# 加入我们—职位信息

# Join us—Vacancy Information

包玉刚实验学校
YK PAO SCHOOL

**YK Pao School**
**Shanghai, China**
**Lower Primary Homeroom Teacher**
**For August 2026**

**Primary Responsibilities:**

YK Pao School is committed to safeguarding and promoting the welfare of children, and requires all staff to always respect this commitment, regard it as their own responsibility, and evaluate the work all-round from the perspective of children's safety. To comply with, participate in and implement the work and requirements of child protection is the primary task of all staff members. At the same time, the school expects the staff to take the initiative and contribute to the school community and school's development in a wider range.

Keep abreast of the latest national laws and regulations, industry norms, certification (such as CIS/WASC) standards related to the business within your responsibilities, maintain a high level of professional ethics and requirements, and ensure that management decisions, policy making and work practices fully comply with the above regulations, standards and requirements; Revise relevant internal policies, procedures and the release of information in time when relevant regulations and requirements are changed or updated, and remind promptly relevant personnel and departments within the school to ensure that the school operation is always in compliance.

Applications are invited as soon as possible as we will be beginning online interviews shortly.

**Job Scope:**

YK Pao School offers a unique education programme that blends the Shanghai curriculum with a bespoke international curriculum. Pao School's Chinese-English immersion programme nurtures the whole person – the emotional, social, physical and intellectual being. Learning at Pao School prepares students to become engaged and responsible global citizens whilst also retaining deep knowledge and respect of Chinese culture.

Located in the heart of Shanghai, Wuding campus is a vibrant and exciting place of work. Staff join a dedicated and diverse teaching team who value learning from one another and being part of the many and varied opportunities for professional growth.

Our students are inquisitive, motivated, and passionate learners. We seek educators who are innovative, open-minded, collaborative, caring and advocates for their students.

**Key Responsibilities:**

**Impactful Teaching Practices**

• Display the ability to teach in multi-model ways, inclusive of teaching methods to enable student inquiry and depth of thinking

• Foster students' curiosity and ability to engage one another through questions and dialogue; challenging and building on each other's thinking in respectful ways.
• Assist students to extend their learning capabilities by scaffolding thinking and approaches to learning needed in lessons
• Guide students to demonstrate how they have been successful in their learning, to set goals and to make well informed choices
• Implement the use of technology and digital resources within the classroom to support personalized instruction, engagement and safe exploration
• Be response to student learning needs, adapting and modifying approaches to support the learning success and challenge of all students
• Fulfil the school ethos by focusing on whole person education, internationalism and appreciation of Chinese culture

**Coherent Planning, Instruction and Knowledge of Disciplinary Content**
• Display a deep knowledge of the disciplines that are assigned to be taught, including essential disciplinary knowledge, skills, and concepts.
• Seek and make evident authentic interdisciplinary connections building with students' essential knowledge, skills and conceptual understanding that cross disciplines
• Ensure lesson and unit plans are well structured and build-on prior knowledge, skills and concepts

**Knowledge and Value of Students**
• Demonstrate knowledge and value of each student attending to their wholistic development; cognitive, physical, social and emotional
• Plan and teach in ways that are tailored to individual student difference and needs whilst retaining appropriate challenge
• Ensure that content presented is accessible, engaging and challenging; aligned with year level standards while also being ambitious
• Demonstrate that students are valued as learners, thinkers and contributors
• Develop and maintain positive relationships with students as individuals and as a collective
• Foster positive relationships with parents and carers
• Make well considered decisions that the in the best interest of students and their families

**Use of Assessment for Learning**
• Align assessments to provide accurate evidence and analysis of student understanding and mastery of essential standards
• Scaffold knowledge and skills integrating frequent checks for student mastery
• Plan for and provide timely feedback to students, offering them effective opportunities to reflect and consolidate understanding
• Encourage and model to students how to make their thinking and learning visible; demonstrating value for the process of learning and completion of high-quality work
• Apply reliable means to monitor and document learning progress; sharing data that is accurate, accessible and clear to students and their families

**Cultivation of Respectful, Affirming and Safe Environments for Learning**
• Honor the dignity of others and demonstrate care and respect to colleagues, students, parents, carers and others within the school community
• Interact in ways that are culturally responsive; honoring individual identities
• Encourage students to demonstrate pride in their work; to celebrate accomplishments and perseverance
• Establish and maintain routines that support student assumption of responsibility and social interdependence

• Maintain learning spaces that are safe, accessible and modified to accommodate individual learning needs
• Design learning spaces with student input ensuring ready access to resources, close attention to maintaining an orderly and aesthetically pleasing environment
• Use the physical learning environment to promote learning; spark inquiry, collect student wonderings, make visible overarching learning goals, offer prompts to support learning and celebrate high quality work

**Engage with Families and the Broader Community**
• Interact with families in ways that promote and maintain respectful and productive working partnerships
• Keep families informed about the teaching and learning program, their child's engagement and progress levels and how they can assist at home
• Where purposeful, support in-class and in-school engagement of family members Contribute to the Broader School Community
• Support and uphold the school's excellent reputation in the wider community; modeling school values and characteristics
• Extend a positive influence beyond the classroom by leading and contributing to school events, projects and initiatives some of which are held beyond the regular school day
• Contribute positively and thoughtfully to the school's Co-curricular program

**Grow and Develop Professionally**
• Identify professional growth areas and independently seek opportunities to develop and refine professional capability
• Seek opportunities to receive and provide feedback and work collaboratively and constructively to effectively utilze feedback
• Be open to consider alternative approaches and perspectives, questioning own ideas and approaches to further advance reliability of student learning outcomes
• Support school identified professional development and improvement goals

**Collective Responsibility**
• Demonstrate collective responsibility for the holistic care of students, within own classes, across cohorts and within the campus
• Take forward the responsibilities allocated to Homeroom or Teacher partners as determined by the Principal
• Advocate for students; responding and adapting to their needs and when making decision
• Take forward additional professional responsibilities to those outlined above as require by the Principal or their delegate

**Job requirements:**

1. Bachelors of Education or PGCE and a degree in the subject area that you teach
2. 2+ years teaching experience in full-time school
3. International experience advantageous
4. Bilingual \ Bicultural teaching experience is preferred
5. Teaching qualification
6. Native English (for international staff)
7. Excellent communication skills
8. Proficiency in/knowledge of a second language (desirable)
9. Collaborative
10. Flexible and adaptable
11. Innovative
12. Open-minded
13. Caring

Attractive Remuneration Package:

1. Competitive salary
2. Comprehensive International medical insurance (except US)
3. Pension contribution
4. Housing allowance
5. Flight allowance

For more information please visit: https://www.ykpaoschool.cn