



EARLY LEARNING CENTER

Family Handbook

6140 E. Thunderbird Rd.
Scottsdale, AZ 85254

480-591-1770
mmafamily.org

Table of Contents

Menachem Mendel Academy Philosophies	1
Mission	1
Vision	1
Core Values	1
The MMA Experience	2
Enrollment	2
Objectives & Goals for Children	3
MMA EduCare Team	4
General Curriculum Information	5
Infants: EMET (Truth)	5
Toddlers: SIMCHA (Happiness)	6
Preschool: AHAVA (Love)	7
Kindergarten - 1st Grade: EMUNA (Faith)	8
Role of Parents	10
Hours of Operation	11
Sign-in/Sign-out	11
Late Pick-up Policy	12
Attendance Policy	12
Tuition and Fees	12
Payment Policy	12
Fees	13
Discounts	13
Referrals	13
Vacation Policy	13
Scholarships	14
Withdrawal	15
Parent Involvement	15
Open Door Policy	15
Donating Time	15
Donating Supplies	15
Parent-Teacher Conferences/Student-Led Conferences	15
Dress Code & Rest Time Supplies	15
Infants, Toddlers, & Preschool	15
Kindergarten & First Grade	16
Discipline	17
Termination	18
Transportation	18

Health Policies	19
Sun & Water Safety Policy	19
Medical Freedoms Philosophy	19
Mask Policy	19
Medical Records	19
Medication	20
Allergies	20
Emergency Procedures	20
Illness and Infectious Diseases	20
COVID-19 Policy	21
Special Needs	22
SMART Support	22
Toys and Pets from Home	23
Breakfast/Snacks/Lunch	23
General Food Philosophies	23
Infant/Toddler Programs	23
Baby Formula	23
Expressed Milk	24
Solid Foods	24
Preschool/K-1 Programs	24
Special Meals from Home	24
Food & Drink Guidelines	25
Packaging Guidelines	25
Celebrations	25
Birthday Celebrations	25
Patriotic Days	25
Vacation, Holiday, & No School Days	26
EduCare Professional Development Days	26
Why ongoing professional development for MMA Educators is important	26
Safety	28
Pesticides	28
Licensing & Health Reports	28
Questions, Comments, & Concerns	28
School Leadership Contact Information	29
MMA Family Handbook Agreement	30

Menachem Mendel Academy Philosophies

Mission

Our mission is to revolutionize Jewish education by equipping awesome, young (neshamas) souls to become happy, compassionate and solution-driven leaders, who are empowered to elevate the world.

We do this by combining the best practices in child-centered academics, holistic wellness, environmental responsibility, and cutting edge technology, using good old-fashioned F-U-N!

Vision

We believe every child in the world should have access to the type of education Menachem Mendel Academy provides. We have a global vision and our dream is to expand and have schools like MMA in every city in the world. We plan on opening one new school at a time or partnering with existing schools. Our hope is to create similar schools using the MMA Model for children of other faiths as well.

Core Values

#1

TORAH IS LIFE

- ★ Knowledge is power. To know G-d's way is to connect with His essence in the deepest way possible. Torah is the looking-glass with which we view the world.
- ★ All knowledge stems from Torah. At MMA, math, science, history, social studies, reading, writing, and the arts are all taught through a Torah perspective.
- ★ MMA focuses on educating happy, refined, solutions-oriented leaders, who are accomplished, loyal, proud, and compassionate Jews.
- ★ Jews are tied to each other and the Land of Israel the same way a soul is connected to the body. We strive to instill our students with a loving attachment to the Land of Israel, the Jewish people, and a sense of responsibility for their welfare.

#2

SKILLS ARE CRUCIAL

- ★ The wise King Solomon described the Torah saying, "its ways are pleasant ways (darchei noam) and all its paths are peace (shalom)." At MMA we strive to model with a courteous and gentle approach.
- ★ We believe every child is good and will do good if s/he can.

- ★ Life-skills such as critical thinking, problem solving, communication, leadership, emotional-management, time-management, and goal setting are all equally important as textbook data.

#3

HOLISTIC HAPPINESS

- ★ The Hebrew word “shalom” is from the root word “shalem,” meaning, *to be whole*. We nurture the *whole* child – their physical, emotional, mental, social, and spiritual well-being.
- ★ We teach our students self-control and healthy boundaries; guiding and developing students to have respect for themselves, others, and the property of others. We focus on building character traits (middot), including gratitude and modesty (tzniut). Consequences for poor choices and behavior are learning experiences for the future, not punishment.
- ★ Art, music, sports, gardening, and teamwork are essential parts of the curriculum and make learning fun.
- ★ MMA proudly promotes true health for a lifetime! Students learn how happiness, nutrition, exercise, and being proactive with their health are the essential keys to longevity.

#4

WORLD-CLASS ACADEMICS WITH CUSTOMIZED EDUCATION

- ★ Students often learn faster and perform better in smaller classrooms. At MMA, we help our students strive for excellence by utilizing a curriculum designed specifically for each child.
- ★ Frequent evaluations help us monitor and understand the individual learning curve of each student, to encourage advancement in their success without excessive tests.
- ★ Outstanding teachers make our model possible. We insist on excellent pay, a supportive environment, and fulfilling roles for our MMA Team.
- ★ Parental partnership is also key to student success. MMA encourages parents to share their passions, contribute to school activities, and model life-long learning.

#5

GOODNESS & KINDNESS

- ★ Kindness and concern for the welfare of others are a hallmark of the Jewish people.

- ★ Frequent chesed projects and field trips allow MMA students the opportunity to develop compassion and give back to the community by volunteering at elderly homes, food banks, animal shelters, and helping children with disabilities.
- ★ As Jews, we work hard to protect the environment and sustain Hashem's resources for future generations.

The MMA Experience

MMA Education is a way of life. We nurture and educate the whole child, including their physical, emotional, mental, social, and spiritual wellness. Menachem Mendel Academy is built and developed around the needs of each individual child. MMA's approach is the opposite of a one-size-fits-all approach to education, therefore, no two classrooms or academic school years will be exactly the same.

We provide freedom and independence while keeping a structured environment to respect the natural development and success of each child while also helping them feel safe and confident to grow. Our program incorporates 5 world-class academics through project-based learning, dual-language integration, holistic plant-based nutrition, strong character development, and flourishing Jewish life.

Enrollment

MMA Early Learning Center (MMA ELC) lovingly accepts:

- *Infants* starting from 6 weeks to 12 months old. Babies stay in our Infant Program until they reach 12 months old and are walking.
- *Toddlers* for children 12 months and walking until 36 months and potty trained.
- *Preschool* for children 3 years old and completely potty-trained by their first day of school.
- *Kindergarten-1st Grade* for children who are 5 years old by their first day of school. Early entrance for kindergarten students may be accepted with careful consideration with a special assessment administered by MMA Early Learning Center.

In order to successfully enroll your child, all immunizations must be up to date with medical forms completed (religious belief exemptions are welcomed.) Prior to admission, all prospective student families will go through an interview process. In addition, children entering kindergarten or first grade will be assessed for readiness at this level.

Objectives & Goals for Children

At MMA we have six objectives and goals to help your child learn, build, and develop.

1. To develop a sense of identity, self-confidence, and self-worth as a creation of Hashem.
2. To develop independence, curiosity, and resourcefulness as a foundation for future learning.
3. To learn to interact with peers, be a member of a group away from home, respect other people and their property, adapt to routine, and follow directions.
4. To develop creative self-expression, linguistic and perceptual abilities, and large and small motor skills.
5. To build strong social-emotional skills, and learn to accept and express emotions in a healthy manner.
6. To develop a love of learning, a good self-concept, and a true sense of caring for others.

MMA EduCare Team

Our Project Based Learning Curriculum is specifically designed for our Educare Team to create an interactive learning environment that supports children's curiosity and develops thinking, problem solving, and 21st century skills. Children are the agents of their own learning. With the help of our loving EduCare Team, your child will be guided along this learning journey. We strategically engage with children to accelerate, develop, and encourage them to take active leadership with their very own learning experience.

The MMA EduCare Team is equipped with professional coaching and development in early childhood development using *pedagogy*—the art and science of teaching by creating new and playful methods of learning. With your child's optimal learning in mind, our MMA EduCare Team collaborates to create exciting research-based units of study to prepare enriched resources to effectively enable and implement our Project Based-Learning Curriculum, which is age appropriate, fun, stimulating, and always safe.

Our EduCare Team is key in providing your child/ren with an educational experience unparalleled to any other. We support our MMA EduCare Team by providing extensive ongoing professional development. We believe in developing strong teachers who are capable of inspiring our child/ren's hunger for learning beyond the classroom. Our Curriculum and Leadership Development Director leads ongoing research-based professional development and provides consistent guidance to the EduCare Team on a regular basis, which includes:

- Monitoring the EduCare's Team implementation of the curriculum
- Mentoring and coaching for effective teaching strategies
- Coaching interactions between child and teacher, peers, other trusted adults, and the learning environment

- Assessing the EduCare Team’s progress and capacity to meet the desired goals for each child

At MMA ELC, we celebrate learning everyday! Additionally, we hold an exhibition and/or presentation of learning at the end of each project-based learning unit. We invite all parents/guardians, families and members of the community to appreciate, enjoy, and support our children’s accomplishments. With the guidance of our EduCare Team, each child will create a portfolio of their learning and discovery to document their successes and progress. The Educare Team also records and documents each child’s milestone using a Child Assessment Portfolio.

General Curriculum Information

Infants: EMET (Truth)

Our Infant classroom, named “Emet,” lovingly serves children starting at six weeks of age. Our Infants stay in this program until they reach the age of 12 months old and are walking.

Here at MMA ELC, our Emet Program takes an intelligent approach to early child development and recognizes the first 12 months of a child’s life are crucially important to their physical growth and mental cognition. Skills such as crawling, taking their first step, and smiling for the first time are all developmental milestones. Children reach these milestones by playing, learning, speaking, acting, and moving.

We have created an environment to help engage and stimulate your baby’s development to promote curiosity, focusing on attachment, social relationships, fine and gross motor development and community. Weekly lesson plans for our infants focus on each individual child’s uniqueness and developmental stage. Our EduCare Team is highly trained and educated in the field of infant and brain development and adheres to developing appropriate practices and activities.

Infant activities promote and develop social engagement and responsiveness, speaking and listening skills through language and music; an exploratory environment both inside the classroom and out on the infant playground.

Our Emet Program Features:

- ❖ Nurturing, individualized *attention* and care
- ❖ *Bonding* between teacher and child for security and learning
- ❖ Individualized sleeping and eating schedules imitating home patterns
- ❖ Language rich environment with EduCare Team interaction using baby sign language to help encourage and promote pre-verbal skills

- ❖ Activities focused on fostering infant brain development with attention, bonding and communication techniques
- ❖ Daily *communication* about your child's day (both verbal and written)
- ❖ Open door policy allowing parents/guardians to visit *any time*
- ❖ Happy, loving Jewish foundation

Toddlers: SIMCHA (Happiness)

Our Toddler Program, named “Simcha,” caters to children 12 to 36 months of age who are fully walking. We provide a safe and loving environment, with a team that is experienced in toddler development. Our Simcha classroom is specifically designed for your child to freely explore. Moving from activity to activity while being guided by their EduCare provider. This program is designed to increase independence and curiosity that every toddler experiences.

The journey toward self-mastery continues as your child enters the toddler years. Promoting healthy brain development through positive relationships and responsive environments is the focus of the MMA Simcha Program. Our Toddlers will experience a curriculum based on the growth of the child. Our EduCare providers offer warm, loving and supportive interactions to enhance and encourage learning.

The activities provided within the toddler curriculum engage with your child in the areas of language, creative expression, physical, social and emotional development. The Simcha Program sets the stage for young developing child/ren to explore a positive learning experience and establish a strong self-image.

Our Simcha Program Features:

- ❖ Environments filled with tactile materials, books and creative supplies
- ❖ Literature used on a daily basis to open your child’s mind and *imagination*
- ❖ Primary care groups providing individualized *attention* and care
- ❖ Enriching environments to stimulate language
- ❖ Gross motor activities to build muscle development and motor skills
- ❖ EduCare providers building the child’s sense of security and self development through nurturing, *bonding* and *verbal communication*
- ❖ Open learning centers that encourage children to *learn at their own pace*
- ❖ An introduction to Project-Based Learning
- ❖ Daily opportunities for your child to demonstrate *independence*

- ❖ Parental partnership with our EduCare Team to support each child in reaching their full potential
- ❖ Nurturing their tender, Jewish spirits

Preschool: AHAVA (Love)

Our Preschool Program, named “Ahava,” nurtures children to bridge from our Toddler Program to Kindergarten readiness. Children entering this program must be 3-years old by their first day of school and completely potty-trained.

Academic emphasis includes increased autonomy like following routines, problem-solving, language use and social interactions. Pre-academic skills begin to emerge and are practiced in an individualized and hands-on approach to prepare for kindergarten. Our programs are designed to encourage your preschooler to investigate and develop a love of learning by fostering first-hand experiences in a safe, nurturing environment.

The MMA Ahava curriculum helps children explore, question, solve, and discover new skills, providing a mastery of readiness while building self-esteem. As your child grows, we will expand their curriculum to include learning activities which emphasize academic readiness for Kindergarten. The focus includes language, literacy, writing, math, science, and social skills designed to teach letter names and sounds, by correctly writing letters, building vocabulary, math concepts, scientific exploration, and inquiry working as a community and much more.

At MMA, our EduCare providers complete a thorough Professional Development program to ensure your child’s preschool experience prepares them successfully for kindergarten. Using positive, engaging interactions and discovery with children and adults helps foster learning curves. The Ahava curriculum includes a leadership development component which fully integrates with daily activities. Our program has been designed to equip our students with skills needed to thrive in today’s world, while simultaneously preparing them to become the “Leaders of Tomorrow.”

In addition to world-class academics, we are passionate about infusing the critically important, but grossly overlooked life skills that every human needs to thrive in a modern world. At MMA we cultivate a safe and creative learning environment.

Our Ahava Program Features:

- ❖ *Jewish Studies* to develop age appropriate understanding of Ahavas Yisroel, the weekly Parsha, Davening, Festivals, and basic Jewish observances (Shabbos, Kosher, etc.)
- ❖ *Social Skills* to develop age-appropriate behavior and life-skills
- ❖ *Language Arts* to demonstrate reading readiness for preschool, and develop master reading and writing skills with oral competency for kindergarten

- ❖ *Social Studies* to introduce children with their community and with people/cultures who settled first in America
- ❖ *Mathematics* to recognize, use, and master basic mathematical concepts
- ❖ *Science* to foster an understanding of the natural world surrounding the child
- ❖ *Gardening* to understand and learn the importance of composting, planting, plant cycles of growth, and caring for a living garden
- ❖ *Comprehensive, Holistic Health* to encourage positive attitudes, behaviors, and habits to promote life-long health of the body, mind, and soul
- ❖ *Motor Skills and Physical Activity* to develop gross and fine motor skills
- ❖ *Fine Arts* to impart a love and appreciation of art, music, theater, and dance
- ❖ *Hebrew Language* to introduce a basic knowledge of Hebrew through vocabulary and alphabet. [Click here](https://menachemmendelacademy.com/wp-content/uploads/2021/08/Benefits-to-Dual-Language-Learning.pdf) for benefits of dual-language learning programs with young children or visit <https://menachemmendelacademy.com/wp-content/uploads/2021/08/Benefits-to-Dual-Language-Learning.pdf>
- ❖ *Leadership, Character Development, & Life Skills* for kids to learn the fundamentals of leadership and obtain life skills while building character

Kids learn leadership skills from a young age. This helps them experience an incredible head start in life, even if a child’s personality is not automatically predisposed to leading other children. Leadership skills empower children with opportunities and the ability to *make things happen*. Leadership, character development, and learning 21st century life skills creates confidence to help children solve problems creatively, work individually, and collaboratively with others in a team setting, while also improving their overall mental well-being. Our Project Based-Learning Curriculum integrates all these skills into our children’s daily activities. Ahava Students begin the inspiring *Heroes’ Journey Program*, where each child’s leadership and character milestones are celebrated by the whole community.

Kindergarten-1st Grade: EMUNA (Faith)

Our K-1 Program, named “Emuna,” supports students as they navigate through the world and take on new complexities in primary school. Children at this age are eager to investigate, ponder and comprehend everything, even as their world is expanding in every direction.

Our proprietary K-1 program is aligned with national and international standards, providing a solid foundation for your child's future, no matter where life's journey takes them.

Our Emuna Program includes a continuation of the programs started in Preschool (Jewish Studies, Social and Life Skills, Gardening, Holistic Health, Physical Activity, Fine Arts, Leadership, Character Development through our *Heroes' Journey*, and an increased fluency of the Hebrew Language), all scaled and expounded upon at a higher age and development level.

The Emuna Program Features:

- ❖ *Language Arts* using research-based, interdisciplinary reading and language programs which includes reading, writing, listening and speaking, viewing and presenting

Our Project-Based Learning Curriculum is specifically designed with the cognitive needs and the current developmental levels of our students in mind. Our objective is to develop the 21st Century skills in all of our students to communicate effectively, both in speaking and in writing. Using the Power Standards in Language and Literacy, this program provides instructions in reading and helps build the skills needed to be a fluent and independent reader. The program also consists of writing instructions, which include teaching the six traits of writing and the writing process, writing elements, and purposeful writing.

This program practices the following principles:

- Phonemic Awareness
- Phonics
- Read Aloud
- Comprehension
- Vocabulary
- Fluency
- Assessment
- Writing
- Listening and Speaking
- Critical Thinking
- Problem Solving

- ❖ *Mathematics* using a well-designed, differentiated Math Program that addresses the individual needs of our learners

Our interdisciplinary Math Program is based on the standards set by the National Council of Teachers of Mathematics. We advocate for high-quality mathematics instruction and learning for each and every student. We conduct ongoing assessments and use hands-on and mental math in our Project-Based, researched-backed curriculum.

Throughout the program students apply 21st Century skills in problem solving, critical thinking, communication, and collaboration.

- ❖ *Social Studies* for each child to discover and learn who they are, their school, and their community

We believe our students are the agents of their own learning. We observe, listen and facilitate their learning. The *I Am Unique and I Am Special* unit focuses on what makes each child unique. Students learn about the similarities, differences, and diversities between people, even within their own families.

- ❖ *Science* to learn how to solve authentic problems, with many opportunities for students to research, think and act like scientists while planning, performing investigations and conducting presentations
- ❖ *Project Based Learning* to encourage k-1 primary children to engage in the classroom and solve real world problems by creating interesting activities for everyone

Project-Based Learning is a student-led approach to learning and the kids point the teachers in the right direction for what is most interesting and important to them. Using topics children want to investigate and learn, the class launches projects using the interdisciplinary approach beyond grade level standards in different subject areas. They get the depth and the breadth through research and consult with experts, then become young experts in what they study.

During projects, children learn the following 21st Century Employable Skills:

- Collaboration
- Organization
- Creativity and Resourcefulness
- Problem Solving
- Growth Mindset
- Critical Thinking
- Agency
- Effective Speaking and Written Communication

Role of Parents

1. Become actively involved in your child's school

Parents are welcome to visit the classroom any time! We encourage you to help in the classroom, share a snack with your child, help on “special” days, and attend parent-teacher conferences.

2. Communicate with your child's teachers

Feel free to share any concerns you may have about your child's school experience. Please let us know of any changes that may occur in the family such as death, divorce, illness, a new sibling, etc.

3. Have your child attend on scheduled school days

Regular attendance and punctuality is an excellent preparation and routine for students, and it shows your child that school is very important.

4. Talk about your child's school day with him or her

Encourage your child to share events from their day with you. Save special projects your child has made and date them; these memories will last a lifetime!

Hours of Operation

Menachem Mendel Academy Early Learning Center is open Monday through Friday.

Infants & Toddlers

Monday - Thursday, 7:30 am to 5:30 pm

Friday - 7:30 am to 5:30 pm (April- September) | 7:30 am to 4:30 pm (October - March)

Infant and Toddler Programs operate for the full day.

Parents are welcome to customize their child's schedule as needed.

Preschool, Kindergarten & First Grade

Monday - Thursday, 8 am to 3 pm

Friday - 8 am to 3 pm

Before & After Care is available for an additional fee.

Before Care is available from 7:30 to 8:30 am.

After Care is available from 3:00 to 5:30 pm.

Important: DES enrollment may affect the requirements on check-in/check-out times.

Sign-in/Sign-out

All MMA ELC students must be accompanied to and from their classroom by a parent or designated adult. Each child is required to be "signed-in" and "signed-out" officially by using our "Sign-In and Sign-Out Tablets." Under no circumstances will a child be released to anyone other than a parent or previously designated adult of age 18 years and older.

A photo I.D. may be required for anyone other than a parent/guardian, and must be on your child's Emergency Information and Immunization Record Card, unless other arrangements are made in advance.

Late Pick-up Policy

When parents are late, children become frightened about being left, and teachers become concerned about after-school commitments they might not be able to keep. If you are going to be late, please call the school office as soon as possible and let us know

what alternate plans you have made. If there is no one in the office, call the MMA extension directly.

A late fee of \$5.00 will be charged for the first five minutes after 5:30 PM and \$1.00 for each minute thereafter. Excessive late pick ups may result in termination of your child/ren's enrollment.

Attendance Policy

To ensure all children are safe and accounted for, it is necessary to notify the school office by 8:30 am if your child will be late or cannot attend school due to illness, doctor's appointment, family trip, etc. Unreported absences will be followed up by the MMA office.

For planned absences, please give the school at least a one-week notice.

We can be notified by phone at 480-591-1770 or by email at info@mmafamilly.org

Enrichment programs (Art, Fitness and Wellness, Music, Gardening), special presentations, special activities, and field trips are all considered to be a *mandatory* part of the school day. Choosing not to attend any of the preceding parts of the school day will be considered a tardy or an absence. Chronic tardiness or absences will need to be addressed with the administration.

Tuition and Fees

Payment Policy

MMA Early Learning Center tuition fees are charged monthly or annually, depending on your arranged payment plan. The tuition fee will automatically be deducted from the checking account, savings account, or credit/debit card provided during the registration process via the ProCare Automatic Deduction Authorization Form. Automating your payments frees up time and resources, allowing MMA the opportunity to focus on Educational Programs for the benefit of our children.

Payment by check can be made payable to: Menachem Mendel Academy

All tuition fees must be kept current.

Families who do not have tuition paid by their child/ren's first date of attendance, will lose their registration fee and their child/ren will be removed from our class list in order to accommodate new registrations. To have a child's name placed back on the class list, a re-registration fee of \$150 per child will apply.

Tuition payments are due the 1st day of each month and will be considered late after the 5th day. Payments received after the 5th day from the scheduled due date will result in a \$25.00 late fee. Recurring late fees will result in an official notice from the MMA Administration Team which may consequently exclude your child/ren from attending

school. It is not the intent of the Administration to exclude children from school, but to emphasize our parents' commitment to effectively communicate with the school office to ensure arrangements are made if for any reason they are unable to make their tuition payments on time.

Fees

Registration Fee \$150 one-time registration fee per child (non-refundable)

Resource & Material Fee \$200 annual fee per child (non-refundable)

Tuition Fee Varies per program (refer to orientation package)

Tuition Late Fee \$25 after 5 day grace period

Late Pick-Up Fee \$5 first 5 minutes/\$1 each minute thereafter

Discounts

For families with multiple children enrolled at MMA, a 10% tuition discount will be allowed for each sibling *after* the first child's enrollment within the same school year.

There are no discounts or reimbursements for days missed due to illness, absences, vacation, severe weather, emergencies, or during holidays when the school is closed.

Students who receive 50% or more of their tuition through a scholarship (STO) will not be eligible for the MMA Family Discount for multiple children enrolled within the same household.

Referrals

The trust and confidence we have with our families means a great deal to us. The best way to grow and expand our school with like-minded families like you is by "word of mouth." In appreciation for your support, Menachem Mendel Academy has a Referral Program. Families have the opportunity to receive a \$100 referral credit toward the following month's tuition for each new enrollment. To qualify and receive this tuition credit, the newly enrolled family must inform MMA who they were referred by and remain enrolled with our school for at least 4 consecutive weeks.

Vacation Policy

After six months of continuous enrollment, children enrolled for attendance qualify for a maximum of two weeks of vacation credit in any calendar year. The MMA Admin Team must be notified in writing at least two weeks prior to the vacation in order to receive the vacation credit. Please stop by the office to complete a Vacation Credit Form.

Vacation credit will be given as long as tuition payments are current at the time vacation credit is taken.

Scholarships

Menachem Mendel Academy Early Learning Center works with a number of Scholarship Tuition Organizations (STO's) that offer preschoolers a scholarship if their child has a recorded Individual Education Program (IEP) or a parent serving in the military. Proof of an IEP and active military status is required.

Parents are encouraged to learn about STO's and apply for scholarships to help off-set the cost of tuition on behalf of their child/ren.

Families who have applied for an STO scholarship with pending status are still required to pay their child's tuition and keep tuition current until MMA receives the distribution of funds directly from the STO. Menachem Mendel Academy will give a credit against future tuition payments for any fees that have been overpaid by families *after* MMA applies the payment received by the STO on behalf of the child's tuition.

We have partnered with state and local agencies to provide tuition subsidies for preschool families who qualify for assistance. Additional information is required in order to receive this subsidy. [Click here](#) for more info or visit <https://des.az.gov/services/child-and-family/child-care/how-apply-for-child-care-assistance>

Withdrawal

Withdrawing your child/ren from Menachem Mendel Academy *after* paying the initial cost of tuition will forfeit the first month's tuition payment. Exceptions will be made to families with military orders, or families who move out of state.

A two weeks notice in writing is required for all voluntary early withdrawals. Tuition fees will continue to be made regardless of attendance, until written notice is received by Menachem Mendel Academy in regards to the named child/ren being withdrawn from the school. You may be eligible for a prorated reimbursement of tuition fees for the remainder of the month as long as tuition payments are current and in good status.

In cases of extended absences, payments are non-refundable and may not be altered. No tuition refund will be made at any time if a student is dismissed or asked to withdraw from school for discipline or unacceptable attendance reasons.

Parent Involvement

Open Door Policy

Parents are welcomed and encouraged to visit the school and their child's classroom. Parents of enrolled children shall have access to the facility during hours of operation. Your child may act differently when you are present, which may disrupt their natural learning process. To minimize disruptions, we recommend scheduling your visit in

advance. It is recommended to keep visits short and sweet to avoid loitering, as this may cause your child to feel less engaged to learn.

Donating Time

Schools always need a helping hand. Dependable volunteers make a huge difference around here! We believe all people are created with gifts and talents that can be shared for students to learn and model from. Being a first responder to MMA Volunteer opportunities serves as an excellent example of leadership and emphasizes your commitment as a parent to help when the call goes out!

Donating Supplies

A Resource and Materials Fee is collected for each student during the enrollment process. This fee goes toward classroom materials such as books and other learning tools. The school is always seeking donations of helpful classroom supplies such as boxes of tissue, paper towels, hand soap, etc. Your child's teacher will distribute a list at the beginning of the school year of useful items.

Parent-Teacher Conferences

As an integral part of the program, parents are requested to participate in three regularly scheduled conferences per year. Conferences are typically held in October, January, and March. Additional conferences may be required and will be scheduled with the classroom teachers at a mutually convenient time.

Dress Code & Rest Time Supplies

Infants, Toddlers, and Preschool

Children in our ELC Programs (Emet, Simcha, and Ahava Classes) should be dressed in simple clothing that is free from complicated fastenings which can easily manage their bathroom needs. To account for weather changes, we advise easily removable layers. Please remember accidents happen! We recommend dressing your child accordingly, with extra clothing for accidents. For your child's safety, we require closed toe shoes—no sandals, clogs, or flip-flops.

Infants, Toddlers, and Preschoolers must have at school at all times:

- Bottles for Infants/Sippy Cup for Toddlers/Water bottle for Preschoolers
- 4 crib sheets for Infants/2 crib sheets for Toddler & Preschooler resting mats
- 3 changes of clothes for Infants/2 changes of clothes for Toddlers & Preschoolers
- Blanket for rest time (will NOT be left in cribs with infants)
- Diaper cream/ointment (no sprays)

- Sweater and/or jacket to accommodate indoor/outdoor temperature changes

Soiled clothing, sheets and blankets will be sent home to be laundered and sanitized. Please send clean replacements the following week with your child.

All clothing, sheets, blankets, and personal items should be labeled with your child's first and last name. Initials are not sufficient.

Kindergarten and First Grade

As our students get a bit older, we transition into a higher standard of conduct with a more dignified attire. The elevated dress code differentiates a playful home environment from a respectful learning atmosphere. A smart-looking dress code raises a child's expectation of themselves. When dressed neatly and presentably, students tend to conduct themselves more responsibly. Oftentimes, teachers receive calmer, more respectful and attentive students. When students feel more confident in the way they look, their behavior tends to reflect the same confidence.

We do not require a standard uniform. At Menachem Mendel Academy, we encourage a dress code that allows our children to express their unique individuality while maintaining an environment that promotes excellence. As a direct example from the "real world," most workplace and professional settings have a uniform or dress code policy that sets the tone for the group culture. Students are expected to maintain the highest possible standards of personal hygiene. This includes personal cleanliness, as well as wearing clean clothing. If this is a challenge for any individual family, please contact the Administrative Office for confidential assistance.

Dress Code for Boys:

- A Kippah/Yarmulke and tzitzit is encouraged at all times
- Pants or shorts can be nice slacks in any solid color (e.g. gray, black, dark green, khaki, navy, etc.)
- No jeans, torn pants, or skin-tight pants should be worn
- Collared Shirts including polos or button downs, in any solid color (e.g. white, cream, blue, light blue, green, red, etc.) logos should be small
- Shirts should ideally be tucked in at all times (except during play time)
- Long sleeve and short sleeves shirts are acceptable
- No T-shirts or collarless shirts
- Tracksuit pants are acceptable on gym days only
- White shirts are encouraged on Rosh Chodesh and other special days
- MMA sweatshirts or a plain sweater may be worn on cool days
- Closed-toe shoes should be worn with socks at all times
- No sandals, Crocs or Heelies
- Payos/Peyot should be recognizable and at a minimum reach the cheekbone.

Dress Code for Girls:

- Skirts, dresses, or jumpers should reach the knee area and can be worn in any solid color or pinstripe (e.g. grey, black, dark green, navy, etc.)
- Blouses can be polo or button-down with a collar and can be any solid color or pinstripe (e.g. white, pink, purple, navy, etc.)
- No T-shirts, large logos, collarless shirts, or open backs
- All shirts should have sleeves; no tank tops
- White shirts are encouraged on Rosh Chodesh and other special days MMA sweatshirts or a plain sweater may be worn on cool days
- Pants or shorts may be worn under dresses or skirts for sports and outdoor activities
- Closed-toe shoes should be worn at all times
- No sandals, Crocs or Heelies
- Tights or socks should be worn at all times, in any solid color or pinstripe (e.g. navy, black, white, brown, etc.)
- Hair longer than shoulder length should be tied back and not worn loose/down for safety reasons, and kept out of the face during school work.
- Stud earrings and earrings worn close to the earlobe are acceptable (no hoops or dangling earrings for safety)

NOTE: All students are expected to comply with the school dress code. Dressing in a manner that distracts other children from learning may result in sending your child home. Students who do not meet the dress code will not be allowed to attend class until appropriate clothing is provided by their parent/guardian.

Discipline

An important part of our program and curriculum is positive guidance. At MMA , we utilize a highly acclaimed and effective behavioral model, “Conscious Discipline” in our school. This method transforms daily conflicts into opportunities to teach critical life skills to children. Children are taught the importance of emotional awareness, self-regulation, respect, and treating others with care. We believe the goal of discipline is to *help young children identify their feelings* and gain inner self-control, so that they learn and become aware of what is and what isn’t acceptable behavior. For a brief introduction to Conscious Discipline, please [click here](#).

To encourage the emotional and physical wellbeing of all children attending our school:

1. Children will learn to respect the rights and feelings of others
2. Children will learn to protect and respect school property
3. Children will leave classrooms only when accompanied by an authorized adult
4. Children may not engage in activities that are harmful to themselves or others

Our MMA EduCare Team will enforce the rules above, consistently using positive techniques of guidance, redirection, plus anticipation and elimination of potential problems. When an encouraging word from the teacher or diversion to another activity does not adequately modify or correct unacceptable behavior, a break, such as a short time away from the group, is used.

Children are never to be left alone. Physical or verbal abuse from anyone is never permitted and is not tolerated at Menachem Mendel Academy.

Termination

Occasionally, our program may not fit the needs of all children and behaviors may develop in ways that exceed our professional expertise. In such cases, we will meet with the parents or guardians and consider each situation on an individual basis. On rare occasions, it may be necessary to recommend the removal of a child from the program. This does not happen immediately, as our goal at MMA Early Learning Center is to take all preventative measures to encourage a solution best suited for the child. Removal of a child from the program will be finalized *only* after several consultations have been made with the parents.

1. Termination is rare, but can occur for any reason listed below:
2. Failure to pay tuition or consistently late with tuition
3. Refusal to cooperate with school policy by parent or child
4. Child is disruptive to the point of being a detriment to other children
5. Any problem that has been discussed with the MMA Executive Administration Team and continues to work against the good of the school, the child, or the other children.

Transportation

Menachem does not provide transportation. In the event of a field trip, parents will be notified and written permission slips will be required for the child to participate. Parents will then provide, or make arrangements for the child's transportation to the event or field trip.

Health Policies

Sun & Water Safety Policy

MMA follows the Arizona Department of Health Services guidelines on Sun, Heat, & Water Safety procedures. [Click here](#) for the detailed information or visit

<https://www.azdhs.gov/documents/preparedness/epidemiology-disease-control/extreme-weather/heat/heat-warning-safety-tips.pdf>

When temperatures rise to 100 degrees F or if the air quality is poor, children will not be allowed to play outdoors for safety reasons. Children are advised to wear hats, protective sunwear, and breathable fabrics during the warmer months. During the summer months, children frequently participate in supervised water activities during operational hours, in compliance with standard water safety guidelines. Per our Sun Safety waiver, sunscreen must be provided by the parents and written on the enrollment paperwork. If parents would like to add or change the type of sunscreen used, it must be updated on the “Topical Cream Application Form” with the MMA Administration Office prior to applying the sunscreen provided on your child.

Medical Freedoms Philosophy

At Menachem Mendel Academy we honor and uphold the United States Constitution and the democratic system of which this country is so justly proud. As with religion and other personal beliefs, we leave medical decisions in the hands of each individual family.

We do not require or prohibit families from taking or using vaccines. Due to HIPAA privacy law, we do not share the medical status of any family. We respect each family’s right to do their own due diligence and choose what is best for their bodies and their children.

Mask Policy

Due to the emotional and academic impairments that can be caused, teachers are not permitted to wear masks in the classroom under normal circumstances. If a teacher is not well enough to teach without a mask, they will be asked to remain home. Only in extreme circumstances would a teacher be allowed in the classroom with a mask, and only with the approval of Executive Administrators.

Children may wear masks if they *voluntarily* choose to do so. All students and faculty are expected and encouraged to maintain high standards of cleanliness and hygiene to keep everyone as healthy as possible.

Medical Records

The “ADHS Emergency, Information and Immunization Record Card” must be completed and returned two business days before your child’s first day at school. Arizona state law requires that this special certificate for immunization be on file before a child can be admitted to any school. We are required by law to refuse admission to any child whose Health and Immunization forms are not complete.

An exception can be made by supplying the “Religious Beliefs Exemption Form” for infants, toddlers, and preschoolers or the “Personal Beliefs Exemption Form” for

kindergarten and first grade with your child's "ADHS Emergency, Information and Immunization Record Card."

Medication

The EduCare Team at MMA will administer medication on an emergent basis only, with prior doctor and parental consent. All medication must be labeled with the child's first and name with a valid (non-expired) prescription date.

Allergies

If your child suffers from an allergy of any kind, please notify the school in writing via the enrollment paperwork. If an allergy emerges after enrollment, please contact the school to update your child's records.

Emergency Procedures

In the event of a medical emergency, 911 will be called immediately. Parents will then be telephoned. If the parents are unavailable, the person listed as the child's emergency contact will be contacted.

Illness and Infectious Diseases

Parents are required to inform the MMA Administration Office immediately if their child has contracted any contagious disease in order for the school to prevent additional spreading of the illness, by notifying other parents that their child/ren have been exposed. The name(s) of reported infected children will not be disclosed to ensure the anonymity and privacy of our families. The school will take every measure possible to spread awareness and provide parents with new and pertinent information provided by the Maricopa County Health Department.

Please keep your child at home if he or she exhibits any of the symptoms listed below:

- Nausea or abdominal pain
- Unusual drowsiness or tiredness
- Sore throat, acute cold, or persistent cough
- Swollen glands around jaws, ears, or neck
- Red, inflamed, or discharging eyes
- Earache/Ear Infection
- Skin rash, any skin sore oozing of fluid, yellow pus in blisters, or pus which has an odor

Seriously contagious symptoms:

- **Fever** Children with an oral temperature over 99°F (100.4°F, rectal) should stay home for 24 hours after their temperature has returned to normal.
- **Chicken Pox** children should stay home 7-10 days or until all pox are scabbed over.
- **Strep Throat** children may return to school after they have been on medication for at least 24 hours
- **Pink Eye (Conjunctivitis)** children may return to school after they have been on medication for at least 24 hours
- **Diarrhea or Vomiting** children may return to school when symptoms have not appeared for 24 hours
- **Lice** children may NOT return to school until treatment is complete and all nits are removed.

If a child should develop any of the above symptoms during the school day, the parent/guardian of the child will be contacted and is expected to be picked up within one hour of being notified.

COVID-19 Policy

For the health and safety of all children and staff at Menachem Mendel Academy, our facility will carefully follow the following guidelines:

- Team members and children will be excluded from the school facility if fallen ill
- Laboratory positive COVID-19 cases within your immediate family should be reported to the school immediately to prevent the spread of the disease
- All COVID-19 positive children and team members are required to self-isolate at home as a precaution for a period of 5 days from specimen collection, until 24 hours after fever is gone and symptoms of acute infection resolve, whichever is longer.
- Children and staff members who have a fever with cough or shortness of breath and have tested negative for COVID-19, should remain home and will only be permitted to return to the school 24 hours after fever subsides and symptoms of acute infection resolve
- Children and staff members who have a fever with cough or shortness of breath and have not been tested for COVID-19, should remain at home away from others and may not return to the school until 24 hours after fever subsides and symptoms of acute infection resolve

- Children and staff members who experience other non-compatible symptoms and have not been tested for COVID-19, should remain at home and may not return to the school until 24 hours after all symptoms subside without the use of medication
- Janitorial staff will clean and disinfect all areas (offices, bathrooms, and common areas) used by the ill persons, focusing especially on frequently touched areas and surfaces.

Special Needs

SMART Support

The Menachem Mendel Academy Early Learning Center is served by a program called *SMART Support*. This program provides mental health consultation, training, and resources for ADHS (Arizona Department of Health Services) licensed child care centers to provide greater opportunities for children five and under, residing in the state of Arizona, to grow up ready to succeed.

Funded by an AZ state initiative called “First things First,” *SMART Support* primarily works with our teachers—coaching and collaborating with them in a professional development capacity. The purpose is to work with staff in order to enhance communication skills and discuss solutions for challenging behaviors.

You may see a consultant in the classroom or with the children throughout the day, and you can always ask to set up a time to meet confidentially with one of the consultants. Individual work completed with your child will take place with your knowledge and specific consent.

The overall goal of *SMART Support* is to support the social and emotional needs of young children so that they can thrive in their current environment. These goals are met by implementing classroom strategies, training, and resources or referrals for specific children or situations.

We believe that our combined initiative and involvement with this valuable program will assist us in our mission to support the social, emotional, and cognitive needs of your child.

Toys and Pets from Home

Please do not allow your child to bring toys from home unless requested by the EduCare Provider (i.e. Show and Tell). Toys from home are a distraction to the learning process and are often fragile, unable to be shared, and can be lost or broken. The school will provide developmentally appropriate educational materials and toys.

Pets can be an integral part of a child's learning to share and to care. However, for practical, safety, insurance, and health considerations, pets may not be brought to school without the permission of the Executive Administration Team.

Breakfast/Snacks/Lunch

General Food Philosophy

MMA provides all meals and snacks throughout the day, which are included in the cost of tuition. All food is prepared from scratch using fresh ingredients daily. We do not use processed chemicals (found in most store-bought foods), and we use organic ingredients whenever possible. Please do not bring outside foods unless there is a medical reason with a note from your doctor due to allergies or severe food sensitivities.

One of our main goals for the MMA food program is to expose children to a wide variety of diverse foods for lifelong, well-balanced health. Home lunches can distract children's excitement and willingness to explore new food options provided by the school, therefore, we do not permit home lunches to be brought to the school. Research shows it often takes approximately 8 attempts of exposure to a new food for a child's taste buds to acclimate.

Our Cuisine Team and Educators work hard to lovingly make new foods fun and adventurous for children while still offering plain and familiar foods as options to help their palette grow. If you do need to provide outside foods with a doctor's note, please adhere to the outside food guidelines as listed in the "Special Meals from Home" section of the Family Handbook.

Infant & Toddler Programs

Baby Formula

MMA supplies the highest quality of plant-based, organic, non-soy formulas available on the market. At the beginning of each month, formula-eaters will be sent home with cans of formula. If you prefer a different type of formula for your child, you are welcome to use your own.

In order to ensure proper nutrient provisions to your child's individual needs, you will be required to pre-mix the bottles and send them to school ready for consumption. Individual compartments in our classroom fridge will be labeled with your child's name for bottle storage. These bottles will be removed from the fridge and safely heated to room temperature at feeding time. All feeding times and quantities will be logged for your records.

To ensure highest levels of cleanliness and sanitation, used bottles will be sent home at the end of each day to be washed and sent back to school for fresh use.

Expressed Milk

We welcome the use of breast milk for your baby! If you are breastfeeding or using breast milk, you will need to send it to school in pre-made bottles, with enough bottles to last throughout your child's school day. Individual compartments in our classroom fridge will be labeled with your child's name for bottle storage. These bottles will be removed from the fridge and safely heated to room temperature at feeding time. All feeding times and quantities will be logged for your records.

To ensure highest levels of cleanliness and sanitation, used bottles will be sent home at the end of each day to be washed and sent back to school for fresh use.

Solid Foods

As your child transitions to solid foods, our MMA Early Learning Center focuses on providing the highest quality of nutrient-dense foods, prepared and offered in age and developmentally appropriate stages. Our certified in-house chef works to prepare scrumptious, kid-friendly foods that help children explore the world of solid foods and encourage healthy choices and eating patterns and for life. The school menu will be provided weekly, and we will work individually with each family to ensure happy, healthy, wholesome mealtime experiences for each child.

MMA follows the Baby-Led Weaning approach to transitioning Infants and Toddlers to solid foods. For more information on BLW, please [click here](#) or visit <https://health.clevelandclinic.org/baby-led-weaning/>

Preschool, Kindergarten, & First Grade Programs

Meal and snack time is a special time for all of us to enjoy together at the MMA family table. Starting in the Preschool Program, we feature family style meals where the children learn table manners, self-regulation, social emotional development, and healthy relationships with food. As they progress through the older programs, they begin to contribute and participate in more in-depth ways.

Special Meals from Home

Throughout the year, Menachem Mendel Academy may occasionally host or participate in events that allow or require children to bring their own food. One of our biggest missions is to spread awareness of the planet and the need for children to love, nurture, and care for it. When children bring their own food, it is important to consider and reflect these values for our planet. Please carefully review our guidelines when preparing special meals.

Food/Drink Guidelines

- Kosher Parve

- Preferably no meat or dairy products
- Meals should be healthy and balanced
- Homemade sandwiches, pasta, quinoa, etc.
- Lots of fruits & vegetables
- Minimal sweets
- No disposable water bottles
- No candy or artificial food dyes
- No soda
- No Lunchables

Packaging Guidelines

- Pack lunch in a reusable sack or lunchbox
- Pack snacks in reusable containers
- Send drinks in a reusable metal or BPA-free bottle
- Reusable thermos/containers are allowed
- Include eating utensils

Celebrations

Birthday Celebrations

Birthdays are special and should be celebrated! Children naturally want to celebrate their special day, and at Menachem Mendel Academy we want to make sure that happens! MMA has a special birthday celebration custom, and we would love you to join us on your child's birthday. Please coordinate with the Executive Administration Team to discuss any additional birthday plans for your child in advance.

Patriotic Days

Jewish and American patriotic days will be celebrated when they fall on a scheduled school day.

Vacation, Holiday, & No School Days

Adequate vacation time has been scheduled around the holidays to ensure children and MMA Team members can enjoy quality time with their families. Menachem Mendel

Academy is closed in observance of the Jewish Holidays, including major holidays in which work is forbidden.

We offer optional attendance camps during Chol haMoed and other minor Jewish festivals. Please see the MMA School Calendar for more information about vacation, holidays, and other “no school” days.

EduCare Professional Development Days

We believe that our children deserve the best! Early learning education is as much a learning experience for our teachers as it is for our wonderful students. It matters to have teachers with a love of learning. During the school year, we set aside special days for our teachers to step outside their classrooms, plan and work together with other educators to focus on their own learning through self-reflection, collaboration, professional development, growth, and the knowledge of how to assess themselves as learners.

Our goal is to create a culture of passionate, lifelong and inspiring educators in our professional learning community. Research says that if the teachers are excited about learning, our students will follow. It is a win-win for all! During these Professional Development days, school will be closed.

We provide our EduCare Team and families with the school calendar upon enrollment for students, so we ask that you carefully review the calendar for the PD schedule and plan early for these closure dates. PD Days will give our teachers and the leadership team the much needed time and opportunity to reflect on our students’ learning needs, our professional practice, and our current and future capacity to create developmentally appropriate project-based learning curriculum.

Our teachers are expected to return to their classrooms rejuvenated, more informed, and excited to implement newly learned skills and deliver instruction in a fun and engaging fashion that our children will look forward to and love!

Why Ongoing Professional Development for MMA Educators is Critical and Important

Our students deserve the BEST! Great teachers help create great students. Research shows how inspiring and informed teachers are the most important school-related factor influencing student achievement. It is of the utmost importance we pay close attention to how we train, develop, and support our new and experienced educators at Menachem Mendel Academy.

It is incredibly critical for young and experienced teachers to have ongoing and regular opportunities to learn from each other and build a strong Professional Learning Community. Ongoing professional development keeps teachers up-to-date with the

newest materials and research on how children effectively learn, new emerging technology tools for the classroom, reflection, collaboration, curriculum resources, and more. The best professional development is ongoing, experiential, collaborative, and connected to and derived from working with children to understand their culture.

Source: Edutopia March 16, 2008

Professional development for educators is an indispensable benefit to prepare young children with global citizenship and a productive future.

Five Reasons why MMA provides ongoing professional development for our Educators:

1. **HELP** improve student outcomes: Teachers who constantly seek and attend ongoing professional development with their peers stay on top of the latest changes and findings and tend to be more successful and inspirational not only in the classroom, but to the entire professional learning community as well. Our world is constantly evolving, and our teaching methods should too, to meet the needs and learning styles of our students.
2. **DEMONSTRATE** commitment to the profession: Learning new ways to facilitate learning and the most current skills needed for teachers to address the needs of the students to succeed demonstrates dedication and commitment as an educator. Consistently attending ongoing professional development and collaboration demonstrates a growth mindset!
3. **IMPROVE** digital literacy and technology: Understanding and effectively implementing technology in the classroom is a very crucial skill in today's world. While there are countless digital tools and resources available to teachers for the early learners, our educators must first build a solid understanding of how they function to choose the best option to integrate them into our project-based learning curriculum and daily learning activities.
4. **REFRESH** and update delivery of instruction: Ongoing professional development offers time for reflection and paves the way for innovative teaching strategies that are tailored or customized to the needs of our individual learners at MMA. Even if our teachers spend time relearning previous teaching strategies, they may likely discover a new perspective, which may only be able to be discovered after having gained some experience.
5. **GAIN** key professional insights: Professional development plans and programs allow teachers to learn about a new topic, perhaps outside the realm of their known subject area. Expanding their knowledge will allow them to further inquire, research, and connect with more students, fellow educators, and the entire 28 learning community to provide access and develop new insights for a wealth of impactful information to increase student outcomes.

For more information, please [click here](#) to read an article about “Why Professional Development Matters” or visit <https://learningforward.org/wp-content/uploads/2017/08/professional-development-matters.pdf>

Safety

A school Crisis Plan booklet has been assembled and is practiced by our staff in order to facilitate the planning and implementation of school emergency procedures. The booklet is available in the Administration Office, and all parents are encouraged to read it and to become familiar with its policies and procedures.

Fire drills are performed monthly so children will know what to do in case of an emergency.

Pesticides

MMA parents will be notified 48-hours in advance of pesticides being applied in the building. A notice with written information about the pesticide applications will be posted on the front entrance licensing board and posted in each activity area on the parent board. All pesticide information is on site and made available to parents in the Admin office.

Licensing & Health Reports

Menachem Mendel Academy is licensed and inspected by the Arizona Department of Health Services (AZDHS). Inspection reports are available upon request from the Executive Administrative Team. The facility is regulated by the AZDHS Office, Division of Licensing Services, 150 N. 18th Ave., 4 th Floor, Phoenix, AZ 85007, 602.364.2539 or online at <http://www.hs.state.az.us/als>. Our facility carries liability insurance as required by AZDHS.

Questions, Comments, Concerns

Transparency is important for the success of Menachem Mendel Academy. If at any time, you have questions, comments, concerns or suggestions about your child, EduCare Provider, Administrative Team, and anything else pertaining to a program, we strongly encourage you to communicate directly with the person involved.

We are thrilled with your decision to partner with us and create an outstanding educational experience for your child by joining our MMA School Family.

בס"ד

School Leadership Contact Information

© 2023-2024 Menachem Mendel Academy | Family Handbook

Senior Executive Team



Mrs. Chaya Mushka Ben-Shabat
Co-Founder and Chief Executive Officer
chaya@mmafamily.org



Mr. Mordechai Ben-Shabat
Co-Founder, Chief Operating Officer & Chief Financial Officer
moty@mmafamily.org



Ms. Theresa Flynn
Executive Director
theresa@mmafamily.org



Ms. Vicky Perez
Director of Curriculum and Leadership Development
vicky@mmafamily.org

Connect with us!

Physical Address: 6140 E Thunderbird Rd. Scottsdale, AZ 85252

Telephone Number: 480.591.1770

General Email: info@mmafamily.org

Website: www.mmafamily.org

Facebook: www.facebook.com/MenachemMendelAcademy

Instagram: [@menachem_mendel_academy](https://www.instagram.com/menachem_mendel_academy/) or
https://www.instagram.com/menachem_mendel_academy/



MENACHEM MENDEL ACADEMY
Early Learning Center

FAMILY HANDBOOK AGREEMENT

By signing this agreement, I acknowledge reading, understanding and abiding by the policies and procedures outlined within the Menachem Mendel Academy Early Learning Center Family Handbook, located electronically on the school website www.mmafamilly.org/family-handbook.

Child's Name: _____

Parent/Guardian Name: _____

Parent/Guardian Signature

Today's Date