

Professional Development Plan
Academic Year 2018-2019
Susan Berg, CEO/Executive Director

Goal 1: Continue to collaborate with experts and colleagues to build expertise around project-based learning and teaching.

- Identify and visit schools whose focus reflects self-directed, creative learning.
- Cultivate knowledge of project-based teaching through literature, specifically *Project Based Learning*, authored by Suzie Boss; the book will be read and discussed by the entire teaching faculty.
- Capitalize on the expertise of Adam Ross, Chinese Content and Technology Specialist at CAIS (Chinese American International School) in San Francisco, CA, as he leads professional development sessions for YA teachers. Refine the art of identifying the “driving question” to guide meaningful project work.

Goal 2: Network with immersion experts to ensure cutting-edge immersion practice.

- Continue to represent Yinghua Academy as a member of the *Chinese Early Language and Immersion Network* (CELIN), a national advisory committee of the Asia Society's Chinese Language Initiatives. Maximize all opportunities to network with members of the committee.
- Present CELIN brief with co-author, Dr. Jeff Bissell, on “Immersion Education: Creating an Integrated School Culture” at the National Chinese Language Conference in San Diego, CA, from May 9-12, 2019.

Goal 3: Work in tandem with Dr. Lien to “leverage leadership”.

- Implement data driven instruction completely: define the road map for rigor and adapt teaching to meet students' needs.
- Plan instructional planning backwards to guarantee strong lessons.
- Coach teachers through observation and feedback to improve the learning.
- Strengthen culture and instruction through professional development.

Goal 4: Pursue professional development relative to business systems that will enhance my ability to report to the Yinghua board from a data driven perspective.

- Subscribe to e-bulletins, Business Leader Recommended.
- Pursue seminars, workshops, or one-on-one training.

Goal 5: Provide opportunities for open communication and feedback from all stakeholders.

- For staff: 1)review handbook with staff; 2)reinstate suggestion box that solicits ideas and suggestions; 3)schedule “tea and conversation” with new staff
- For parents: 1)Take-a-Peek Shadow opportunities for parents to visit classrooms; 2)FaceTime coffee and chat sessions for open dialogue
- For students: DISCOVERY Class sessions to review student survey results and to entertain “student voice”

Goal 6: Continue to network with K-12 and higher education administrators within the Twin Cities and beyond for the benefit of current students and alumni.

- Continue to strengthen relationships with high schools of interest to our students and families, a growing list as the number of MS students increases.

- Develop/maintain strong ties with alumni and families to utilize feedback to improve/enhance Yinghua's program.
- Work with parent volunteers to create and maintain YA website feature "High School and Beyond"
- Cultivate newly formed connection with Peking University for potential opportunities for YA students

Goal 7: Begin to think about succession planning