Staff Quality and Professional Development

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Yinghua Academy
# History/Growth of Yinghua Academy

<table>
<thead>
<tr>
<th>SEPTEMBER 2006</th>
<th>SEPTEMBER 2016</th>
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<tbody>
<tr>
<td>(Opening Year)</td>
<td>(Current Year)</td>
</tr>
<tr>
<td>76 Students</td>
<td>806 Students</td>
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<tr>
<td>K-3rd Grade</td>
<td>K-8th Grade</td>
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<tr>
<td>4 Teachers</td>
<td>65 Teachers</td>
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<tr>
<td>11 Total Staff</td>
<td>93 Total Staff</td>
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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
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 Yinhua 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!