



## **Cape Fear Academy Job Announcement**

**Responding to our growth in enrollment, applications are now being accepted for a Lower School Teacher – 5<sup>th</sup> Grade 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.

### **Position: Full Time Lower School Teacher – 5<sup>th</sup> Grade**

**Scope of Role:** To carry out the classroom educational program consistent with Cape Fear Academy's philosophy and mission statement. Maintain a high level of professionalism and support of the school at all times.

### **Major Responsibilities:**

1. Set high academic expectations for every student and challenge each student to find success.
  - Differentiate as standard practice (small group and one-on-one)
  - Utilize fluid groupings
  - Provide learning experiences and programs that challenge every child

2. Employ varied instructional methods that challenge students to analyze, evaluate, synthesize, problem-solve, think creatively, and create.
  - Facilitate activities, assignments, projects that encourage high-level thinking
  - Use cooperative learning strategies regularly
3. Develop a learning environment that encourages students to engage, respond, and collaborate, as well as question and probe for deeper understanding.
  - Create classrooms that are warm and inviting, arranged to optimize learning and encourage interaction
  - Arrange classroom displays to highlight children's work
  - Arrange classroom materials, supplies, and technology to be easily accessible to all students
4. Consistently set a positive and supportive tone in the classroom, with fellow faculty members, and in the larger CFA community.
  - Ensure that every student feels known and appreciated
  - Create a positive classroom culture with the consistent use of agreed upon classroom management programs and guidelines
  - Communicate regularly with parents regarding their children's progress
  - Faculty represent and support CFA positively in the community
5. Model integrity, respect, and accountability in daily behaviors and expect the same of students.
  - Exercise the highest degree of integrity and respect in the treatment of colleagues, students and their parents
  - Protect the confidential academic and personal information regarding students and families
6. Successfully manage and, when necessary, correct student behavior in a fair, consistent, and predictable manner.
7. Assess student learning through varied methods, offering worthwhile and meaningful opportunities for students to demonstrate learning.
  - Utilize assessments that are varied and valid
  - Ensure that assessments connect with students and engage them in a genuine learning process
8. Assess student learning regularly to inform instructional decisions and provide frequent feedback to students on the learning process.
  - Use assessments to inform instruction
  - Share regular communication with parents to develop positive home/school connection
9. Encourage students to discover interests and develop passions within each discipline.
  - Actively seek out and encourage student's individual affinities
  - Model passion in learning
10. Demonstrate sustained passion for and growth in your profession by regularly engaging in professional development.

- Participate in professional development opportunities offered at CFA
- Pursue professional development opportunities
- Seek out and share best practices with colleagues

**Required Qualifications:**

**Knowledge, Skills and Abilities:** Teacher should be experienced and knowledgeable in elementary education. Teacher should have an interest in and ability to contribute to extracurricular activities.

**Physical Requirements:**

- Ability to sit or stand for the majority of a normal workday.
- Positions may vary from standing, sitting, walking, climbing, stooping, kneeling, and reaching.
- Must have near and distance vision abilities sufficient for a classroom and computer work.
- Must be able to hear sufficiently in order to communicate with others and hear vocalizations within a classroom.
- Must be able to speak clearly and loudly enough to be understood.
- Must be able to work in an environment with moderate noise level.

**Education:** Bachelor's degree required, Master's degree preferred.

**Experience:** Three or more years of teaching experience in specific grade or within two years of it.

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

**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 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>