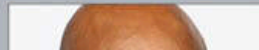
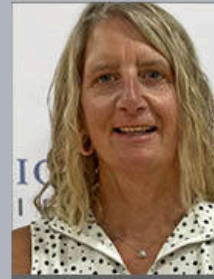
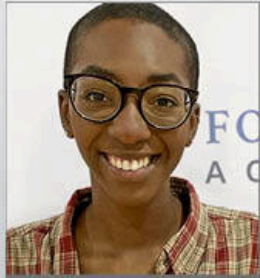




FOUNDATION
ACADEMIES



Meet Our Staff





**Equip.
Empower.
Lead.**

What do you get when you join our Community:

1. Growth opportunities: Professional and Personal

Employee Success Drivers	What is important to Employees	What we Currently Offer
Value Alignment	<ul style="list-style-type: none"> • What we say and what we do match-Our Promise • Feeling Valued and appreciated 	<ul style="list-style-type: none"> • Employee Appreciation Wellness Incentives • Smart casual dress code and casual dress down days • Gift cards from Friends of FOFA • Branded gear • Annual holiday party • Staff appreciation outing in May • Home Office outings 3 times per year • Community Champion recognition pin • 5 and 10 year awards • • Monthly 30 minute Coffee Breaks for Home Office Staff
Total Compensation (Benefits and Rewards)	<ul style="list-style-type: none"> • Compensation for their time and services 	<ul style="list-style-type: none"> • Compensation for FA Employees • Signing Bonus for high priority positions (Science, Math, Special Education, Spanish) • After School Tutoring/Summer Academy pay • 403b matching up to 25% • Free Financial Advisor • Annual Leave allotment <ul style="list-style-type: none"> ○ 10 sick days (unlimited rollover) ○ 3 personal days (unlimited rollover) ○ 21 paid holiday observances + 20 vacation days for 12 month employees (5 roll over) ○ 30 paid holiday observances + Summer break for 11 month employees • Family, Loved one, and Pet Bereavement • Parental leave

		<ul style="list-style-type: none"> • Amerihealth insurance • FSA/HSA • Working Advantage perks
Incentives	<ul style="list-style-type: none"> • Travel considerations • Flexible working hours • Hybrid work schedule 	<ul style="list-style-type: none"> • WFH Opportunities • Referral bonuses • Performance and Coverage Incentives • 1 Additional Personal leave day for 5-9 year employees • 2 Additional Personal leave days for 10 year or longer employees
“Inclusive Decision Making”	<ul style="list-style-type: none"> • Meaningful work • Contributing to the school • Involvement in strategic decisions 	<ul style="list-style-type: none"> • Bi Annual Formal Feedback Opportunities • Leadership and Department Retreats • Data Day • Community Days • Monthly O3s with your Principal
Positive work environment	<ul style="list-style-type: none"> • Adjusting and affirming feedback • Ongoing performance improvement • Time to plan • Less coverage for absent colleagues 	<ul style="list-style-type: none"> • Role Clarity • Weekly Development & Coaching • Autonomy + Feedback • Celebration of wins
Career planning and growth opportunities	<ul style="list-style-type: none"> • Professional development • Regular training options • Clear map for the future • Support in career growth 	<ul style="list-style-type: none"> • Career Pathways <ul style="list-style-type: none"> ○ Promotion opportunities • Learning Leader Academy • Monthly Development for Home Office Leaders • 3 week Summer Orientation to prepare for scholars' arrival: • Teacher Fellow Program and Support • Leadership training • PD travel opportunities <ul style="list-style-type: none"> • Individualized Development Plans (IDP)