



Academic Identity

We realize promise by delivering a truly distinctive, life-defining education.

Lighting the Way

Teach through elements of Quaker practice

- ☑ Interactive Quaker Education guide for all colleagues.

Add faculty professional development partnerships

- ☑ Global Online Academy
- ☑ NeuroLeadership Institute
- ☑ Facing History & Ourselves
- ☑ Understanding by Design
- ☑ Korda Institute
- ☑ Augmented Reality (ASC International School Cobham)

Our Most Valuable Resource

Add new positions, create more faculty leadership and mentoring

- ☑ Dean of Faculty Mentoring
- ☑ Dean of Innovation
- ☑ Innovative Educator
- ☑ Director of Diversity, Equity and Inclusion
- ☑ Reggio Emilia Specialist
- ☑ Additional EC-12 Psychologist
- ☑ LS/MS Student Life Deans
- ☑ Director of HR

Enhance teacher evaluation and professional development model

- ☑ Teacher Support Program
- ☑ Teacher Growth Program, to be launched Fall 2023

Expand hiring practices to recruit and retain diverse educators

- ☑ Launched Sustainable Practices Hiring & Retention Committee
- ☑ Appointed Dean of Faculty Mentoring
- ☑ Created HR Recruitment and Retention Guidelines

Mitigate the challenge of living on Long Island

- ☑ Launched new FA Careers webpage
- ☑ Offered new benefits options
- ☑ Implemented wellness program
- ☑ Added optional benefit program

Speaking Our Truth

Adopted new Mission Statement

- ☑ Created combined Mission Statement/Belief Statement

Develop creative ways to communicate our identity and mission

- ☑ Annual K-12 Belonging Day
- ☑ Annual branding workshop for all new colleagues
- ☑ Videos that illustrate our Quaker mission in action
- ☑ What is Quakerism/Quaker Education web content
- ☑ Launched new brand in Meeting House Magazine

Time Matters

Create cross-divisional schedule that emphasizes deep learning, independence, and community

- ☑ Cross-divisional schedule launched 2020-2021 school year



Many Voices, One School

Update, implement Vision 2020: Diversity Strategic Plan action steps

- ☑ Created Board of Trustees DEI sub-committee
- ☑ Increase financial aid to attract more students, families from diverse backgrounds
- ☑ Appointed Divisional DEI Coordinators
- ☑ Increased ethnic and racial diversity to the Board of Trustees
- ☑ Built all-family programs (three) that celebrate diversity of faith, culture, and race

Examine curriculum via anti-bias tool/lens

- ☑ Applied Diversity, Equity, Inclusion, and Justice (DEIJ) filter to curriculum, including curricular revision based on Facing History and Ourselves process
- ☑ Added inclusive/diverse literature to Lower School Library collection
- ☑ Launched Learning for Justice Standards as a teaching tool

Implement regular Equity and Inclusion training program for all FA colleagues and students

- ☑ DEI onboarding for all new colleagues
- ☑ Annual anti-bias training for all colleagues (i.e., NeuroLeadership Institute, Vector, United Educators)
- ☑ DEI training for affinity group faculty leaders – student-based: 10; adult-based: 3 (as of Mar. 2023)

Increased observance of cultural holidays throughout the school year

- ☑ Now includes holidays such as Diwali, Lunar New Year, Eid al-Fitr, and others

STRATEGIC OUTCOME

Quaker excellence propels student-centered & student-driven curriculum

Over the past five years, our educators have committed to teaching and learning rooted in Quaker practices and supported by the best current thinking in the field. Following **K-12 curriculum reviews** in the four core academic subjects, the **Quaker Education (Q. Ed.)** initiative, and study with thought partners, we've incorporated new teaching approaches into our repertoire. Our work with the **Korda Institute, Facing History and Ourselves, Global Online Academy**, and others has enabled us to build courses that not only reflect the best current thinking in the field but are student-centered and student-driven.



Friends Academy is the only private/independent school in the country to partner with the Korda Institute. Here, Upper School students deliver research, insights, and analysis to a local nonprofit for a business challenge in the Entrepreneurial Studies course.