

Mercy Community Academy Narratives

From the Executive Summary of our most recent grant proposal:

Mercy Community Academy is a new community-based charter school established on the foundational values of culturally responsive teaching, teachers as leaders, data-driven decision making and strong relationships with parents.

Using the framework of Dr. Geneva Gay's Culturally Responsive Teaching (CRT), Mercy will "use [the] culture and experiences of different ethnic groups as a launch pad to teach more effectively." Culturally responsive teaching uses the unique, often immigrant or refugee, heritage and customs as a basis for instruction. A culturally responsive teacher uses this background knowledge to scaffold instruction, cultivating academic success, and closing the academic gaps between minority and majority students. We will combine high academic and behavioral expectations for our students with a high level of individual attention to each student's cultural needs. Mercy will prepare its students to be ready for global competition through a curriculum embedded with digital literacy, multiculturalism and multi-linguistics.

Mercy will strive to meet our students and parents 'where they are'. Mercy will welcome students and families of all races, religions, ethnicities and socioeconomic backgrounds. The makeup of the Mercy board is a culturally diverse. The values of this diverse and culturally aware team will be reflected in the Mercy mission, values, policies, curriculum, operations, procedures and our relationships with students, parents and teachers. Our values will create an environment which is free from stigma, emotionally safe and supportive, promotes acceptance, and communicates high expectations for student success.

Teachers will be relied upon to lead at Mercy. Teachers will be part of decision-making; they are stakeholders in how the school is being operated, in goal setting and attainment and generating improvement plans. Teachers will lead committees and will be encouraged to join

the Mercy board of directors. Our goal is to build capacity and develop teacher-leaders in all aspects of Mercy.

Mercy Community Academy (Mercy) will be a data-driven institution. Teachers will use data from both formative and summative assessments to design curriculum, make instructional decisions and devise individual learner plans as needed. The administrative team will capture and analyze operational data to inform decision-making and measure attainment toward goals.

Mercy believes that having a strong relationship with parents is essential. Our culturally responsive teaching philosophy will guide our relationship and partnership with parents and guardians. In addition to inviting parents to attend school meetings, consider volunteer opportunities and attend Board meetings, Mercy will offer cultural integration, language and other workshops in order to help them guide their children toward academic success. It is our passion to encourage and develop the academic involvement of our parents with American education systems. Mercy not only educates parents, but provides them useful resources to improve decision making for their children's academic journey from grade one to higher education. We believe a united team of parents, educators, administrators and other stakeholders will empower our students' success in both their academic and personal lives.

ENROLLMENT TABLE

Complete and include this table in your response to this section. Identify the number of student expected to attend the new school each year by grade level in the following table (add additional rows if it will take more than five years to reach full enrollment). Do not include prekindergarten or preschool children in this table.

Year of Operation	K	1	2	3	4	5	6	7	8	9	10	11	12	Total
Year 1	23	23	23	22	22	22								135
Year 2	30	25	25	25	25	25	25	25	25					230
Year 3	30	30	30	30	30	25	25	25	25					250
Year 4	35	35	35	35	35	35	33	33	32					308
Year 5	40	40	40	40	40	40	33	32	32					342