



## **Cape Fear Academy Job Announcement**

**Applications are now being accepted for a Full-Time Middle School Spanish Teacher for the 2026-2027 School year.**

*Cape Fear Academy is a learning community committed to discovering and developing individual potential, preparing each student for success in college and life.*

Located in Wilmington, NC, Cape Fear Academy is southeastern North Carolina's premier PK3-12 independent school. A learning community of 813 students and 156 faculty and staff members, CFA is guided by its mission of discovering and developing individual potential. To accomplish this goal, CFA offers students an impressive array of opportunities in academics, the visual and performing arts, and athletics. Our 47-acre campus has state-of-the-art facilities that provide a rich and inspiring physical environment for students to explore and develop their passions. More important, CFA boasts a committed faculty and staff who live the school's mission in their daily interactions with students.

Teachers at Cape Fear Academy deliver high quality instruction that emphasizes critical thinking, written and oral communication, and collaboration in a technology-rich environment. CFA's academic curriculum establishes clear, coordinated goals for each course and grade level while still allowing teachers the freedom to be creative and innovative in their instructional choices. Academic departments foster collaborative decisions about curriculum, materials, and departmental goals. This high level of collegiality as well as support for continuous professional development make CFA an ideal place to grow professionally.

All members of the CFA community are familiar with and expected to uphold and foster the core values of respect, integrity, resilience, and accountability. These core values are the cornerstone of school-wide commitment to developing leadership skills in our students, preparing them for success in college and life.

CFA Middle School teachers and staff are committed to achieving our mission: Believing that middle school is a unique period in the lives of students as they transition from childhood to adolescence, Cape Fear Academy Middle School is committed to providing a developmentally responsive, academically challenging, and empowering community so that our students advance to our Upper School as confident, responsible learners.

**Position Description: Spanish Teacher - Middle School, full time, 2026-2027 school year**

### **Major Responsibilities:**

- Teach 5 sections of Middle School Spanish.
- Provide a range of instructional and assessment strategies to meet the needs of all students.
- Collaborate with staff members to create engaging lessons and a positive school culture.
- Track student data and uphold high behavioral and academic expectations.
- Continuously communicate and build relationships with students and families.

- Create an inviting and engaging classroom culture.
- Perform other projects and duties as assigned.

**Qualifications:**

- Teacher must be a team player and be willing to work with his or her Department & Division members for the advancement of the Spanish program and of student achievement.
- Teacher must be passionate about the profession and the study of the Spanish language and Hispanic Culture, and must be interested in continued professional growth.
- Teacher must have the knowledge expected to understand the developmental issues critical to the middle school age group.
- Teacher should have an interest in and ability to contribute to extracurricular activities.
- Excellent communication and organization skills.
- Facility with technology, including Google Suite of applications (Docs, Sheets, Slides, etc.).
- Ability to exercise good judgment, patience, tact, confidentiality.
- Ability to model Cape Fear Academy's core values of respect, integrity, resilience and accountability in performance of all duties.

**Education:**

- Bachelor's degree required; Master's degree preferred. Coursework in education is preferred.

**Experience:**

- Three or more years of teaching experience preferred

**Equivalency:**

- Directly related experience or a combination of directly related education and experience may be considered in place of the above requirements.

**Physical Requirements:**

- Ability to sit or stand in the classroom for the majority of a workday including frequent use of a computer and other classroom technology.
- Vision, hearing and speaking ability sufficient to effectively communicate with parents, students and colleagues.
- Must be able to work in an environment with moderate noise level.

**Salary and Benefits:** We offer competitive compensation and a robust selection of benefits, including heavily subsidized Health Insurance for employees, employer paid Life and Long-Term Disability insurance, as well as a full complement of optional group insurance plans like Dental, Vision, Flexible Spending Accounts, Voluntary Life, Critical Illness, Accident and Hospital Insurance for employees and families. We offer a healthy schedule of annual Holidays and we support retirement contributions with a 6% match after one year of service.

**Starting Date:** August 10, 2026

**To apply,** please use the link below:

<https://recruiting.paylocity.com/recruiting/jobs/All/bad901c1-f066-460d-90a1-32df81fba70b/Cape-Fear-Academy>