



2025–2030 STRATEGIC PLAN

A COMPASS FOR CARY ACADEMY'S FUTURE

Cultivating a learning community where purpose thrives, opportunity is accessible to all, and wellness and equity are foundational. Empowering every student and educator to lead meaningful, fulfilling lives and shape a more just, innovative, and sustainable future.

CHARTING OUR COURSE

For nearly three decades, Cary Academy has pioneered a bold path in education, guided by our mission as a learning community committed to **discovery, innovation, collaboration, and excellence (DICE)**. These principles have shaped our ever-evolving culture of curiosity, growth, and forward-thinking learning.

Now, we look to the future with renewed purpose. In our next chapter, we will lead with curricular and programmatic innovation, shift the student experience toward purpose-driven authenticity, and center equity and wellbeing as essential to a thriving learning community. We will also strengthen the systems that support access, affordability, and faculty and staff professional growth, broadening our impact and ensuring that all members of our community are empowered to thrive.

SETTING OUR BEARINGS

Guided by three interconnected strategic priorities—or bearings—aligned with our core values of **respect, integrity, compassion, and equity (RICE)**, we present a clear vision: to cultivate a learning community that empowers students and employees to be not only among the “best *in* the world, but also the best *for* the world.”

BEARING 1:

CURIOSITY TO IMPACT

Reimagining Learning
with Purpose and Possibility

GOAL

We will pioneer more curiosity-driven, purpose-fueled learning experiences that prepare students to become humane stewards, ethical changemakers, and adaptive leaders who thrive in a rapidly evolving, globalized, and AI-influenced world.

WHY IT MATTERS

In a rapidly changing world, educational success must be defined beyond traditional academic metrics—not only by preparedness for college and careers, but by readiness to lead meaningful, fulfilling lives. Anchored in our tradition of academic excellence, we will empower students to design dynamic, personalized learning journeys that reflect their passions, values, and aspirations. By integrating learning with life- and social-emotional skills, we prepare students to navigate complexity and lead with empathy, not just to meet the future—but to boldly shape it.

KEY DIRECTIONS

BUILD A WHOLE SCHOOL PURPOSE LEARNING FRAMEWORK AND INFRASTRUCTURE

Vertically align academics, experiential learning opportunities, social-emotional learning, and life skills to support a holistic 6-12 learning journey that prioritizes purpose formation, student agency, and future readiness.

EXPAND PERSONALIZED LEARNING PATHWAYS

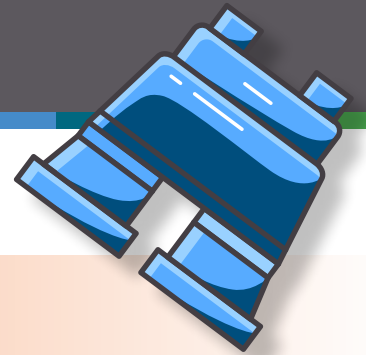
Develop systems to empower students to pursue individualized educational journeys rooted in exploration, reflection, and pursuit of purpose. Expand opportunities for interdisciplinary, experiential, and technological and advanced studies, and rethink graduation requirements to support diverse paths.

REIMAGINE STUDENT ENGAGEMENT BEYOND ACHIEVEMENT

Center joy, discovery, genuine student leadership, and authentic engagement in academics, co-curricular, and extracurricular life, prioritizing purpose above performative box-checking.

INTEGRATE SUSTAINABILITY ACROSS CAMPUS LIFE

Embed environmental literacy across the curriculum, campus operations, and design to foster stewardship, systems thinking, and impact awareness. Assess sustainability efforts to lay the groundwork and build capacity for ongoing emphasis in years to come.



BEARING 2: THRIVE TOGETHER

Building a Connected Community
Rooted in Wellness and Equity

GOAL

We will nurture a joyful and empathic culture of wellbeing, connection, and inclusion where every member of our community feels valued, supported, and empowered to grow and contribute authentically.

WHY IT MATTERS

Educational excellence is inextricably linked to emotional, social, and physical wellbeing; it is inseparable from issues of equity. When balance, empathy, and equity are prioritized, individuals flourish—and so does the broader community. By creating space for honest dialogue, shared accountability, and deep connection, we lay the foundation for a more equitable, resilient, and compassionate learning environment.

KEY DIRECTIONS

ADVANCE EQUITY AS A DEFINING PRACTICE

Build on our historical commitment to equity by expanding programming, curriculum, and assessment philosophies through measurable initiatives that embody our core values and elevate inclusivity and equity as central to the Cary Academy experience.

FOSTER A CULTURE OF SHARED ACCOUNTABILITY

Continue ongoing equity training and foster a culture of respect, inclusion, and mutual responsibility.

DESIGN FOR WELLBEING AND BALANCE

Align schedules, systems, and practices to support a culture of personal wellness and ethos of environmental responsibility. Prioritize students' development of self-awareness, self-regulation, and advocacy skills, and cultivate a campus-wide ethos of care.

EXPAND VOICE AND AGENCY

Create meaningful opportunities to give students, faculty, and staff deeper agency in shaping the systems, policies, and practices that inform their experience.



BEARING 3:

OPPORTUNITY & EMPOWERMENT

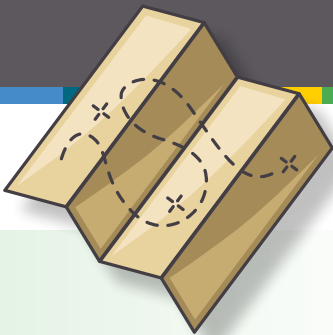
Setting a New Benchmark for Impact, Accessibility, and Faculty and Staff Satisfaction

GOAL

We will build innovative, equitable, and sustainable systems that expand opportunity by increasing access and affordability for students and by investing in meaningful professional growth for faculty and staff, extending the reach and impact of our mission.

WHY IT MATTERS

At its core, education is about opportunity: to learn, to grow, and to lead a purposeful life. Excellence demands that every member of our community, regardless of background or role, have access to the resources and support necessary to thrive. By lowering barriers to entry and investing in our employees, we can foster a more inclusive, empowered community and set a new standard for independent education.



KEY DIRECTIONS

LOWER FINANCIAL BARRIERS

Increase financial aid to support a more socio-economically diverse applicant pool, explore a path towards truly need-blind admissions, and broaden additional support to ensure all students can fully engage in CA’s offerings. Normalize open, destigmatized, respectful dialogue around access and affordability within our school community.

EXTEND OUR REACH AND IMPACT

Deepen and broaden partnerships for innovation, expand learning delivery models, embed environmental sustainability, and optimize our use of space and time to serve our students better and reach a broader, mission-aligned population.

EMPOWER PROFESSIONAL PURPOSE

Reimagine compensation and benefits to reflect the full value of exceptional talent. Explore creative financial incentives, non-traditional benefits, and flexible, individualized career pathways. Consider how roles might evolve to support innovation, life-phase flexibility, and long-term engagement and retention.

FUEL LIFELONG LEARNING

Redesign professional development systems to promote agency, purpose-driven growth, accountability, and impact at every stage of an employee’s career.