strever
Sandeep Szmiot
Liz and Joe Tessmer
Joe Tessmer & Fern Dahlke
Alvin and Ann Marie Thompson
Katherine and Avedis Toghramadjian*
Vivien and Michael Tressler
David and Stacy Van Meter*
Mary Vrabel
Seth Wait
Brian and Mary Wilcox*
Anne and Jack Wussler*
Megan and Adam Wynia
Barb and David Yarussio*
Lauri and Jim Young
Charles and Judy Zarnoth
Jasie and Eric Zarnoth

* Designates a member of the Oak Hill Leadership Giving Circle, made up of individual donors who have made cumulative donations of $1,000 or more during the school year.

Corporate Matches:
Boston Scientific
Deluxe Corporation
Donaldson
Galliard
General Mills
Medtronic
US Bank
Wells Fargo
“We are the sowers - our children are those who reap. We labor so that future generations will be better and nobler than we are.” - Maria Montessori

Oak Hill would not be the school it is today without the foresight of those who came before us - those who secured the little church building, expanded the programming, and invested in high-caliber and well-trained teachers. We have seen the outdoor environment move from a dream to a reality; the evolution of the art, music, gym, and Spanish programming; and the unwavering dedication from staff to provide an authentic Montessori education. Our current students are the beneficiaries of these efforts.

Fourteen years ago, families came together to plant the garden in the courtyard. With planning, patience and care over time, the tiny seedlings took root and became beautiful flowers that return every spring. Each year, new students come to our school, walk on the little stone path and sit on the triangle bench enjoying the blooms.

Much in the same way, but on a grander scale, our community came together in Spring 2017 to sow the seeds for a different type of garden, an endowment that will support the legacy of Oak Hill for years to come. A strong endowment will support Oak Hill’s long-term ability to fulfill its mission of providing a learning environment that embraces Montessori principles, promotes diversity and access to an incredible education, fosters a love of learning and empowers children to develop to their full potential. An endowment is an underpinning of financial stability and longevity, and demonstrates our community is forward-thinking. Most importantly, an endowment for Oak Hill has the potential to impact generations of children for years to come.

In a public show of support at the 2017 Greatest Gathering, and initial outreach thereafter, the founding supporters pledged more than $100,000 to the endowment. This collective generosity will lay the groundwork for success and create the momentum to reach out to a broader base of support as we move to our three-year goal of $250,000. We express our deepest appreciation to the following donors for their belief in, and commitment to, Oak Hill Montessori.

Ali and Joy Alizadeh
Dave Anderson and Amanda Napp
Kathy Anderson*
Juanita and Mark Appleton
Lindsey and Andrew Aspaas
Samuel Baker and Lillyan Hoyos
Debbi Betts
Whitney and Andy Blessing
Rene and Jim Block
Angela Boris
William Brown and Carrie Wilmot*
Nico and Spencer Butts
Amanda Cade and Steven Struhal*
Brad and Paula Carlson*
Melissa and Jason Danner
Tyler Davis and Mike Boulette
Bill Delano and Lisa van der Steur
Nicole and Chad Denker
Erin and John Doan*
Daniel Dohmeier and Sam Jenniges
Angie Dorn
Lindsey and Jason Eggers
Greg Erickson and Jamie McNaughton*
Raia and Jeffrey Finc
Rachelle and Seth Foster
Paul and Susan Grande*
Eamon Howell
Matthew and Rachel Howell*
Gretchen Hubble
Louise James
Rochelle Jansen
Byron and Katie Johnson*
Michael Kangas
Nick Kimball and Gannett Tsegai
Colleen Kotbra
Kenneth and Elizabeth Lewen
Trudy Lodien
Michelle and David Louis
Rolf Lowenberg-DeBoer and
Olivia Christensen
Shelley and James Lowenberg-DeBoer*
Larry and Toni Lyrenmann
Mary Jo Lyrenmann
Jessica and Bill Mahoney
JoAnn and Sam Mais*
Jim and Lori Manecke*
Jennifer and Steve Martini*
David and Kate McWilliams
Jean and Kurt Melancon
Terri Melcher and James Boscardin*
Jeffrey and Sue Miller*
Paul and Connie Miller*
Gema and Edward Nelson
James Tait and Jena Nelson
GERALYN and BRETT Nelson*
Laura Nichols
Michelle and Eric Nordberg
Jim Olsen and Carolyn Ganz
Valerie and Greg Olson
Vanessa and Dale Paakkonen
Heidi and Michael Pautsch
Crystal and Jason Pierce*
Sarah Plum*
Andrew and Jane Powell
Dave and Ginny Powell*
Angel and Darren Prom*
Neellesh and Zarra Raheja
Matthew and Sandra Robertson*
Karl and Martha Rosenquist
Juli and Josh Rubin*
Katie and Mark Sala
Gina and Michael Schmidt
Erin and Thomas Secord
Wyatt and Lynnett Stahl
Katherine and Avedis Toghramatian*
David and Stacy Van Meter*
Jinan Vaughn
Mary Vrabel
Seth Wait
Marcie Ward
Brian and Mary Wilcox*
Anne and Jack Wusler*
David and Barb Yarusso*
Jasie and Eric Zarnoth

* Designates a member of the Oak Hill Leadership Giving Circle, made up of individual donors who have made cumulative donations of $1,000 or more during the school year.

Corporate Matches:
Deluxe Corporation
Galliard
Medtronic
Wells Fargo
Oak Hill Montessori's spring fundraiser, The Greatest Gathering, was held April 22, 2017 at Vadnais Heights Commons. It was a fun-filled evening in which our community came together and raised more than $45,000 for the school. Thank you to the Planning Committee, led by Katie and Avo Toghramadjian, and all our volunteers for their commitment to creating a fun-filled community fundraising event. We extend our appreciation to all our donors, sponsors, attendees and volunteers who made the evening such a memorable event!

**Corporate Sponsors:**

**Gold Sponsor:**

BankCherokee

**Silver Sponsors:**

Mutual of America
Sullivan Day

**Bronze Sponsors:**

Do Good Diapers
Kowalski's Market

**Individual Donors:**

- Kathy Anderson*
- Juanita and Mark Appleton
- Jesse Bailey
- Sam Baker & Lilayan Hoyos
- Debbi Betts
- Whitney Blessing
- Rene and Jim Block
- Pat and Mel Boehland
- Bill Brown and Carrie Wilmot*
- Nicole and Spencer Butts
- Amanda Cade
- Sandi Cariveau
- Jaci and Luke Christenson
- Grace Christenson
- John and Erin Doan
- Jason and Lindsey Eggers
- Jennifer and Ross Elton
- Rachelle and Seth Foster
- Paul and Sue Grande*
- Jon and Susan Hartman
- Ahmed Hassan and Alicia Adducci-Hassan
- Ansa Hassan
- Peter Hilger
- Georgiana Hollister
- Matthew and Rachel Howell*
- Sam Jenniges
- Jason and Michelle Jeppesen
- Dale Kangas
- Michael Kangas
- Rebecca Kipp
- Colleen Kotrba
- Juliane Kvalbein
- Satori Lewen
- Jill Lloyd
- David and Michelle Louis
- Rolf Lowenberg-DeBoer and Olivia Christensen
- Shelley and James Lowenberg-DeBoer*
- Jennifer and Steve Martini*
- Mary Marszalek
- Jeff and Sue Miller*
- Gema Nelson
- James Tait and Jena Nelson
- Greg and Valerie Olson
- Eric Olson
- Cameo Oman
- Heidi and Michael Pautsch
- Rich Pederson and Kimberly Vappie
- Ben and Layna Peltier
- Sarah Plumb
- Neellesh and Zarna Raheja
- Kara Ries and Johannes Brechtken
- Matthew and Sandra Robertson
- Allison Rosenquist
- Annamarie and Paul Saarinen
- Katie and Mark Sala
- Michael and Gina Schmidt
- Sandra Soucheray
- Lynnett and Wyatt Stahl
- Joe and Liz Tessmer*
- Isabel Toghramadjian
- Katie and Avo Toghramadjian*
- Vivien and Michael Tressler
- Aditi Velankar and Adithya Renade
- David and Stacey Van Meter*
- Seth Wait
- Marcie Ward
- Brian and Mary Wilcox*
- Ann Marie Woessner-Collins
- Anne & Jack Wussler*
- Barb and David Yarusso*
- Jasie and Eric Zarboth

* Designates a member of the Oak Hill Leadership Giving Circle, made up of individual donors who have made cumulative donations of $1,000 or more during the school year.
A special thank you to the Oak Hill Staff and Faculty for their support of the Greatest Gathering and the creation of classroom projects.
# Teaching Faculty:

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>Jesse Bailey</td>
<td>Junior High Teacher</td>
</tr>
<tr>
<td>Debbi Betts</td>
<td>Casa 1 Teacher</td>
</tr>
<tr>
<td>Rene Block</td>
<td>Art Resource Director</td>
</tr>
<tr>
<td>Angela Boris</td>
<td>Casa 3 Aide</td>
</tr>
<tr>
<td>Helayna Borncamp</td>
<td>Nido: Infant Environment Assistant, Toddler 1 Assistant</td>
</tr>
<tr>
<td>Amanda Cade</td>
<td>Upper Elementary 2 Teacher</td>
</tr>
<tr>
<td>Tyler Davis</td>
<td>Lower Elementary 2 Assistant</td>
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<tr>
<td>Angie Dorn</td>
<td>Upper Elementary and Junior High Spanish Teacher</td>
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<tr>
<td>Sue Grande</td>
<td>Toddler 2 Assistant</td>
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<tr>
<td>Lacey Iverson</td>
<td>Music Specialist</td>
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<tr>
<td>Heidi James</td>
<td>Lower Elementary 1 Teacher</td>
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<tr>
<td>Rochelle Jansen</td>
<td>Casa 2 Aide</td>
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<tr>
<td>Glen Jones</td>
<td>Upper Elementary 1 Teacher</td>
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<tr>
<td>Nancy Lee</td>
<td>Casa 3 Assistant</td>
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<tr>
<td>Kim MacKenzie</td>
<td>Learning Specialist</td>
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<tr>
<td>Nicole Mastey</td>
<td>Nido: Infant Environment Assistant</td>
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<tr>
<td>Megan Mathison Wynia</td>
<td>Junior High Teacher</td>
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<tr>
<td>Gema Nelson</td>
<td>Toddler, Children's House, and Lower Elementary Spanish Teacher</td>
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<td>Laura Nichols</td>
<td>Upper Elementary Assistant</td>
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<tr>
<td>Valerie Olson</td>
<td>Casa 3 Teacher</td>
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<tr>
<td>Cameo Oman</td>
<td>Casa 1 Aide</td>
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<tr>
<td>Vanessa Paakkonen</td>
<td>Toddler Support Assistant</td>
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<tr>
<td>Sarah Plumb</td>
<td>Junior High Teacher</td>
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<tr>
<td>Nicole Porter</td>
<td>Toddler 2 Teacher</td>
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<td>Angel Prom</td>
<td>Casa 2 Assistant</td>
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# Administrative Staff:

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>Kathy Anderson, Head of School</td>
<td>Administrative and Technical Support, Technical Support</td>
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<tr>
<td>Rachelle Foster, Development Director</td>
<td>Administrative Assistant</td>
</tr>
<tr>
<td>Cindy Glenn</td>
<td>Administrative and Technical Support</td>
</tr>
<tr>
<td>Kristen Marsella</td>
<td>Administrative Assistant</td>
</tr>
<tr>
<td>Kathie Roth</td>
<td>Administrator</td>
</tr>
<tr>
<td>Abie Vick</td>
<td>Marketing and Communications Director</td>
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# Board of Trustees:

Oak Hill's Board of Trustees guides the long-term viability of the school through the creation and implementation of a strategic direction. Specifically, Oak Hill's Board of Trustees oversees the school's adherence to its mission, vision, and values.

<table>
<thead>
<tr>
<th>Name</th>
<th>Role</th>
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<tbody>
<tr>
<td>Heidi Pautsch, Chair</td>
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<tr>
<td>Wyatt Stahl, Vice Chair</td>
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<tr>
<td>David Van Meter, Secretary</td>
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<tr>
<td>Matthew Howell, Treasurer</td>
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<td>Kathy Anderson, Head of School</td>
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<td>Whitney Blessing</td>
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<td>Spencer Butts</td>
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<td>Lillyan Hoyos</td>
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<td>Kaori Kenmotsu</td>
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<td>Michelle Louis</td>
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<td>Terri Melcher</td>
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<td>Ann Marie Woessner-Collins</td>
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<td>Barb Yarusso</td>
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