



Hong Kong Academy
seeks its next Secondary School Principal to
join the community in August 2025

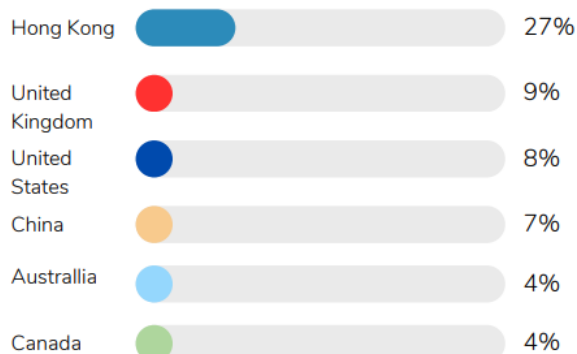
Welcome to Hong Kong Academy

HISTORY AND ACCREDITATION

- Established in 2000, HKA is an independent, co-educational international school serving students aged 3-18 years old
- Authorised IB World School that offers the Primary Years (PYP), Middle Years (MYP) and Diploma Programmes (IBDP)
- HKA is accredited by the Council of International Schools (CIS) and the Western Association of Schools & Colleges (WASC)
- Memberships include:
 - Global Citizen Diploma Consortium (GCD)
 - Association of China and Mongolia International Schools (ACAMIS)
 - East Asia Regional Council of Schools (EARCOS)
 - International School Sports Federation of Hong Kong (ISSFHK)
 - Next Frontier: Inclusion (NFI)
 - Special Education Network and Inclusion Association (SENIA)

STUDENT NATIONALITIES

Our population reflects our commitment to internationalism, diversity and inclusion, with our 500 students representing 34 nationalities.



FACULTY AND SUPPORT STAFF

- 100** Teaching and Leadership Faculty
- 50%** Faculty hold a master's degree or higher
- 1:5** Teacher-to-student ratio
- 40** Support Staff

Mission and Strategy

HKA's mission serves as a guidepost and foundation for all our efforts to provide exceptional educational opportunities to our students. The strategy frames our dialogue and discussion both educationally and operationally, prioritising how we seek to move forward, providing a common language for setting schoolwide priorities and supporting our identification of evidences of success.



Hong Kong Academy's mission statement guides our shared purpose to provide exceptional educational opportunities for all learners.

Hong Kong Academy nurtures a **culture of belonging** that inspires students to become **intellectually curious, intrinsically motivated**, and **interculturally minded global citizens**.

STUDENT IDENTITY AS GLOBAL CITIZENS

Because we believe that curriculum design and learning experiences will support the development and growth of students as intellectually curious, intrinsically motivated and interculturally minded global citizens. We will:

- *Strengthen student identity as global citizens by creating, implementing and assessing the profile of an HKA learner through the lenses of intellectual curiosity, intrinsic motivation, and intercultural mindedness.*

COMMUNITY CULTURE OF BELONGING

Because we believe that a sense of belonging will be developed through a commitment to inclusion through diversity, equity and access to learning (IDEA). We will:

- *Ensure that the physical and virtual spaces are safe and secure, and provide access for everyone to participate in the organisation's structures, growth, ideals and principles.*
- *Amplify the HKA culture of belonging by building a strong sense of connection, reciprocity, and shared values throughout the community.*
- *Adapt to evolving student demographics by exploring opportunities to strengthen and support multilingualism to elevate community engagement.*

ENVIRONMENTAL, PROGRAMMATIC, AND FINANCIAL SUSTAINABILITY

Because we believe that changing form and clarifying identity shall be a part of the school's DNA to ensure continuous growth and long-term sustainability; fiscally, environmentally and programmatically. We will:

- *Sustain HKA as an innovative learning hub by strengthening our commitment to continuous learning and innovation that will continue to attract and retain local and global talent.*

About the Position

The Secondary Principal is a member of the Educational Leadership Team (ELT) and reports to the Head of School. They are an educational leader who works collaboratively across the school and community to promote student belonging and achievement. The principal is assisted by an Assistant Secondary Principal, IB MYP and IB DP coordinators, and a broader Secondary Leadership Team including counsellors and members of the student support services team. The Secondary Principal is also a member of Education Meets Operations (EMO) whose purpose is to review strategic and tactical goals relating to the HKA Mission and Strategy. The Secondary Principal is responsible for all elements of the Grade 6-12 programme including mission-aligned learning and teaching, assessment and reporting, pastoral care, teacher supervision, recruitment, scheduling, student admissions and transitions, and professional learning, as well as ensuring continuity of programme, ethos, and experience with the Primary School.

OUR NEW SECONDARY PRINCIPAL WILL HAVE...

- A strong commitment to inclusion, diversity, equity, and access for all
- Enjoyment in working with students in this age group
- An understanding of Pre-K to Grade 12 learning
- Depth of pedagogical knowledge and expertise
- Proven ability as a collaborator and communicator
- Experience in inquiry-based teaching and learning
- Experience in teacher supervision and evaluation
- Experience living and working outside of own culture
- A strong work ethic and equally strong sense of humour



KEY AREAS OF KNOWLEDGE AND EXPERIENCE

- The MYP and DP
- High-quality pastoral care systems
- Post-secondary pathways
- Best practices in instructional design
- Recruiting world class talent
- Leading high-quality professional learning
- Experience with building and maintaining mission-aligned budgets
- High level literacy in the use of technology to support teaching and learning



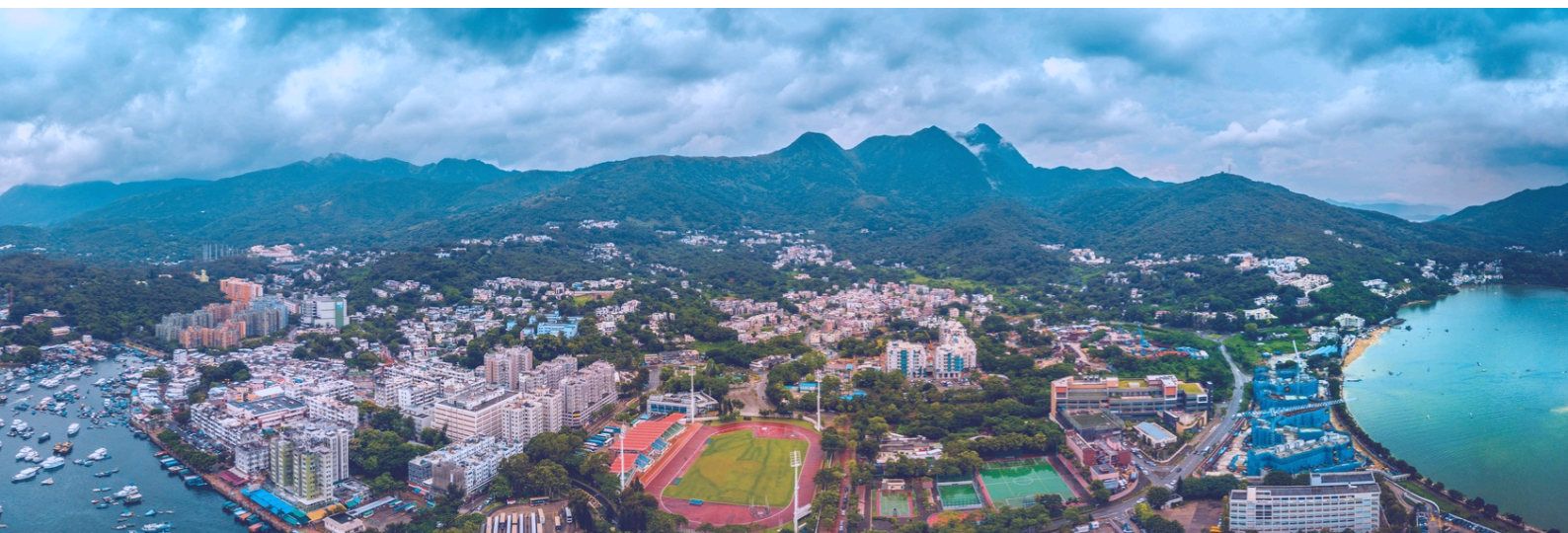
COMPENSATION (SALARY AND BENEFITS)

HKA offers a competitive salary and benefits package commensurate with position expectations and market benchmarks.



WORKING AND LIVING IN SAI KUNG

In 2013, Hong Kong Academy moved into its purpose-built, award-winning campus in the seaside town of Sai Kung. Located in the New Territories, this exceptional location provides community members with the very best of what Hong Kong has to offer. Surrounded by mountains, in proximity to a number of country parks and with easy access to the sea, the Sai Kung area boasts a range of outdoor activities for both children and adults. Central Hong Kong is a 35-40 minute drive away and accessible by private car and public transport.



The HKA campus is a short walk from Sai Kung town, where a wide range of restaurants, shops and local businesses are centred around the local waterfront promenade. The school works in partnership with the community, making use of the public swimming pool, running track and hardtop courts and opening its facilities to neighbourhood organisations and sports teams.



Application Process

Interested applicants should apply directly to the HKA Search Committee before October 10th, 2024. Candidates are asked to submit the required materials outlined below as early as possible as HKA reserves the right to close the selection process at any time if the right candidate is found. The review of applications begins as applications are received therefore it is essential that candidates submit an application at the earliest time possible.

The Search Committee will contact the current employer / supervisor and relevant referees of all applicants who emerge in the search as semi-finalists.

Interested candidates should submit an application to include the following components:

- A letter of interest, addressed to the HKA Secondary Principal Search Committee no longer than two pages, outlining your strengths, leadership philosophy, and interest in the role.
- A current resume not to exceed two pages.
- A one-page list of four references with phone numbers and email addresses. At least one reference should be a current direct supervisor.

Candidates should email this information as a single PDF attachment to recruitment@hkacademy.edu.hk.

Candidates wishing to learn more about Hong Kong Academy should visit the website at <http://hkacademy.edu.hk>.





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Accreditations & Authorisation



Memberships



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