

core values of faculty & staff at  
**CAPE FEAR ACADEMY**

The faculty and staff of Cape Fear Academy are committed to exemplifying our core values of integrity, respect, resiliency, and accountability. Each segment of the CFA professional staff has defined the behaviors that are expected and modeled for each core value.

## AS A TEACHER...

***I show respect for my students when I:***

- exhibit patience & understanding while maintaining structure
- listen
- incorporate their ideas into the classroom
- differentiate instruction

***I show respect for parents when I:***

- reply to emails in a timely manner
- demonstrate I know their child(ren) and care about them
- communicate proactively
- listen to their concerns first
- am honest & direct in communication
- remember that they want the best for their child(ren)

***I show respect for my colleagues when I:***

- have a positive attitude and am warm and collegial
- share ideas and resources
- highlight individuality
- compliment others' achievements

***I show integrity when I:***

- do what I say I will do.
- am honest with students in a loving way.
- am willing to admit mistakes.
- treat all with fairness.
- show transparency consistently

***I demonstrate resilience when I:***

- keep a positive attitude.
- focus on solutions, not problems.
- am criticized, but keep going.
- maintain a sense of humor.
- model disappointment in setbacks gracefully.
- make the lesson work when technology does not

***I model accountability when I:***

- am prepared.
- do what I say I will do/follow through.
- acknowledge and admit mistakes, and fix them.
- model professional behavior.

## AS A STAFF MEMBER...

***I show respect for students when I:***

- pat them on the back for good behavior
- have conversations with students prior to calling parents
- greet them by name

***I show respect for parents when I:***

- respond to their emails and phone calls promptly and with a friendly attitude
- greet parents by name
- listen to their concerns

***I show respect for my colleagues when I:***

- respond to fellow employees' requests promptly and courteously
- give a friendly greeting to ALL
- acknowledge their accomplishments

***I show integrity when I:***

- am confidential
- admit my mistakes and apologize if necessary
- think before I act or speak

***I demonstrate resilience when I:***

- keep a good attitude even though my day is challenging
- perform new tasks outside of my comfort zone
- step in for others

***I model accountability when I:***

- do my best!
- accept constructive criticism

## AS AN ADMINISTRATOR...

***I show respect for students when I:***

- listen
- validate their interests (games, plays, concerts)
- speak to them even if I don't know them

***I show respect for parents when I:***

- know their children: care and love them and express it
- take the time to meet and talk
- am accessible

***I show respect for my colleagues when I:***

- praise and acknowledge
- communicate and listen
- support
- empathize

***I show integrity when I:***

- do the right thing even when no one is looking
- treat people equitably
- stand by a decision despite disagreement

***I demonstrate resilience when I:***

- move forward despite obstacles
- support tough decisions regardless of my personal feelings
- remain positive even when it is difficult

***I model accountability when I:***

- own up to my mistakes to all others
- correct my mistakes publicly
- uphold the same standards I ask of others
- do what I say I am going to do when I say I will do it