

Teaching at FLA: A Collaborative, Purpose-Driven Environment

Our Mission & Culture

- As a public charter school founded in 2013 in Creedmoor, NC, Falls Lake Academy (FLA) educates over 1,100 students in grades K–12 using a Project-Based Learning (PBL) model to prepare young learners for citizenship, leadership, and a global workforce.
- Our mission emphasizes academic rigor alongside social and emotional development in a safe, caring, community-oriented environment.

What FLA Teachers Believe & Practice

- Teachers facilitate hands-on, real-world learning experiences where students research, collaborate, and build authentic products that demonstrate academic content and 21st-century skills.
- Instruction supports student “voice and choice”, balanced with structured inquiry to meet the North Carolina Standard Course of Study and Future-Ready Core requirements.
- Honors and AP courses are offered based on interest and slide-in criteria; teachers are part of a team that selects and supports these rigorous opportunities.

Expectations for Faculty

Instruction & Planning

- Teachers design and deliver rigorous, inquiry-driven units that foster collaboration, critical thinking, and student accountability.
- We expect faculty to incorporate PBL best practices and align projects with NC standards and grading frameworks.

Communication & Collaboration

- Every teacher is expected to respond to emails or calls within 24 business hours, reinforcing our belief that parents are partners in education.
- Teachers use our Student Information System to track grades, attendance, and behavior; parents are expected to monitor it daily. If they don't, teachers proactively reach out.

Community & Relationships

- FLA values close-knit staff relationships and teamwork. Employees describe the culture as supportive, with meaningful interactions among educators and administrators.
- As stated in our charter and handbook, we strive to be a community of eager students, dedicated staff, and committed families.

Professional Growth & Innovation

- Teachers are encouraged to participate in ongoing professional development, with priority on deepening expertise in PBL and content-specific pedagogy.
- We invite educators who are passionate about innovation, student-centered learning, and inclusion.

Daily Experience & Logistics

- Class sizes average about 20 students, with a student-teacher ratio around 13:1.
- Staff workdays typically begin around 7:15 am for ES/MS and 7:45 am for HS, with clear arrival and dismissal procedures (e.g. carpool logistics, tardy expectations) outlined in the handbook.
- Teachers enjoy a more relaxed atmosphere than traditional public schools—no strict dress code, some flexibility in planning time, and a collaborative environment.

Promoting Holistic Growth

- All educators support the full development of every student, including those identified through AIG (Academically Gifted) and EC (Exceptional Children) programs.

- Through PBL, honors/AP offerings, service-learning projects, and the high school Capstone (Senior) Project, teachers help students build communication, research, and leadership skills.

Support Systems & Structure

- The school offers clear grievance procedures, requiring issues to be addressed first with the teacher, then the child's Personal Academic Advocate (PAA), followed by school directors, the executive director, and finally the Board, if needed.
 - Each classroom connects with a PAA, who monitors student progress and supports families in partnership with teachers.
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Why You'll Make a Difference Here

Why teach at FLA? Because here, your work matters:

- Real student impact: Smaller classes, personalized projects, and community support mean you can be a transformational influence.
 - True collaboration: You'll work alongside like-minded colleagues and supportive leaders committed to academic innovation and emotional growth.
 - Professional agency: From designing authentic PBL units to guiding student-centered Capstone Projects, you own your craft.
 - A community mission: FLA's values—academic excellence, service, empathy, parent partnership—aren't just slogans; they shape daily life.
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Getting Started

If you'd like to join the FLA family:

- Explore careers and current openings on our [Employment page](#).
- Prepare your application package: resume, educational philosophy statement, teaching license or eligibility proof, unofficial transcripts.

- Reach out directly to school leadership based on the position: Elementary (Leslie Morris), Middle School (Ashley Keith), High School (Jodi Pearson), or EC/Exceptional Children (Christy Kinder).

In Summary

Teaching at Falls Lake Academy is an opportunity to be part of a caring, mission-driven school committed to developing students academically, socially, and emotionally. Our learning environment is shaped by high expectations, student-centered projects, family partnership, and a culture of continuous improvement.

If this mission speaks to your values and goals as an educator, we'd love to hear from you. Join us in helping every Firebird student take flight.