

Leadership Search



YING HUA
INTERNATIONAL SCHOOL
English-Chinese Immersion School of Princeton
Excellence • Diversity • Integrity • Compassion

Head of School YingHua International School *Kingston, New Jersey, USA*

Application Deadline: February 28, 2022
Start Date: July 1, 2022

ISS is pleased to conduct this full search.
Learn more how ISS works with search committees around the globe to fill leadership positions.
www.iss.edu/services/administrative-recruitment

Introduction

Welcome to YingHua International School where passionate, global citizens are raised within an environment of Excellence, Diversity, Integrity and Compassion.

Located in the historic village of Kingston, NJ, mere hundreds of feet from the academic town of Princeton, YingHua International School embodies that spirit of innovation, energy, and imagination in the educational sphere, distinguishing itself as the only school in the Princeton area to offer International Baccalaureate (IB) PYP - certified academics with a whole school Mandarin immersion approach, and only the third school in the US to offer this combination of Mandarin immersion and inquiry-based learning.

The Position

Overview

[YingHua International School \(YHIS\)](#), a private International Baccalaureate (IB) and Middle States Association (MSA) accredited dual-language Mandarin immersion school located in Kingston, NJ, is seeking an experienced and entrepreneurial Head of School to help advance its academic mission and pilot the school through its next phase of growth.

As the senior-most member of the YHIS administrative team, the Head of School leads the school community to ensure effective and efficient delivery of the school's mission in accordance with its core values and principles. In this role, the Head of School works closely with the Board of Directors to develop and execute a comprehensive and sustainable growth strategy. In addition, the Head of School will be responsible for developing and managing an effective leadership team tasked with overseeing YHIS educational programs, development, and operations. A prominent public facing role, the Head of School will also serve as the primary external "face" of YingHua to parents, donors, and the extended community.

Key Responsibilities

Strategy / Vision

- Partners with the Board of Directors to set short and long-term strategic objectives
- Actively embodies, manifests, and advocates for the mission of the school
- Articulates and communicates the vision for the school and its future to internal and external stakeholders
- Monitors and addresses all matters of the school's climate and culture
- Oversees and manages the sometimes-competing demands of various internal and external stakeholders across the school community

Leadership and Culture

- Embodies and proactively champions YingHua’s core values of Excellence, Diversity, Integrity, and Compassion
- Directly supervises the faculty and staff and coordinates the activities of the entire organization
- Holds regular meetings of the faculty and staff and sees that the general policies of YHIS and its bylaws are understood and followed
- Handles all matters regarding employment, retention, and dismissal of personnel; salaries and contracts; job assignments and performance evaluations; and orientation and training
- Oversees all aspects of the school (academics, admissions, advancement, and operations) and establishes school policies and programs to ensure functional objectives are met
- Prepares and executes regular formal people and program evaluations
- Fosters a culture of collaboration and accountability across the organization

Communications

- Represents the school to its constituents including the parents, students, alumni, faculty, and staff and members of the broader community
- Supports admissions and development efforts to cultivate external support for the school
- Represents the school in its relations with state and federal agencies and with local, state, regional, and national educational organizations, and accrediting agencies
- Acts as a liaison with external organizations to ensure fulfillment of the school's contractual obligations and coordinates procedures where the interests of both organizations are involved
- Supervises and assists with all other aspects of the school’s operations, including, (but not limited to), crisis management, facilities maintenance and operation, ancillary programs (YingHua summer camp, StarTalk) development and fund raising, and alumni affairs

Skills, Experience, & Attributes Sought

Prior senior academic leadership experience, in an IB, private, or dual language immersion environment is required. YHIS seeks current or former senior educational leaders who demonstrate:

- A proven track record leading a diverse community of faculty, parents, and students
- Operational management experience to oversee finances, people management, planning, marketing, and facilities
- Strong communication and interpersonal skills at both the individual and group level
- Strategic thinking, analytical capability, and problem-solving skills
- Strong project and time management skills
- Demonstrated track record of effective talent management and staff development
- Demonstrated track record leadership in a growing private not-for-profit institution
- Direct administration experience in a dual-language immersion and/or IB or equivalent trans-disciplinary education preferred

Academic & Professional Qualifications

- Deep academic leadership credentials preferably in an IB, immersion learning environment
- Master's degree or equivalent from an accredited college or university in education, educational management, business administration or related field; doctoral degree preferred
- Dual language proficiency, particularly in Mandarin or other language, is highly desirable but not required for the position
- Non-profit management experience a plus

Salary & Benefits

The salary and benefits package is competitive and will be commensurate with the qualifications and experience of the successful candidate.

Application instructions found on the final page of this announcement.



Mission & Values

Mission

At YingHua International School (YHIS), the mission is to enable Academic Excellence and prepare students for Compassionate, Effective, and Ethical Global Citizenship by facilitating English and Mandarin language acquisition and instilling a passion for lifelong learning.

Values

The YHIS Community lives and models the core School values of Excellence, Diversity, Integrity and Compassion in all they do each day, values that are essential in today's changing world.

Excellence

Excellence at YHIS means striving for, and being the best that we can be each and everyday. It means high standards of teaching, learning, in all that we do. Excellence, includes personal, social, physical, professional, cultural, and spiritual development in addition to intellectual curiosity and academic excellence. It includes teamwork, community service and leadership.

Diversity

Diversity at YHIS means embracing difference and building on the best of all worlds with a global perspective. At YHIS, we embrace equity among cultures and peoples, and respect the natural world, including its animals and plant inhabitants.

Integrity

Integrity at YHIS means excellence of character. Both integrity and compassion are essential for guiding how we relate to and treat one another and are a critical cornerstone for what members of the YHIS community embody and model daily.

Compassion

Compassion at YHIS means caring for others. Both integrity and compassion are essential for guiding how we relate to and treat one another.



The School

History

The YingHua International School, initially the YingHua Day School, was founded in 2007 through the initiative of Dr. Bonnie Liao, a Chinese-American educator, innovator and thinker who embraced the idea of full-time Mandarin immersion elementary education being provided to a diverse student population in NJ.

Along with her early academic team, Dr. Liao shepherded Ying Hua through the early curricula process and set the foundation to lead the school through the International Baccalaureate Primary Years Programs certification so that the school is only the third school in the United States who delivers the IB curriculum in a Mandarin Immersion setting. Nearly 15 years later, YingHua continues to thrive as a school which recognizes a diversity of traditions reflecting its diverse student population.

Curriculum

YingHua International School (YHIS) is proud to be only the third school in the U.S. to offer International-Baccalaureate (IB)-certified academics with whole-school Mandarin immersion, and the only school in the Princeton area to offer this approach. The IB framework, together with a focus on fluency in a second language, supports students in developing critical-thinking skills while orienting them to become empathetic, caring and engaged citizens of their local communities and of the world.

The YHIS small class sizes facilitate a high degree of student-teacher interaction, differentiated support and avenues to showcase their growth as students. The YHIS IB Program of Inquiry is reviewed each year by the faculty to incorporate student contributions, resulting in an enacted curriculum that is both rigorous and engaging. The Exhibition project for 5th graders and the Community project for 8th graders provide a culminating opportunity for these students to connect their learning to the world around them. YHIS builds partnerships domestically and abroad, incorporates community service as a required component of the curriculum, and provides opportunities over time for enrolled students to travel and experience other cultures, and for families to host visitors from abroad.



Students

The goal at YHIS is to prepare the next generation of learners to engage with a world in which multicultural understanding, multilingual fluency, and international mindedness are absolutely indispensable. The school nurtures, encourages, engages, and excites students about learning and, as such, students develop the values, mindset, and skills in their early years, which enable them to face an increasingly complex world with confidence and compassion.

YingHua students undertake study of regular subjects primarily in Mandarin, taught by native speakers. In this way students quickly become highly proficient in reading, writing, and speaking Mandarin. This full immersion approach is combined with a trans-disciplinary inquiry-based curriculum. The combination of these two approaches provides significant cognitive advantages starting in mid-elementary school and carrying on to later in life. YingHua currently serves students ages 18 months through 8th grade and is an accredited MSA-CESS and International Baccalaureate (IB) PYP school; as well as a member of the New Jersey Association of Independent Schools. YHIS is currently a candidate for the IB MYP.



Faculty

A supportive and dynamic community is a key component of the YHIS experience. The faculty and staff are highly educated and experienced. On average, 45% of faculty hold advanced degrees, and the median years teaching experience is 14. The IB approach requires faculty collaboration to develop student-centered experiential and conceptual learning opportunities that are grounded in academic standards, and that empower students with skills to be lifelong learners.

With their dedicated teachers who take a holistic, nurturing approach to understanding and guiding each child, the goal at Ying Hua is to prepare the next generation of learners to engage with a world in which multicultural understanding, multilingual fluency, and international mindedness are absolutely indispensable. YHIS cares for and is respectful of each other and as such, children are motivated to develop the values, mindset, and skills to face an increasingly complex world with passion, confidence and compassion.



Governance

YingHua is guided by a Board of Directors from a range of backgrounds who are energized and motivated by the YingHua ethos of a progressive, socially conscious education in a Mandarin immersive setting. The Directors identify with different characteristics of the school- some are experts in bilingual education, others are products of independent schools themselves, whilst others still, have seen in their children's lives, the life-changing benefits of an YingHua education.

What the Directors all have in common is a willingness to devote their expertise and energy to ensuring YingHua's continued path forward as an institution where children are inspired, ideas are welcomed, and aspirations are realized.

After School Activities

- Dance
- Robotics
- Soccer
- Visual Arts
- Cross Country
- Mindfulness
- Music (Piano)
- Chinese Tutoring Program

Campus

Surrounded by a pastoral milieu of nearby walking trails, streams and lakes teeming with avian and marine life, YingHua provides a fertile and inspiring setting for its diverse student population to develop their critical-thinking skills while orienting them to become empathetic, caring and engaged citizens of their local communities and of the world.

Facilities include:

- Gym
- Butterfly Garden
- Outdoor Theater
- Outdoor Classroom
- ELP to Pre-K Play Area
- Play Ground
- Art Studio
- Science Lab
- Library

Location

Located in central New Jersey, 55 miles south of New York City, and 40 miles north of Philadelphia. Nestled between New York and Philadelphia, the Princeton area is the ideal location to live, work and play. Few places offer the sophisticated variety of lifestyle opportunities that exist in this area. Here, world-renowned centers of learning co-exist with historic landmarks, refined culture, upscale shopping, and four-star restaurants.



Fast Facts

Year Established	2007
Accreditation Agency	Middle States and International Baccalaureate
School type	Independent, Not for profit, Co-ed, Language Immersion, Private, Day School
Language of Instruction	Mandarin (primarily) and English. 100% Mandarin immersion through kindergarten. English is introduced in grade 1 and increases as a percentage of learning time until it reaches 50% in middle school.
Student Age Range	18 months thru 13 years old
Total Enrollment	120
Student to Teacher Ratio	1:5 for Early Learning Program 1:7 for Pre-S to Pre-K 1:14 for K to 8
Number of Faculty	30
Number of Board Trustees	9
Tuition (2021 - 2022) USD	\$11,225 - \$24,475

Follow YingHua International School to Learn More



Application Instructions

Effective Date: July 1, 2022

Application Deadline: February 28, 2022

Dr. Beth Pfannl, ISS Vice President, Global Recruitment, will serve as the lead consultant for YingHua International School Head of School search. She will be assisted by members of the ISS Administrative Search Team.

Instructions for Former Candidates

If you have a previous account with ISS-Schrole Advantage or the ISS Admin Search Team and have not yet logged into ISS EDUrecruit here is the [link](#) to get started! You will need to use the email address associated with your ISS-Schrole Advantage account or your ISS Administrative Search account to access your new ISS EDUrecruit account. You will be prompted to update your password and accept the Terms and Conditions.

Once you are logged in, please select the following link to apply to this position:

[YingHua International School Head of School](#)

Instructions for New Candidates

If you are a new candidate to ISS, here is the [link](#) to register for an account so you can apply to this search. You are not required to pay for your profile in order to apply for this position. However, if you are interested in the \$75 candidate membership option, you can upgrade to a full membership at any time.

Once you are logged in, please select the following link to apply to this position:

[YingHua International School Head of School](#)

Instructions for ISS EDUrecruit Candidates

If you already have an ISS EDUrecruit account, [here](#) is the link to login.

Once you are logged in, please select the following link to apply to this position:

[YingHua International School Head of School](#)

ISS has had a longstanding commitment to diversity, equity, inclusion, and justice. One step in our ongoing journey toward more antiracist behavior and outcomes is the removal of photos from candidate profiles. As such, we request the resume and cover letter you upload to your candidate profile not include your photo. *

Our considerations:

- International Schools Services (ISS) is strongly committed to all aspects of child protection and safeguarding. Applications will be thoroughly and rigorously screened.
- International Schools Services (ISS) reserves the right to withdraw an applicant's candidacy if supervisory referees are not provided.

- International Schools Services (ISS) reserves the right to withdraw an applicant’s candidacy at any time should information be forthcoming that may suggest the candidate is not suitable to progress in the process.
- Hiring is contingent upon a successful background check.

Applicants are asked to apply as early as possible, as International Schools Services (ISS) and YingHua International School reserve the right to close the selection process at any time.

Be sure to use our new contact details if you require any assistance via this handy [form](#) – and remember, we are here to help you with any questions.

* ISS is committed to “Making a World of Difference” in the international education community. We are experiencing a catalytic moment in history and ISS has committed to addressing the systemic prejudices and biases in ourselves, in schools, and in organizations around the world. You can read more about our commitments [here](#).