

**Primary School Campus**

20, Lane 1251 West Wuding Road,  
Changning District,  
Shanghai, China 200042

**Middle School Campus**

2206 Hongqiao Road,  
Changning District,  
Shanghai, China 200336

**High School Campus**

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# DEPUTY PRINCIPAL OF THE HIGH SCHOOL

Starting August 2020





# A SCHOOL FOR TOMORROW'S CHINA. AN EDUCATION FOR TOMORROW'S WORLD.

YK Pao School is a pioneering international Chinese school. The school is a non-profit private institution founded in 2007, in memory of shipping magnate Sir Yue-Kong Pao, the renowned Chinese businessman, statesman and philanthropist. With over 1200 students from China and overseas, the School offers a unique Year 1-12 educational programme that integrates elements of Shanghai and international curricula, culminating with the IGCSE and IB Diploma Programme, both of which are complemented by core components of the Shanghai curriculum.

Pao School's innovative Chinese-English immersion bilingual programme nurtures the whole person - the entire emotional, social, physical, and intellectual being - and prepares students to become engaged and responsible global citizens of the 21st century.

Pao School is divided into Primary, Middle and High School. Primary School (Years 1-5) is a day school located in Shanghai's city centre, while the Middle School (Years 6-8) and the High School (Years 9-12) are located on the new Hongqiao campus and in Shanghai's Songjiang District offering UK/US style boarding education as well as catering to day students.



Primary School Campus



Middle School Campus



High School Campus



# VISION, MISSION & CORE VALUES

## VISION

To build a world-class school for tomorrow's China, educating global citizens and future leaders on a foundation of strong values and academic excellence.

## MISSION

### Developing the whole person

Our students will develop intellectual, social and emotional skills, strong character and positive attitudes through a diverse range of learning environments and activities.

### Passing on traditions of Chinese culture

Our students will gain a deep understanding and appreciation of Chinese culture, including literature, history, philosophy, and art.

### Fostering an international perspective

Our students will develop both intercultural knowledge and skills to address issues and succeed on a global stage.



## CORE VALUES



### Compassion

Offering help to others, being kind to others, having a kind heart, showing goodwill, being generous with our time and energy for others.



### Integrity

Taking full responsibility for our actions, doing what is right even when nobody is looking, being honest and fair.



### Balance

Being aware of the different opinions of others or different ways of doing things. Our emotions are not overpowering and we can think and act in a clear and mindful way.

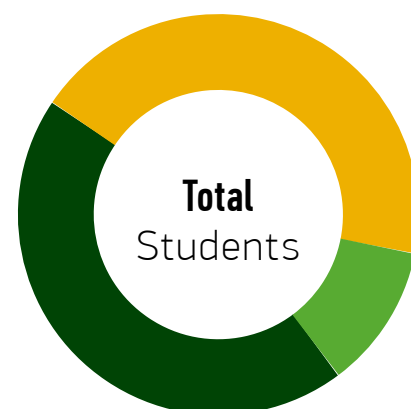


# STUDENT ENROLMENT

YK Pao School has over 1500 students across its three campuses, with around 20 nationalities represented. International students (based on passport) comprised nearly 11% across the whole school, and over 17% at the Primary School (Wuding Campus).



**40%** Students  
High School  
(Songjiang Campus Y8-Y12)



**41%** Students  
Primary School  
(Wuding Campus Y1-Y5)

**19%** Students  
Middle School  
(Hongqiao Campus Y6-Y7)





“My first impression of the students is they are amazing. They are extremely lively and always very cheerful. Almost relentless in their optimism and their good nature.”

—— Dominic  
United Kingdom  
6 years at YK Pao School







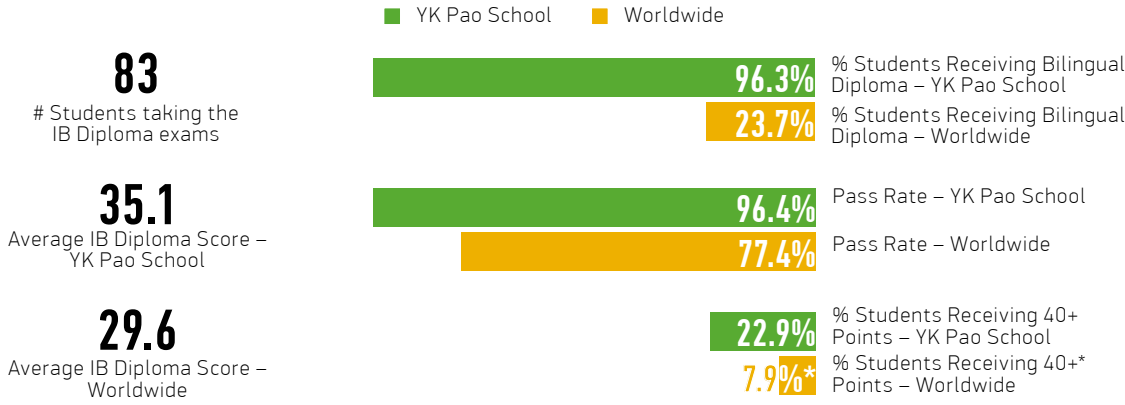
# CURRICULUM

The academic programme is a rigorous and engaging programme that seeks to provide students with the knowledge, skills, and understanding to be successful in the 21st century. YK Pao School offers the Shanghai curriculum at the Primary and Middle Schools and the IGCSE and IBDP curricula at the High School.

Year Group	Integrated Curriculum		Day / Residential
High School	International Plus	IGCSE and IB Diploma programmes, complemented by core components of the Shanghai Curriculum	Boarding and day students
Middle School	Shanghai Plus	Educational programme that integrates the Shanghai curriculum and selected global curricula	Boarding and day students
Primary School			Day students only

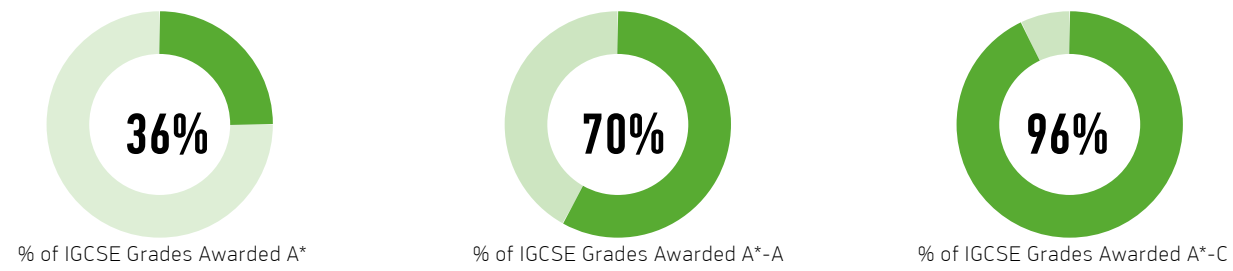
## IB DIPLOMA RESULTS

In May 2019, 83 YK Pao School students took the IB Diploma exams.



## IGCSE RESULTS

In May 2019, approximately 200 Year 9 and Year 10 students from YK Pao School students participated in the International General Certificate of Secondary Education (IGCSE).



\*Band on May 2018 results



# TRAINING AND PROFESSIONAL DEVELOPMENT

Through the Professional Learning Center, YK Pao School has created an internal support system and structure that continuously evolves and adapts to serve the needs of our own teachers and students to achieve academic excellence.

The Professional Learning Considerations aims to provide a program of teacher development that does the following:

- recognizes learning as a process, not an event.
- motivates staff toward practical application and classroom implementation is continuous, engaging, and relevant
- models differentiated learning needed for all types of learners
- provides accountability alongside on-going support



## Teacher Teams

Support the development of productive and cohesive teacher teams who engage in high-quality pedagogical conversations and reflect on their practice

1

## Instructional Coaches

Support the development of productive and cohesive teacher teams who engage in high-quality pedagogical conversations and reflect on their practice

2

## Educational Leaders

Provide support, ideas, or feedback to leaders regarding aspects of teacher development and student learning

3

## Workshops and Inquiry Groups

Develop, facilitate, and/or coordinate workshops and inquiry groups based on identified needs

4

## Innovation Learning Challenges

Design and implement differentiated professional learning activities that are linked to school priorities

5





YK Pao School has a dedicated team of professionals committed to providing educational excellence to our students. We have over 200 teachers representing 13 nationalities. About 50% of our teachers are from Mainland China.

We have around 110 administrative staff committed to supporting the school in the areas of education, finance, facilities, human resources, admissions, development, and communications and marketing.

# TEACHING TEAM

As a young school with only 12 years of history,



25%

of teachers have been with the School for 6 or more years



50%

of Primary teachers have been with the School for 6 or more years



10%

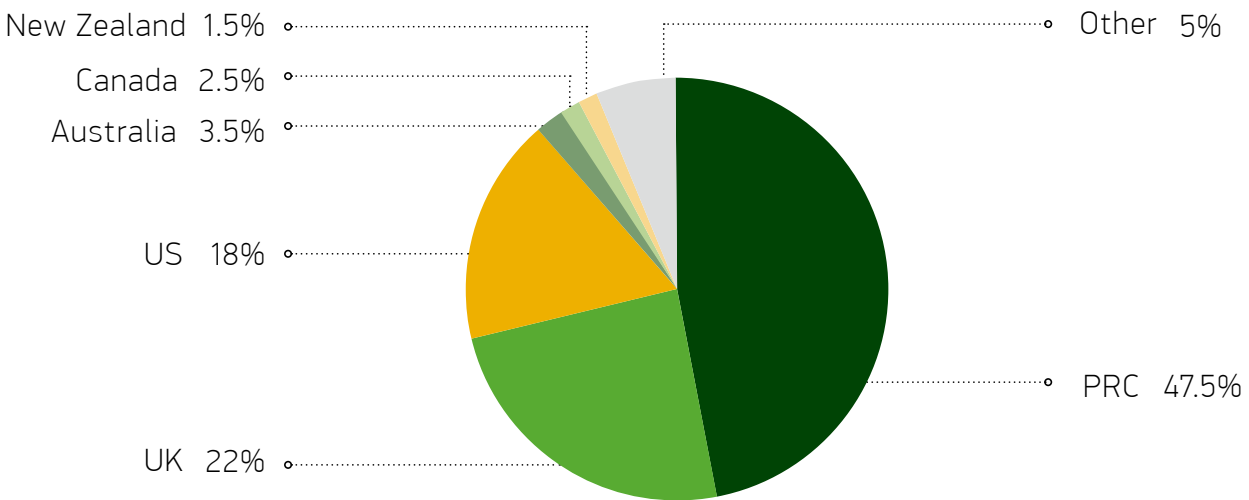
of teachers have been with the School for 9 or more years



21%

of Primary teachers have been with the School for 9 or more years

## Teaching Team % Breakdown by Nationality



\*As of 2017-2018 school year.



“The amount of training and professionals the school brings in makes me really feel the school values us.”

—— Diana Zuo  
United States  
10 years at YK Pao School





# DEPUTY PRINCIPAL OF THE HIGH SCHOOL

**Apply by: 1st November, 2019**

We are seeking to appoint an outstanding candidate to be the Deputy Principal of the High School. The Deputy Principal is responsible for the day to day running of the High School and for all curriculum and academic matters. She/he will be the direct line manager of the IB and IGCSE co-ordinators and shares the line management of the Heads of Department with the Director of Teaching and Learning. The Deputy Principal deputises for the Principal when he is off campus.

## KEY RESPONSIBILITIES

**The key responsibilities are likely to include:**

- To ensure the efficient and effective day-to-day running of the school;
- To contribute as a key member of the Campus Leadership Team to the future strategy and development of the school;
- To ensure that the School's policies and procedures are up-to-date and compliant both with Chinese Government requirements and with IB and CIS/WASC accreditation criteria;
- To work with the Principal and the Director of Teaching and Learning to promote excellence in teaching throughout the High School;
- To have oversight of curriculum development and to ensure consistency and coherency with what is taught at YK Pao Middle School;
- To work with the Principal to ensure that the School's approach and practice is well articulated to parents and that any issues and concerns raised are dealt with swiftly and effectively;
- To work with the Principal and the School's marketing team to increase the visibility and recognition of YK Pao High School both within China and internationally;
- To work with the Principal and the School's Admissions team to attract the right students and to ensure that selection of students is based on fair and effective practices;
- To work with counterparts at the Primary School and Middle School on cross-school initiatives and alignment;
- To be responsible for the budgeting and financial management of academic departments in order to ensure a sound financial basis for the school.

## PERSONAL QUALITIES

The successful candidate will demonstrate experience and expertise in most of the following areas:

**Inspirational leadership, as evidenced by:**

- A track record of successful leadership in either an academic or pastoral role;
- The ability to motivate and inspire both colleagues and students;
- An ability to identify areas of improvement in school operations and a solution-oriented mindset;
- The intellectual acuity needed to contribute significantly to educational debate within the school;
- Natural leadership qualities, with a capacity to initiate and manage change with flair and creativity

**Strong interpersonal and organisational skills, as evidenced by:**

- A collegiate working style, with an inclusive and empowering approach to management;
- A commitment to principles of sound management including development of staff, establishment and communication of clear standards and expectations, effective delegation, performance monitoring and management, building of trust;
- Administrative efficiency and the ability to prioritise.

**Compelling personal qualities, as evidenced by:**

- A personal style combining authority, credibility, presence and a passionate commitment to excellence and all-round education;
- An appetite for personal professional learning;
- Appropriate academic credentials and an impressive record as a teacher with a love of teaching and an interest in the development of young people;
- Exceptional communication and relationship building skills, allied with the ability to listen and influence others;
- A strong commitment to upholding high standards;
- Personal strength of character with a commitment to transparency, honesty and fairness.

## JOB REQUIREMENTS

**Education**

- A university degree with preferably an advanced degree and/or certification in educational leadership.

**Experience**

- Educational leadership experience preferably in a bi-cultural environment.
- Understanding of best educational practices from around the world;

**Essential**

- Chinese and/or English fluency, including both and writing;
- Competency in the use of technology including word processing, spreadsheet development, survey technologies



# APPLICATION PROCESS

Our teacher recruitment season starts in mid-October for teaching posts beginning August of the following academic year.

Teaching posts are normally advertised in one or more of the following media:

- Search Associates
- Council of International Schools
- CRS Education
- True Teaching
- TIE
- TRI
- Seek Teacher
- Teaching Nomad
- TES

## RECRUITMENT FAIRS

YK Pao School is usually represented at the following recruitment fairs:

- Search Associates Recruitment Fairs in Bangkok, Hong Kong, London and Cambridge
- Council of International Schools Fairs in London
- CRS Education Fairs in Shanghai

## CONTACTS



Mark Bishop  
High School Principal  
Head of Songjiang Campus

Please send a letter of application and a CV which includes the contact details of two referees to [mark.bishop@ykpaoschool.cn](mailto:mark.bishop@ykpaoschool.cn)

## HR OFFICE

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