



## **Cape Fear Academy Job Announcement**

**Applications are now being accepted for Lower School Reading Specialist for the 2026-2027 School Year. (Full-Time)**

*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.

**Applications are now being accepted for the following position for the 2026-2027 School Year:**

### **Lower School Reading Specialist – Full Time**

#### **Scope:**

The Reading Specialist will provide reading support and carry out the 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. This person will be key to the implementation of all reading curriculum and the necessary testing of students in Grades K-5 to assess and monitor their reading levels and progress.

**Major Responsibilities:**

1. Work with small groups and individual students in grades K-5 to provide reading support as well as enrichment.
2. Develop curriculum, perform assessments, prepare lessons, conduct conferences, and write reports.
3. Implement a comprehensive literacy program: coaching, supporting, and guiding teachers in best practices for literacy instruction.
4. Support lesson development and implementation, plan collaboratively with faculty and conduct professional development.
5. Analyze and present school literacy data and collaborate with administrators for planning future literacy needs.

**Knowledge, Skills and Abilities:**

- Expert skills in the teaching of reading.
- Orton-Gillingham Training background.
- Extensive knowledge and experience teaching phonics, morphology study, fluency, and comprehension.
- Ability to work in partnership with classroom teachers.
- Strong oral and written communications skills.
- Affinity for facilitating productive small group or individual educational experiences.

**Physical Requirements/Working Environment:**

- Ability to sit or stand for the majority of a normal workday.
- Must be able to use a computer and other office equipment effectively.
- Must have close vision, color vision and the ability to adjust focus.
- Must have hearing sufficient to hear student and colleague vocalizations from across a classroom or outdoors.
- Mobility sufficient to navigate efficiently within our entire campus, including fields and other environments with uneven ground.
- Hearing sufficient to hear vocalizations from a distance and speech sufficient to instruct and interact indoors or outdoors with groups of students.
- 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.
- IMSE Orton Gillingham Morphology Plus Certificate preferred.
- Literacy Endorsement/Certificate preferred.

**Experience:**

Three or more years of teaching experience in elementary education.

**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.
- A full complement of voluntary group insurance plans (Dental, Vision, Flexible Spending Accounts, Accident, Hospital, Critical Illness and Voluntary Life Insurance for employees and families.)
- We offer professional support for student loan forgiveness programs, Employee Assistance Program and financial literacy resources.
- 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>