

SHANGHAI
AMERICAN
SCHOOL

High School Principal Pudong Campus

Shanghai American School

Shanghai, China

Application Deadline: November 21, 2022
Start Date: July 2023



Position Overview

Reporting to the Head of Campus, the High School Principal provides leadership in all educational and community matters in the High School on the Pudong Campus. The Principal ensures that all programs and practices of faculty and staff are guided by and support the School's mission and core values as well as the High School's vision and priorities. Working in collaboration with the academic and operational leadership teams, faculty and staff, students, parents and the broader community, they establish an environment in which all students have access to exceptional and diverse academic programs and opportunities as well as appropriate care for their social-emotional and learning needs.

Value Proposition

By signing with Shanghai American School, you join not only one of the oldest and most reputable international schools in Asia but also become a member of a dynamic and innovative learning community. Anchored in its mission and core values, SAS balances a focus on the distinctive needs of every student with a commitment to world-class learning outcomes. We value our diversity and are actively committed to ensuring our behaviors promote equity and inclusion to create a sense of belonging for all members of our community. Our strong financial standing affords a highly competitive compensation and benefits package and allows for a resource-rich learning environment. To lead at SAS is to collaborate, looking to set the standard for an international education that is caring, impactful and forward-driven.

Qualifications

- Master's or Doctorate in Educational Leadership or related field
- Certification in Educational Leadership or in the process of completing coursework
- At least five years of experience as a teacher plus at least five years as a Principal
- Previous experience in an international school setting preferred
- Interculturally sensitive with well-developed interpersonal skills



Duties and Responsibilities

- Oversee all aspects of the High School's instructional programs and promote a culture of high achievement among faculty and students in line with the mission and core values of SAS by
 - Collaborating and build strong relationships with fellow Principals and the various academic (PreK-12) and operational leadership teams cross-campus to ensure alignment and consistency of student learning experiences.
 - Uniting stakeholders – students, teachers, parents –in the effort to support High School students in their individual pathways.
 - Building strong rapport with the parent community in a way that empowers parents and serves their desire for involvement.
 - Creating an environment where faculty receive specific and constructive feedback that allows them to grow and know how they are being evaluated.
 - Supporting and driving initiatives in line with the school's strategic goals.
 - Empowering people to navigate the complex landscape of High School.
 - Attracting, developing and retaining a high-performing faculty body.
 - Planning and managing a multi-faceted budget with the needs of the entire organization in mind.



Skills, Experience, and Attributes Sought

- Demonstrated effectiveness in collaborative school leadership in a high-performing educational division or institution.
- Demonstrated effectiveness in balancing wellbeing with high quality teaching and learning
- Knowledge and ability to apply research-based best practices in a complex high school environment.
- Experience in successfully directing and supporting teachers in program development.
- Outstanding ability to engage and work with all stakeholders.
- Strong emotional intelligence and interpersonal skills to address sensitive and complex topics.
- Enthusiasm for leveraging innovation in the service of interdisciplinary, inquiry-based, concept-based, collaborative learning.
- Ability to analyze needs (human and financial) and to allocate resources effectively.
- Strong aptitude to engage with prospective candidates to build a talent pool.
- In-depth experience in directing professional growth, performing evaluations and managing performance of High School faculty and staff.
- Understanding and advocacy for a school environment that values diversity, seeks equity, promotes inclusion and nurtures a deep sense of belonging.
- Experience in nurturing cultural competency, inclusion, and diversity to create a sense of belonging for the entire community.
- Willingness and desire to learn about and immerse oneself in the context of Shanghai and China
- Ability to project calm self-assurance and positive energy.
- Effective verbal and written communication skills.

Our Considerations

How we see the world is how we experience the world

We believe that diversity, equity, and inclusion enrich our community and create a sense of belonging that compels each of us to grow. Therefore, we commit to a journey of community growth that is grounded in best and sustainable practices rooted in our mission and core values. We seek individuals who are ready to contribute to such an environment.

Studies show that women and people of color are less likely to apply for positions if they feel they don't meet every criterion listed. SAS is dedicated to diversity, equity, inclusion and belonging. If you have the right disposition for this role, meet many of the requirements, and feel you would be a good match for SAS in this position, please do not hesitate to apply.

Child Protection at SAS

Shanghai American School, in keeping with our core values and vision statements, has a Child Protection Policy that guides our faculty, staff, and families in matters related to the health, safety and care of children in attendance at our school. By accepting employment at SAS, all faculty and staff agree to work in partnership with the School and abide by the policies adopted by the SAS Board.

With this in mind,

- Applications will be thoroughly and rigorously screened in line with our strong commitment to all aspects of child protection and safeguarding.
- Shanghai American School 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.
- Shanghai American School reserves the right to withdraw an applicant's candidacy if current and former supervisor references are not provided.
- Hiring is contingent upon successful criminal background checks.

Salary & Benefits

SAS Principal salaries range from 1,020,000RMB to 1,328,000RMB (fully convertible to USD, CAD, AUD, Euros, GBP, etc.). SAS also offers a generous benefits package that allows for a very comfortable lifestyle and incredible savings potential. We value our educators as professionals and we compensate accordingly.



The School

Shanghai American School (SAS) is an English-language day school offering an American curriculum, pre-kindergarten to grade 12, for expatriate families living in Shanghai, the People's Republic of China. SAS is one of the only independent, non-profit, coeducational day schools in Shanghai. SAS is an entity duly registered, licensed and regulated by the Shanghai Civil Affairs Bureau and the Shanghai Education Commission. SAS is governed, however, by the Shanghai American School Association of Parents. Every parent, by virtue of their child's SAS enrollment, is a member of the Association. SAS has two campuses, one in Pudong (East), one in Puxi (West), each offering a full pre-kindergarten through grade 12 program. Each high school offers a wide range of AP courses, as well as the full IB diploma. SAS is the largest international school in China with 2763 students and 652 faculty and staff members.



Mission & Core Values

Mission

The Shanghai American School inspires in all students:

- A lifelong passion for learning
- The commitment to act with integrity and compassion, and
- The courage to live their dreams

Core Values

We believe that:

- Embracing diversity enriches individuals and communities
- Acts of compassion and generosity of spirit create a better world
- When individuals take responsibility for their own decisions, they are empowered to make positive impact
- Each individual has intrinsic value and the potential to contribute to society
- Collaboration is key to overcoming complex challenges and achieving common goals
- Integrity is the foundation of enduring relationships, quality institutions and well-functioning communities
- As global citizens, we have a duty to care for the earth and its inhabitants to ensure the well-being of humankind
- Creativity, critical thinking and a lifelong passion for learning are essential to personal fulfillment and to meet the challenges of the future.

Overview

History

Shanghai American School is Shanghai's most established international school, with a history that began in 1912. What was founded as a school for the children of American missionaries soon became a valued institution amongst diplomatic and expatriate business families as well.

SAS survived and thrived through a relatively tumultuous period in Shanghai before closing in 1950 after the People's Republic of China was established on the Mainland. It reopened again in 1980 on the grounds of the U.S. Consulate in Shanghai, and until 1992, the school offered self-contained classes through grade eight.



In 1993-1994, a ninth grade was added. Beginning in the 1994-1995 school year, grades ten, eleven and twelve were added to enable SAS to provide a complete Pre-K-12 educational program. A growing foreign community and expanding foreign business activity created increasing enrollment thus prompting a move in 1989 from the grounds of the U.S. Consulate General in Shanghai to the campus of the Shanghai Number Three Girls' Middle School. When that campus became too small to accommodate enrollment, SAS moved to a campus close to the current Puxi site in August 1996.

The same year, the first Pudong campus opened at the Hua Xia Cultural Center, where it was housed for two and half years in a reconstruction of the Ming Dynasty Sung family house. By 1998, students began migrating to the new campuses, and the world of the Shanghai American School reached across both sides of the Huang Pu River with the rapidly growing city of Shanghai between them. Since that time, facilities on both campuses have continued to be expanded and improved (see the Facilities section below). The school has grown from eight students when it reopened in 1980 to a height of 3,365 students in 2013. Today, SAS has 2754 students enrolled in Pre-K through 12 including 1049 in Pudong and 1705 in Puxi. On both campuses, the elementary school has wait lists; the middle and high schools have capacity for additional students. SAS is the largest international school in China with 363 faculty members from 26 countries.



Accreditation

Shanghai American School (SAS) has been accredited by the Western Association of Schools and Colleges (WASC) since the 1981-1982 school year. The last full WASC Self-Study was scheduled for 2020 and completed in 2021. SAS is also accredited by the International Baccalaureate Organization (IBO) and offers the IB Diploma program and courses in the HS on both campuses. SAS is an affiliated member of the College Board and is authorized to offer Advanced Placement (AP) courses.



Additionally, SAS is associated with the Office of the Overseas Schools of the U.S. Department of State and is a member of the East Asia Regional Council of Schools (EARCOS), the Association of China and Mongolia International School (ACAMIS) and an Affiliated member of the Near East South Asia Council of Overseas Schools (NESA). SAS is a member of the Council of Internationals Schools (CIS), the National Association of College Admission Counseling (NACAC) and the Association of College Counselors in Independent Schools (ACCIS). Other affiliations include the Council for Advancement and Support of Education (CASE), Independent School Management (ISM) and the Principal Training Center (PTC). SAS is a member of the Asia Pacific Activities Conference (APAC) and the Association of Music in International Schools (AMIS).

Curriculum

The “One School, Two Campuses” model ensures coherence through on-going cross-campus collaboration of the Academic and Operational Leadership Teams. Additionally, Associate Directors of Educational Programs, Chinese Program Directors, and Directors of Student Support Services on each campus help to support divisions to ensure common curriculum implementation, assessment practices, and professional development opportunities. The divisional administrators and teacher leaders meet throughout the year to share best practices, align student reporting methods, and move forward on ongoing improvement initiatives.

In addition, Shanghai American School equips students to transfer their knowledge and skills beyond the classroom, in authentic settings, over a lifetime, by becoming:

- Critical Thinkers
- Skillful Communicators
- Effective Collaborators
- Creative Learners
- Ethical Global Citizens



Technology

Technology is integrated into teaching and learning in age-appropriate ways across every grade level and subject. SAS is guided by the ISTE Standards, an internationally recognized framework designed to prepare students for success in a connected, digital world. In addition to foundational technology skills, ISTE standards foster creativity, communication, collaboration, innovation, and computational thinking. SAS also promotes Digital Citizenship, which encompasses safe, ethical, and legal use of technology and social interactions involving technology.

Arts, Athletics, & After School Activities

Across its two campuses, SAS students oversee more than 100 different clubs, organizations, and leadership committees. SAS is a founding member of the Asia Pacific Athletic Conference (APAC)—fielding strong athletic, dance, forensics, theater, and instrumental ensembles. Additionally, SAS students host and travel to perform as part of the Association of Music in International Schools (AMIS) as well as the International Schools Theatre Association (ISTA).



Faculty

SAS has the largest teaching population, 363 teachers in total, of any of the international schools in the region. Eighty-two percent of the faculty are expatriate overseas-hire teachers.



Approximately 7% are expatriate local-hire teachers and 11% are Chinese nationals, the majority of whom are Chinese language teachers. In total the faculty represent 24 nationalities. As of school year 21-22, faculty tenure averaged 5.9+ years.

Professional Development

SAS aims to remain competitive with other international schools in its support of professional learning of its faculty. SAS is committed to supporting onsite and offsite learning experiences that achieve organizational goals and school initiatives and support individual staff members' professional learning needs. SAS supports teachers by funding professional learning, which helps to achieve organizational goals and school initiatives while supporting individual staff members' professional learning needs. Access to professional learning funds of up to 11,000RMB per faculty per year supports the school's commitment for the shared responsibility of teachers and the school to continue to develop professional qualifications and knowledge. Funding is also provided for teachers to obtain relevant training in AP and IB.

Governance

The school is governed by a Board of Trustees, with its mandates from the school's Articles of Association. The Board of Trustees currently consists of 11 members: six elected and five appointed. The U.S. Consulate General to Shanghai appoints one of these Board members; the other four are chosen by the Board itself. An elected Board member's term is two years, but that individual may volunteer to serve a second two-year term. An appointed Board member's term is the same; however, that individual must receive the approval of the Board in order to serve a second two-year term. Elected members must be current parents with children enrolled at SAS; appointed members may or may not have children enrolled in the school. In Spring of 2019 SAS appointed its first alumnus to the Board. The Board chair is selected by the Board itself through majority vote. There are currently four standing committees of the Board: Finance, Strategy, Trusteeship, and Audit.

Campus

The Pudong campus, located along the Yangtze River Delta, first opened in 1998 with the establishment of what is now the elementary school building, including a large library. This is the oldest facility in the entirety of the current embodiment of the Shanghai American School. A middle school facility was opened in the Fall of 2005, housing large, modern classrooms, science laboratories, project areas and dedicated music and art rooms.

The high school building, including dedicated gyms, opened in 2007.

Sports facilities include an out-door track, extensive playing fields, three gymnasiums, and an outdoor climbing wall. Additionally, the campus benefits from an eight-lane Aquatic Center. The Aquatic Center staff provides curricular experiences to all students and supports a robust competitive swimming program for students of all divisions.

The Performing Arts Center (PAC) opened in 2015 as the premier performing space on campus. It also contains several dedicated classroom spaces for middle and high school performing arts, including two professional Blackbox Theatres.

The campus boasts two libraries, including a purpose designed library facility for elementary school students and a secondary school library media center with project rooms and an Apple Care Center.

The twenty-six-acre Pudong Campus is located along the Yangtze River Delta, north of Pudong International Airport. The area immediately surrounding the school is home to the Shanghai Links golf course and accompanying community.



Outside of the Links community lies local villages that bring an authentic Chinese experience that is contrasted with the Westernized neighborhood of Jinqiao where many Pudong faculty and families reside. Some faculty and families also choose to live downtown on both the Pudong and Puxi sides of the city.

Shanghai, China's largest city, is a vibrant and modern metropolis, rich in history and culture. It is the financial and commercial center of China with a well-established record of foreign investment. China's rapid growth, industrial expansion, and modernization, that began in the 1990s, changed the face of Shanghai, resulting in modern high rises, international five-star hotels, modern department stores and luxury residential complexes for expatriates and Chinese alike. To say the least, Shanghai is a vibrant, world-class city!



Fast Facts

Year Established	1912
Accreditation Agency	Western Association of Schools and Colleges (WASC)
School type	Private, not-for-profit, coeducational, nondenominational, college preparatory, day school, PK-12
Language of Instruction	English
Total Enrollment	2763
Total Enrollment - Pudong Campus	1022
Elementary School Enrollment	1035
Elementary School Enrollment – Pudong Campus	391
Middle School Enrollment	692
Middle School Enrollment - Pudong Campus	245
High School Enrollment	1036
High School Enrollment - Pudong Campus	386
Average Class Size	18-20
Student Age Range	3 to 18
Average % Home Country Nationals	4.88%
Student Nationalities	41
Percentage of Annual Student Turnover	11.9%

Number of Faculty	363
Number of Faculty – Pudong Campus	138
Number of Faculty – Pudong High School	71
Faculty Nationalities	24
Percentage of Annual Faculty Turnover	13% (5yr average)
Number of Board Trustees	11
Annual Tuition (2022-23)	RMB 282,000 to RMB 307,000

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Application Instructions

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Dr. Theron J. Mott, Faculty Recruitment Coordinator and former SAS Middle School Principal, will serve as the facilitator for the Shanghai American School High School Principal—Pudong Campus search. All applications packets should be sent directly to Theron.Mott@saschina.org.

Instructions for Candidates

Highly qualified candidates who are interested in leading in a world-class school should submit an application packet as a single PDF file that consists of the following:

- Letter explaining your interest and qualifications for this position (including whether you have an active Schrole file)
- Resume/CV including all relevant professional experience (not to exceed 3 pages)
- List of at least 6 supervisory references with position at time of supervision, current position & location, e-mail, and phone. List must include current direct supervisor & Head of School.

Applicants are asked to apply as early as possible, as Shanghai American School reserves the right to close the selection process at any time.