



**2023-2026
STRATEGIC PLAN**

Approved by BoD 6/20/23

About Us

Vision

CFCI will foster academic and social inquiry based learning by enriching the state curriculum. We will facilitate research, communication and action through:

- community partnerships
- environmental education
- global connection
- technology
- wellness

Mission

Cape Fear Center for Inquiry is committed to promoting students' abilities to think and create in personally meaningful ways through an inquiry-based, integrated curriculum in a nurturing and empowering environment.

Motto

CFCI students will LEARN while at CFCI, SHARE their experiences, and LIVE as empowered thinkers, learners, inquirers and good people in the world.

Our Beliefs

At CFCI, we believe that the whole child is more important than any single factor. We recognize physical, intellectual, emotional and social development as integral parts of each child's growth and learning process.

Inquiry Defined

Inquiry is a rigorous discovery process driven by curriculum and curiosity that requires exploration, analysis and problem-solving.

CFCI Terms utilized through plan:

- Leadership Team: Coordinators + Co-Directors
- Instructional Staff: Classroom teacher, Specialists, EC Teachers, Support Teachers (incl. Behavior Specialists, Academic Support Specialists, and School Counselor)
- Support Staff: Academic Support Specialists, Behavior Specialists, School Counselor, EC Teachers

Focus on Students

Goal 1

In order to support the evolving needs of students, we will review our behavioral/mental health services, including coordination and implementation of a school-wide core SEL curriculum.

Goal 1 Action Steps:

A. Master Schedule			
<i>Action Step</i>	<i>Who is Responsible?</i>	<i>Start date</i>	<i>Due Date</i>
A1. Evaluate master schedule to determine a model that will best support the implementation of an SEL curriculum.	Leadership Team, Instructional Staff	August 2023	May 2024
B. Social Emotional Curriculum			
B1. Pilot a school-wide social emotional curriculum (incl. training, scope and sequence, etc).	Leadership Team, Instructional Staff	July 2023	June 2024
B2. Evaluate the appropriateness of selected school-wide social emotional curriculum option.	Leadership Team, Instructional Staff	November 2023	June 2024
B3. Determine next steps for continued successful implementation of SEL curriculum in 24-25 and 25-26 SY.	Leadership Team, Instructional Staff	May 2024	August 2026

Indicators of Success:

1. Evidence of consistent core instruction and tiered support instruction for student social emotional and behavioral skill development.
2. Evidence of a decrease in the need for tiered intervention for behavioral/mental health needs.

Focus on Students (*continued*)

Goal 2

CFCI will expand opportunities for students to have a direct impact on their school community and strengthen their own leadership skills.

Goal 2 Action Steps:

A. Student Leadership Opportunities			
<i>Action Step</i>	<i>Who is Responsible?</i>	<i>Start date</i>	<i>Due Date</i>
A1. Conduct action research/survey to identify gaps in leadership opportunities in kindergarten through 8th grade.	Leadership Team, Instructional Staff	August 2023	December 2023
A2. Evaluate leadership survey results to select new/needed student leadership opportunities to offer.	Leadership Team, Instructional Staff	January 2024	June 2024
A3. Implement and evaluate selected student leadership opportunities (including peer accountability model, opportunities for younger students, etc.)	Leadership Team, Instructional Staff	August 2024	June 2026
B. Master Schedule			
B1. Evaluate master schedule to determine a model that will best support student leadership opportunities.	Leadership Team, Instructional Staff	August 2023	May 2024

Indicators of Success:

1. Evidence of new student leadership opportunities each year throughout K-8.
2. Master schedule reflects opportunities for students to engage in leadership and extension activities.

Focus on Curriculum and Instruction

Goal 3

CFCI will expand and improve comprehensive curriculum resources for kindergarten through 8th grade using the foundations of inquiry-based instruction and Responsive Classroom.

Goal 3 Action Steps:

A. Curriculum Resources			
<i>Action Step</i>	<i>Who is Responsible?</i>	<i>Start date</i>	<i>Due Date</i>
A1. Engage in curriculum mapping using NCSCOS to identify gaps in curriculum resources in kindergarten through 8th grade.	Director of Education, Instructional Coordinators, Classroom Teachers, Specialists	August 2023	November 2023
A2. Refine (and/or create) yearlong scope and sequence guides for reading, writing, math, social studies and science.	Director of Education, Instructional Coordinators, Classroom Teachers, Specialists	December 2023	June 2024
A3. Reflect/Revise/Refine unit plans for all subject areas and include them in the curriculum drive.	Director of Education, Instructional Coordinators, Instructional Staff	August 2023	June 2024
A4. Analyze and create opportunities for interdisciplinary and/or vertical collaboration with units of study.	Director of Education, Instructional Coordinators, Instructional Staff	August 2024	June 2026
A5. Identify opportunities for professional development that foster curriculum goals.	Director of Education, Instructional Coordinators, L3	December 2023	June 2026
B. Central Location for Sharing Curriculum Resources			
B1. Refine/develop user-friendly and accessible document sharing system for curriculum resources.	Director of Education, Instructional Coordinators	June 2023	June 2024

Indicators of Success:

1. Easily accessible comprehensive scope and sequences for each grade level and subject.
2. Easily accessible comprehensive unit plans for each grade level and subject.

Focus on Curriculum and Instruction (*continued*)

Goal 4

CFCI will evaluate its plan for gifted education and establish a vision for its future.

Goal 4 Action Steps:

A. Gifted Education Plan for K-8th Grade			
<i>Action Step</i>	<i>Who is Responsible?</i>	<i>Start date</i>	<i>Due Date</i>
A1. Engage in faculty discussion of the current status and future vision of the gifted education plan.	Instructional Staff, Coordinators, Director of Education	August 2023	
A2. Evaluate current gifted education plan to determine gaps and areas for growth.	Teacher Council (possible ad hoc), Coordinators, Director of Education, School Counselor	August 2023	
A3. Develop action steps related to gifted gaps and areas for growth (A2), including curriculum and financial implications	Teacher Council (possible ad hoc), Coordinators, Director of Education, School Counselor	January 2024	June 2024
A4. Implement and evaluate CFCI's plan/actions steps for giftedness	Leadership Team, Instructional Staff, Support Staff	August 2024	June 2026

Indicators of Success:

1. CFCI staff will implement a well-developed gifted education plan, supported with quality curriculum resources.
2. CFCI students who are identified as gifted will exhibit growth from year to year.

Focus on Family and Community Partnerships

Goal 5

CFCI will develop, implement, and maintain a well-supported volunteer program, composed of parents, community partners, and other stakeholders, to support the learning and development of students.

Goal 5 Action Steps:

A. Volunteer Support Across the Campus			
<i>Action Step</i>	<i>Who is Responsible?</i>	<i>Start date</i>	<i>Due Date</i>
A1. Initiate and implement a needs assessment survey to determine goals of the volunteer program.	Leadership Team, Staff, Front Office	August 2023	October 2023
A2. Outline volunteer program goals and establish the logistics and structure of the program (for areas such as: field trips, classroom needs, specialty areas, measurement of success).	Leadership Team, Front Office, Parent Collaborative Network, Partnership	November 2023	January 2024
A3. Begin initial implementation of the volunteer program (training/orientation, marketing, etc.).	Leadership Team, Front Office, Parent Collaborative Network, Partnership	February 2024	June 2025
B. Increased Parent Involvement and Community Partnerships			
B1. Analyze volunteer activities and expand volunteer program to better respond to specific areas of need and/or interest of students.	Leadership Team, Front Office Staff, Parent Collaborative Network	August 2025	June 2026

Indicators of Success:

1. Increase volunteerism by 25-40% from the baseline data of the 23-24 school year.
2. Students will have access to additional support and diverse experiences (who/what) through family and community partnerships.

Focus on Family and Community Partnerships (*continued*)

Goal 6

CFCI will help families increase their understanding of student mental health and their role in partnering with the school for student success.

Goal 6 Action Steps:

A. Mental Health Wellness Program with a Focus on Skills and Strategies			
<i>Action Step</i>	<i>Who is Responsible?</i>	<i>Start date</i>	<i>Due Date</i>
A1. Initiate a needs assessment survey to families and staff.	Leadership Team, Counselor, School Nurse, Behavior Support	August 2023	June 2024
A2. Select staff members will research mental-health focused community partners.	Leadership Team, Counselor, School Nurse, Behavior Support	August 2023	June 2024
A3. Schedule experts in the mental health and support fields for families and staff members.	Leadership Team, Counselor, Behavior Support, School Nurse, Partners in Mental Health	August 2023	June 2025
A4. Survey parents of success of program/events/information sessions.	Leadership Team, Counselor, Behavior Support, School Nurse	August 2025	June 2026
A5. Use surveys to evaluate mental health support plan and determine areas for growth moving forward.	Leadership Team, Counselor, Behavior Support, School Nurse	August 2025	June 2026
B. Family Information Sessions and Family Resources			
B1. Host “Yardsticks Nights” family nights for each age range.	Leadership Team, Counselor, Behavior Support, Staff, Families	August 2023	June 2024
B2. Plan/prep and schedule family information/educational sessions.	Leadership Team, Counselor, Behavior Support, School Nurse	August 2024	June 2026

Indicators of Success:

1. Increase in attendance at family information sessions and expert speaker events.
2. Improved perception of partnership and mental health awareness for families.

Focus on Human Resources Development

Goal 7

CFCI will build a continuous process for attracting and retaining experienced and high quality staff.

Goal 7 Action Steps:

A. Human Resources Processes			
<i>Action Step</i>	<i>Who is Responsible?</i>	<i>Start date</i>	<i>Due Date</i>
A1. Develop and implement a well-defined recruitment process, aligned with CFCI's newly revised policies.	Director of Operations, PPRC, Leadership Team	August 2023	June 2024
A2. Develop and implement a well-defined onboarding process, aligned with CFCI's newly revised policies.	Director of Operations, Leadership Team	August 2023	June 2024
A3. Conduct "Stay Interviews" to evaluate why employees stay at CFCI and which efforts will help to increase retention.	Director of Operations, Leadership Team	August 2023	June 2026
B. Marketing and Recruitment			
B1. Research and register for local festivals, job fairs, and other networking events to put CFCI on the map.	Director of Operations, Leadership Team	August 2023	June 2024
B2. Collaborate with local media personnel to create a recruitment video for CFCI to share on social media and other advertising platforms.	Leadership Team, CFCI Staff	August 2024	June 2026
B3. Conduct action research to determine the audiences CFCI is reaching through recruitment efforts.	Director of Operations, Front Office	August 2023	June 2026
B4. Consult community partners to broaden CFCI's network and increase marketability.	Leadership Team, Front Office Support, Partnership, Parent Collaborative Network	August 2023	June 2026

Indicators of Success:

1. Well-defined policies and practices throughout the recruitment process
2. Increased advertising on social media and other marketing channels to ensure CFCI is known within the community
3. High quality candidate pools and increased retention rates

Focus on Facilities

Goal 8

CFCI will develop a comprehensive facilities plan, including technology, to extend to 2030.

Goal 8 Action Steps:

A. Facilities Assessment			
<i>Action Step</i>	<i>Who is Responsible?</i>	<i>Start date</i>	<i>Due Date</i>
A1. Obtain and analyze a facilities assessment from a third-party, identifying building and grounds needs (including erosion investigation) and proactive financial plans.	Leadership Team, Facilities Manager, Finance Committee	August 2023	June 2024
A2. Create and maintain an up-to-date inventory of all equipment and technology	Director of Operations, Facilities Manager, Emerge	August 2023	June 2026
B. Facilities Plan			
B1. Draft a plan to address facilities needs.	Leadership Team, Facilities Manager, Finance Committee	August 2024	June 2026
C. Technology Plan			
C1. Develop and implement technology procedures (staff-facing, student-facing, parent-facing)	Leadership Team, Facilities Manager, Technology Committee, Emerge	August 2023	June 2024
C2. Develop procurement and distribution plan for devices	Leadership Team, Facilities Manager, Technology Committee, Emerge	August 2023	June 2024

Indicators of Success:

1. Well-developed and realistic facilities plan
2. Complete equipment and technology inventory

Focus on Finance

Goal 9

CFCI will create a financial plan which incorporates a comprehensive facility management plan, a balanced budget, healthy investments, and fundraising.

Goal 9 Action Steps:

A. Financial Plan			
<i>Action Step</i>	<i>Assigned To:</i>	<i>Starting Date</i>	<i>Due Date</i>
A1. Develop and implement a budget tool which accurately projects expenses each month	Director of Operations, Finance Committee, CSP	July 2023	June 2024
A2. Submit a facility management plan to the Board of Directors for approval	Director of Operations, Finance Committee, Board of Directors	July 2023	June 2025
A3. Develop and submit a financial plan which proactively addresses needs related to facilities, academics, staffing, and associated resources.	Leadership Team, Finance Committee	July 2023	June 2026
B. Investment Opportunities			
B1. Research and decide upon a financial plan regarding banking and diversified assets.	Director of Operations, Finance Committee	August 2023	June 2024
C. External Funding Sources			
C1. Develop and implement a plan for a Capital Campaign.	Director of Operations, Finance Committee, Development Committee	August 2023	June 2026
C2. Develop and implement a plan for external funding sources, including fundraising and grant opportunities.	Leadership Team, Finance Committee, Development Committee	August 2023	June 2026

Indicators of Success:

1. Complete facility plan.
2. Readiness assessment to determine financial health of CFCI
3. Budgets equipped with accurate projections
4. Portfolio of investments and banking relationships
5. Fund Sourcing Plan

Goal Summary

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Goal 1

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Goal 2

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Focus on Curriculum and Instruction

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Goal 6

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Focus on Human Resources Development

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Focus on Facilities

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Focus on Finance

Goal 9

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