



#1 - Maintain and enhance the culture of our faculty – whose core focus is the mission of Mercy coupled with student success.

The student experience and student performance are intertwined with the quality of our faculty and the culture that they create. We must assure that our faculty is committed to the mission of Mercy and our students, be experts in engaging and teaching students (not just their subject) and have the drive to constantly seek self-improvement.

- A.** Formalize the School Culture Team comprised of selected faculty who are charged with analyzing and strategizing with administration to enhance and maintain faculty culture and morale – now and post-COVID.
- B.** Develop and publish the Characteristics of Professional Excellence (CPE), to specify the ideal qualities each faculty member must possess to deliver Mercy's mission with excellence so as to produce the students described in our Profile of the Mercy Graduate. The CPE principles should guide Administration in the hiring process, as well as current Mercy teachers as they reflect upon their own professional growth needs.
- C.** Create a comprehensive faculty hiring and development plan that analyzes the current and future needs of the school and hires faculty that embody Mercy's mission and the Characteristics of Professional Excellence. This plan will include attracting, retaining, and promoting a more diverse faculty and staff structure.
- D.** Employ an effective evaluation process that includes accountability – based upon essential, school-defined expectations – and separates the evaluation process from the professional growth process.
- E.** Invest in our faculty by providing meaningful and applicable professional development opportunities that support the required professional growth goals. Subsequently, Mercy Administration will engage in their own self-growth and evaluation framework.
- F.** Monitor and evaluate faculty culture and performance annually (in the Fall) to provide a year-to-year comparison.
- G.** Support Mercy's Principal in his role of driving school culture by investing time in service to faculty leadership, growth, and evaluation.