

英華

YINGHUA  
ACADEMY



# Staff Quality and Professional Development

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# Yinghua Academy



# History/Growth of Yinghua Academy

SEPTEMBER 2006

(Opening Year)

76 Students

K-3<sup>rd</sup> Grade

4 Teachers

11 Total Staff

SEPTEMBER 2016

(Current Year)

806 Students

K-8th Grade

65 Teachers

93 Total Staff

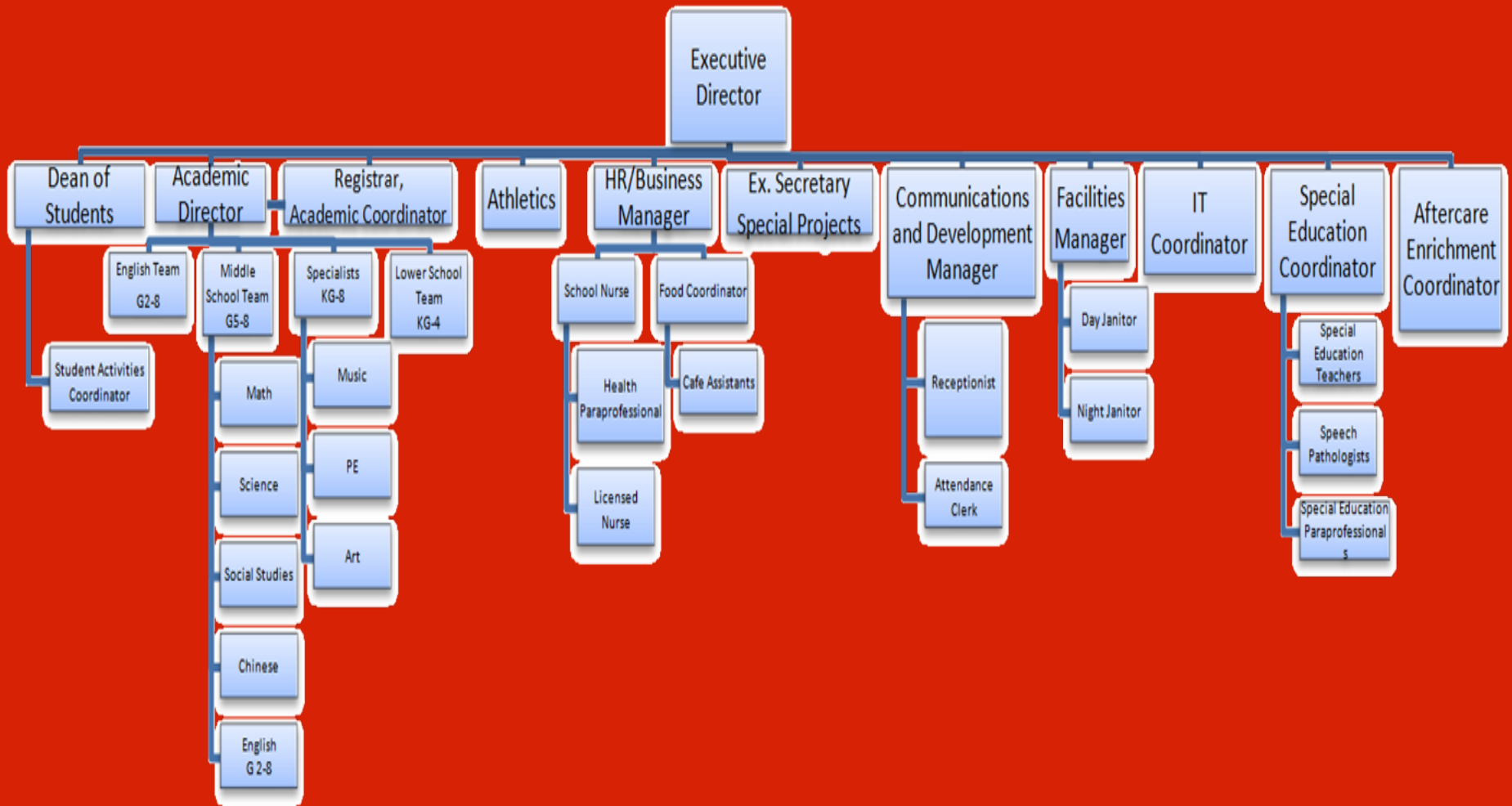
# Mission

The mission of Yinghua Academy is to prepare our students to be engaged and productive global citizens by providing a research-based educational program that includes a rigorous academic program, immersion in Chinese language and culture, and a nurturing and supportive school environment.

# School Profile

- Kindergarten-Grade 1: 90/10
  - PE and Music in English
- Grades 2-4: 80/20
  - English, PE, Art, and 50% of Music in English
- Grades 5-8: 50/50
  - English, Science, PE, Art, and 50% of Music in English

# Organizational Structure



# Recruitment

Let's start from the beginning: hire smart!

- Provide authentic job descriptions
- Emphasize characteristics of “pioneer” work
- Utilize multiple networks such as current staff, universities, and professional organizations
- Invest time in hiring process
  - Initial phone interview for screening
  - Full school day visit that includes interviews with administration and teachers, demonstration lesson, class visits, and essays
  - Begin to establish relationship with new hire immediately

# Establish Systems

- Mission and Core Values
- Curriculum: Chinese Immersion, Core Knowledge Sequence
- Assessment: Data Driven Instruction (DDI), Project-based, Performance-based
- Classroom management: Responsive Classroom, Great Expectations
- Instructional approaches: Point System
- Communication: Infinite Campus, newsletters, conferences, parent education opportunities
- Policies and procedures



# Retention

Cultivate and retain high quality educators and dedicated staff!

- Establish school culture/brand that is shared by teachers, students, staff, and parents
- Create a sustainable work environment
- Provide professional development opportunities
- Empower critical thinkers and problem solvers
- Set SMART goals
- Recognize value added contributions
- Reward exceptional performance

# Professional Development: Focus on Learning and Meaningful Engagement

## Local: Collaboration from within Yinghua Academy

- Weekly grade/dept. level meetings with Academic Director
- Q-Comp school status emphasizes mentoring, coaching, and development of teacher leaders with monetary incentives
- Classroom observations conducted by colleagues and administration focused on growth/shared goals
- Professional Learning Communities study/present topics that are responsive to needs/wishes
- Strategic plan developed with input from entire school community
- Fall Induction Workshops (2 weeks) and PD days (6) throughout the school year

# PD: Maximizing Resources

## Organizations

- Community: Friends of Education,
- State: U of MN, MN Advocates for Immersion Network
- National: CELIN/Asia Society, Confucius Institute

## Conferences

- NCLC
- STARTALK
- ACTFL

## On-Line

- Webinars
- Journals
- Blogs

# Thank you!

