



CAPE FEAR ACADEMY Strategic Plan

YEAR 2 ACCOMPLISHMENTS



Enriching today. Inspiring tomorrow.

Lower School Value Proposition

Strengthen Academics to Enhance the Value for our Families and the Marketplace

- Further integrated STEM into the curriculum and provided students with basic engineering skills through meaningful, hands-on experiments and lessons. This has driven interest in STEM classes as students move into Middle School.
- “Responsive Classroom” was incorporated at each grade level, strengthening academic, social and emotional skills, and building a closer community.
- Faculty were trained by Dr. Sarah Ward, MS CCC-SLP, in how to effectively teach and improve executive functioning skills in students. Dr. Ward also provided training and strategies in a session for CFA parents.
- Faculty, along with UNCW professor emeritus, Dr. Barbara Honchell, and Upper School English teacher Maureen Vanscoy, aligned and strengthened the reading curriculum.



Middle School Curriculum Enhancements

Strengthen Academics with a Focus on STEM and Life Skills

- Science teachers benefitted from excellent professional development that brought a renewed energy and focus into the classroom.
- Students continued to expand their thinking and learning in STEM classes like Genius Hour, video game design and Maker Class.
- Students competed in the North Carolina Science & Engineering Fair.
- While remote learning required a quick increase in executive functioning and study skills, teachers ensured that students rose to the challenge and mastered advanced techniques in time management, self discipline, technology, organization, and more.



Upper School Curriculum Enhancements

Strengthen Academics with a Focus on STEM, Advanced and Real-World Courses

- AP Physics 1 & AP Physics C-Mechanics students enjoyed a laboratory exercise or physical demonstration in almost every lesson thanks to new state-of-the-art equipment. Student scores on AP Physics C-Mechanics exams were significantly higher than both state and national mean scores.
- Advanced Topics of Computer Science will be the first post-AP Computer Science course offered this fall.
- CFA's Mind Over Metal Robotics Team continued to expand and boasts approximately 20 members, a custom-built robot, and \$14,000 in funding from grants and sponsorships.
- Year 1 of AP Seminar was a success and is offered again for the 2020-2021 school year along with AP Research. Students develop critical-thinking skills while exploring real-world issues of personal interest such as innovation, sustainability or technology. CFA is one of only two AP Capstone Programs in the area.



Character / Cultural Development

Further Develop a Culture of Respect, Integrity, Resilience and Accountability

- A new school counselor was added for PreK through third grade classes, improving the counselor to student ratio for greater access to support.
- All school counselors were trained in Dialectical Behavior Therapy Skills for Schools (DBT Steps-A), which equips students with tools to understand and proactively manage mental health issues.
- The Committee for Diversity & Inclusion partnered with an external consultant to develop a school-wide Diversity & Inclusion Strategic Plan to foster equity at CFA. Through focus groups, surveys and interviews the process incorporated the perspectives of numerous community constituents.

Investment In Faculty And Staff

Invest in and Recognize Faculty and Staff Excellence



- Faculty and Staff Collaborative Time was set aside to strengthen community and cross-divisional work.
- The Leadership Team finalized a Standard Teaching Load policy to ensure faculty have meaningful planning time, more focused time to help students and time to support their professional growth.
- An Employee Spotlight program was implemented that recognized a different member of the faculty and staff every two weeks, highlighting their experience and accomplishments, and honoring them with free lunch.

Facilities Upgrades

Modernize Select Campus Facilities, Including State-of-the-Art Science Labs

- Relocated the Lower School music room to more effectively teach music to all grade levels, renovated LS bathrooms into offices to increase counseling resources, and renovated the computer science classroom to accommodate program growth and new technology.
- A committee researched modern use of technology in classrooms and has determined the infrastructure, resources and equipment necessary to make programmatic improvements.
- Landscape architect hired to begin work on the master campus landscape plan.

Relationship Development

Strengthen Connections between Families and the School

- In an effort to build CFA's endowment, CFA initiated a new effort with the Class of 2020 parents to create an endowment in their students' honor. The goal was to raise \$25,000 and the parents more than met the challenge, raising more than \$41,000 to create the first-ever named class endowment.



Year 3 Goals

The finance committee allocated money to fund strategic plan initiatives this school year, based on the Strategic Planning Committee's prioritization of focus area co-chair requests.

Funds have been allocated to purchase computers and software to support the Upper School computer science initiative; purchase equipment to support the physics initiative; fund professional development to further evolve the AP Capstone program; and add two PT faculty—US Spanish and MS History—to better balance workloads in those divisions.

Additional funds have been earmarked for:

- **Lower School initiatives:** continuing to align and strengthen reading instruction grades 1-5, continuing to enhance executive function skills, continuing responsive classroom training and faculty certification, and packaging LE-2 and grades 3-5 to highlight our signature programs and solidify our value proposition in these grades.
- **Middle School initiatives:** funding science materials to support the updated STEM curriculum, and equipment for the Science and Innovation Center as new STEM courses are developed.
- **Character & Culture initiatives:** implementing phase one of our recently-developed diversity and inclusion strategy, and training for our counselors to enhance our social-emotional curriculum across divisions.
- **Faculty & Staff initiatives:** continuing the successful faculty collaboration time, creating a monthly faculty and staff recognition program, and further ensuring faculty have meaningful planning and collaboration time and 1:1 time with students.
- **Facilities initiatives:** continuing research to ensure the modern use of technology in our classrooms.