

## Leadership Posting

### Head of School St. Johnsbury Academy Jeju *Jeju, South Korea*

Application Deadline: Friday, November 1, 2019  
Start Date: August 1, 2020



**Position: Head of School**

**Start Date: August 1, 2020**

*10, Global edu-ro 304beon-gil, Daejeong-eup, Seogwipo-si, Jeju-do, Korea*  
[www.sjajeju.kr](http://www.sjajeju.kr)

### **Our Mission**

St. Johnsbury Academy Jeju is a diverse, comprehensive, and independent educational community grounded by our traditions, our deep optimism regarding young people, and our commitment to academic excellence:

**Character:** To teach good character by modeling and fostering compassion, respect, responsibility, and integrity.

**Inquiry:** To foster a love for learning by challenging individuals to pursue knowledge, creativity, and intellectual self-reliance.

**Community:** To encourage each individual to understand his or her relationships, rights, and responsibilities within a community that is itself part of the larger world. Our culture fosters a tradition of respect for all members of our community, regardless of their nationality, ethnicity, cultural background, or economic status.



St. Johnsbury Academy Jeju (SJA Jeju) is now in its third year. It opened in the fall of 2017 and is located on the beautiful island of Jeju in South Korea. Jeju Island is a UNESCO World Heritage Centre with numerous beaches, hiking trails, and cultural sites.

The school is located in the “Global Education City,” a world-class education facility developed by the Korean government with 4 international schools, residential, commercial and entertainment facilities on over 900 acres. The site is in a picturesque location in a volcanic forest surrounded by mountains and tea farms.

Our home school, St. Johnsbury Academy in Vermont, was founded in 1842 and is one of the nations exemplary schools, combining the resources, facilities, and curriculum of a world-class leading independent school with the personal support and attention of a small boarding school. With over 1,000 students and a boarding population of 240 students from across the US and the world, it continues to deliver the promise made by its founders 177 years ago: to nurture each student’s character, love of learning, and sense of community, hence the motto: “character, inquiry, community.”

SJA Jeju is an international school grounded by its relationship with the home school in the United States. SJA Jeju curricula and teaching methodologies parallel those of the Vermont school but within the culture and society of the Republic of Korea. This melding of American academic ideologies and Korean sensibilities is one of the defining components of the Jeju campus. Through our educational and student life programs, SJA Jeju provides an American course of study and boarding experience to Korean and international students in Asia.

Sitting on 25 acres the school has 9 buildings including a 650 seat Performing Arts Center (PAC), an Athletic Center with a 25-meter swimming pool, 2 libraries, a Faculty Residence housing 60 teachers, and 2 student dorms with capacity for over 400 students.

**CHARACTER | INQUIRY | COMMUNITY**

## Our Three Promises

- 1. We will do all we can to help each student be the best person possible.*** We are committed to the values of respect, compassion, integrity, and responsibility. We have compassion and empathy and we believe in loving those most who need it most.
- 2. We will do all we can to help each student be the best learner possible.*** We value expertise and creativity. We provide the supports and opportunities for students to pursue their passion and develop a love for learning.
- 3. We will do all we can to help each student become part of something bigger than him/herself.*** When students come to our school they become part of the most talented and diverse group of individuals they may ever know as friends and colleagues. They develop an intellectual and emotional connection to making this community a better place.



### Enrollment

- Opened on Oct 23, 2017  
453 students from PreK3-10  
(93 boarders, grades 6 – 10)
- Grades 11 was added in year 2 and grade 12 was added in 2019-2020.
- The school presently has 800 students of which 135 are boarders.
- The school's anticipates reaching its full enrollment capacity of 1250 students by the start of the 2023-24 school year.

### Faculty

The school has 115 faculty in addition to 29 Assistant Teachers and 12 proctors. The student teacher ratio is 7:1. In PreK4 and Kindergarten the school utilizes a team-teaching model. Korean Assistant Teachers are utilized in all classes in the Elementary School. School wide 76% percent of teachers hold an MA or above, while in the High School the figure rises to 95%.

### Accreditation and Memberships

In July of 2019 *St. Johnsbury Academy Jeju* was approved as a "Candidate for Accreditation" by the New England Association of Schools and Colleges (NEASC). This year it will complete its "Internal Review" in preparation for a scheduled visit in October of 2020. Official notice of accreditation should occur by the end of 2020.

In addition, the school is a member of the College Board and the International Schools Theatre Association (ISTA). The Head of School is an Associate Member of EARCOS. Full membership will occur after accreditation.

## Teaching, Learning, and Programs

### Our Philosophy of Learning

Employing innovative and traditional methodologies, the school is committed to personally relevant instruction. We strive to provide opportunities for students to gain a strong understanding in those studies calculated to provide a life foundation for the global citizen, enabling them to be intellectually self-reliant and to function as constructive, moral members of society.

Likewise, the school undertakes to make the acquisition of knowledge a valued social goal by developing an active appreciation of local and world culture. The school also provides opportunities for its students to build those skills useful for personal self-sufficiency.

St. Johnsbury Academy Jeju is committed to the idea that learning is most natural and teaching is most effective in a community atmosphere where collaboration and respect for others is part of the common daily business. Small class sizes (18), the Counseling Program in Elementary, the Advisory Program in Secondary, and a diverse offering of After-School Activities (ASAs) all exist to support this notion of community.

### Curriculum

The school follows these well known Standards and Benchmarks: The Common Core for Math, English and EAL, New Generation Science Standards (NGSS) for Science, American Education Reaches Out (AERO) for Social Studies, the National Core Art Standards for Visual and Performing Arts, and the International Society of Technology Education (ISTE) for Technology.

The faculties in all Divisions are tasked with creating units based on the Standards and Benchmarks outlined above. We employ Chalk.com as a curriculum repository and analysis instrument. The macro goal is for students to present a Capstone project at the end of each educational sequence; while the micro goal is to have all units begin in inquiry and end in a project.



## Technology

All students preK3 – Grade 2 have access to iPads, while in grades 3 – 12 it is a one-to-one laptop environment utilizing Macbooks. The campus is fully wire-less with connections available in all learning areas. Teachers have interactive projectors their classrooms and are issued Macbooks for their personal and professional use.



## English as an Additional Language

The Elementary School has a comprehensive English as an Additional Language (EAL) Program (Elementary EAL Program) comprised of grade level EAL teachers for grades 1 – 5. The school employs a push-in/pull-out model for student language development. For testing, the school utilizes the World-class Instructional Design and Assessment (WIDA) for all students in the Elementary School. (MAP/NWEA - Measures of Academic Progress is administered to students in grades 3 – 9.)

## Libraries

The Elementary School library has over 15,000 books and numerous digital subscriptions. In addition, classroom libraries are available in most classes. The Secondary Library has nearly 11,000 volumes and subscriptions to research databases like: J Stor, Overdrive (ebooks), EBSCOhost, BrainPop and Britannica Science.

## Senior and School-wide Capstone Program

One of the main components of the high school is the Senior Capstone Project. Capstone is a mandatory one-semester course for SJA Jeju seniors. The culmination of all previous learning, Capstone serves as an opportunity for students to demonstrate mastery of SJA Jeju standards as they prepare to further their education, embark on their careers, and carry the overall SJA Jeju experience into their personal and professional lives.

The principle expectations of a capstone student is that he/she will: enter into either a professional or an academic conversation about an idea/issue/topic, using research, problem solving interpersonal and communication skills; instill habits of professionalism and civil discourse; and develop a portfolio of work that will exhibit skills and dispositions as they enter adulthood. Senior students should be left with a tangible product that they may use as a resource for the rest of their lives.

In order to instill a spirit of discourse and cultivate the essential skills required for academic success, the school decided to broaden the concept of the Senior Capstone and adopt a unique, school-wide *Capstone Intensive Learning Model (CILM)* that includes Capstones at the end of each developmental stage. Consequently, Capstones also occur in grades 5 and 8. (We even extend it to the end of the Early Childhood program in Kindergarten, which we call a “Celebration of Learning.”)



The *Capstone Intensive Model* closely aligns with the mission of the home school, which is summed up in three words: "character, inquiry, community." It develops character through the choice of topic and its connection to altruistic ends. It embraces inquiry through its laser- like focus on skills like critical thinking and research, and it builds community

through projects that connect students to local, national, and global issues and organizations.

### High School Programs

The High School follows a similar curricular and core course sequence as the home school in Vermont, which applies a traditional American approach to its curricular sequence, while also integrating its Assembly, Advisory, and Conference programs into the school's daily schedule.

Another key feature the High School replicates from the home school is its block schedule in which students can take courses for full credit in each semester. Students can attain up to 9 credits in a year allowing for the opportunity to create concentrations in science, math and the arts. The graduation requirement is 28 credits, but students can take up to 33 credits.

Twelve AP courses are offered this year: AP Chinese Language & Culture, AP Calculus AB, AP Calculus BC, AP Statistics, AP Chemistry, AP Physics 1, AP Environmental Science, AP Microeconomics, AP Human Geography, AP studio Art (2D Design), AP Studio Art (Drawing), and AP Studio Art (3D Design). The goal is to add 5 more in 2020 – 2021 and operate close to twenty courses in year 5.

The school's first AP results were exceptional with students' results averaging 4.7 (out of 5) on the tests. In Calculus, students averaged a perfect 5. In each test taken, students eclipsed the Korean and Worldwide averages by wide margins. (In-depth analysis is provided the *SJA Jeju High School Profile, 2019 – 2020*.)

The school currently offers a first semester exchange to SJA (Vermont) and receives students on exchange from SJA \*Vermont) during the second semester.

### Residential Life Program

The ultimate goal of the program is to provide activities and experiences to both middle school and high school students, which promote values of respect, compassion, integrity, and responsibility. The core values of “character, inquiry, and community” are vital to the Residential Life Program. All students are encouraged “to become part of something bigger than themselves.” This sense of belonging is an important part of the program.

In 2017 – 2018 the program opened with 93 students occupying Boys' and Girls' Dorms. The boarders are comprised of students in grades 6 – 10. Current enrollment is 135.

The program now has 12 proctors, plus the Director and 5 Korean supplemental staff. In 2020 – 2021 proctor staffing will be added to correspond with student growth.



## Athletics

The school sees participation in sports as an extension of the academic program and an intense learning experience for many students. The program emphasizes teamwork, discipline, fun, commitment, a strong work ethic and respect for ones teammates, coaches and opponents.

The school participates in all 3 local seasons in Volleyball, Basketball, and Soccer and attends KISAC events in these sports. Other sports like badminton, tennis, cross-country and swimming are also offered.

As enrollment grows over the next several school years, and especially once the high school is near full capacity, the school will expand the athletic program to include additional sports such as badminton, softball, golf and field hockey.



## Arts

The Visual and Performing Arts programs are a vital part of the school's ethos and creative spirit. All Divisions have teachers dedicated to music and visual arts. Two Visual Arts teachers were added this year.

In May of 2018 the school had its inaugural "Festival of the Arts" featuring 3 Artists in Residence (AiR) in a program that is now an annual event. This year's event will be held on May 24, 2020. We'll also have 4 Artists in Residence (Performing Arts) visit our campus in April.





## The Global Education City Project

Three (3) of the schools in the GEC are owned by the Jeju Development Corporation, a quasi-governmental agency charged with the economic development of the island under the authority of the Ministry of Land and Transportation. Jeju Independent Schools (JEINS) is a subsidiary of the JDC that manages the business operations of the schools. JEINS' permanent place of operation is on the second floor of the SJA Jeju administrative building.

Under the terms of the Collaborative Bargaining Agreement (CVA), SJA (Vermont) provides support and guidance for SJA Jeju through its own subsidiary, Kingdom Development Company (KDC), whose CEO regularly visits the SJA Jeju campus and serves on the school's Board of Trustees. The board consists of six members, three appointed by JEINS and three by SJA (Vermont.) The Head of School for SJA Jeju is selected by SJA (Vermont) in consultation with JEINS. The positions of Business Manager and Admissions Director are selected by JEINS in consultation with KDC. All other positions at the school are selected by the Head of School.



## The Search Process

KDC is conducting the search process for SJA (Vermont) and anticipates following established practice for head searches including finalist visits to Jeju in early 2020.

Interested candidates should submit a cover letter, resume and any other supporting materials no later than Friday, November 1.

KDC will invite selected candidates to a semi-final round of interviews concluding with the selection of finalists no later than Friday, December 13, 2019.

Selected finalists will visit Jeju in either January or February of 2020 with the next Head of School announced at the earliest possible date, no later than February 10, 2020.

KDC will make every reasonable effort to expedite the search timeline based upon the schedules of selected semi-finalists and finalists.

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                             **CEO, Kingdom Development Company, Inc.**

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### **Qualifications and Experience of the Next Head of School**

- Possess an MA in Leadership or a related field (Doctorate preferred)
- 5 or more years experience as a Head of School or Deputy Head of School in an international, public or private school (international in Asia experience is preferred)
- Extensive experience with American-style education at all levels of learning
- Experience overseeing a boarding program
- Knowledgeable of AP and other College Board programs
- Proven ability to recruit qualified faculty
- Experience leading a successful accreditation process with organizations like: NEASC (preferred), CIS, Middle States, and WASC

### **Qualities of the Next Head of School**

- Proven success leading academic achievement
- Understands the K-12 teaching experience – knows what good teaching looks like
- Internationally minded and culturally competent
- Visionary/innovative – someone who can take the school into the future. Ability to develop a long-term strategic vision for the school
- Works to obtain buy-in from all of the school's constituencies
- Empowers a strong leadership team
- Builds community
- Listens well - demonstrates a high level communication and listening skills
- Balanced, resilient, sense of humor
- Straightforward, honest, transparent, high integrity
- Committed to respecting the business side of the school
- Understands good governance, able to work effectively with a fully engaged Board

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### Instructions

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