

York SCHOOL

Welcome New Faculty!

One of the best things about being part of the York School community is that each year we welcome new members of the family. The campus is infused with the energy of new students, and we welcome the partnership of our new parents. We are also very excited to welcome new members of our faculty and staff.

For decades York has benefitted from the creativity and dedication of a superb faculty. York's faculty consists of 33 men and women; 76% of them hold advanced degrees, including five PhDs. Faculty members have a strong commitment to the School: 55% have taught at York for more than 10 years, and 67% have been at York for at least five years. The student-teacher ratio is 7:1 and the average class size is 11.

While York experiences very little turnover, planned retirements and other expected transitions do occur, and this can be quite healthy for the school as it presents us with the opportunity to recruit new faculty who bring fresh perspectives to our programs and community.

Recruiting and retaining excellent faculty is a key aspect of our ongoing process of continuous improvement and strategic planning, so we'd like to share with you the steps York takes to hire new teachers.

Firstly, we seek certain characteristics in new faculty, which are reflected in York's Professional Excellence Criteria. These attributes guide our recruitment process as we work to ensure new teachers will support our mission and deliver a high-quality experience for every student. Some of those criteria include the following:

- possesses a passion and enthusiasm for teaching, along with a mastery of subject matter;
- cares about students, establishing a positive rapport and engaging students in the learning process;
- is dynamic in presentation, using a variety of creative teaching methods and assessments to reach a diverse group of learners
- inspires excellence by instilling curiosity in students, guiding them to become critical thinkers and problem solvers

Secondly, York follows a comprehensive hiring process. We work with a number of placement agencies that specialize in serving independent schools and aid us in screening applicants from around the world. All applicants submit written materials, go through a rigorous background check, participate in a variety of interviews online and over the phone with multiple members of the York faculty, including department chairs and the administration, before they are invited to campus as finalists. For a campus visit, each finalist experiences a full day in our community, touring the campus, interviewing in a number of settings with members of the faculty and administration, and teaching an observed demonstration lesson with York students for a full period.

Finally, newly hired teachers participate in a thorough orientation process that features both the mechanics of our school and our ethos. Before the school year begins, new teachers submit syllabi and curriculum plans to be vetted with department chairs, spend time on campus for orientation activities that include team-building, teaching methodologies, technology, safety, social-emotional learning, and meeting York's expectations for all employees. During year one, each new teacher meets regularly with an assigned teacher-mentor and fully participates in York's process of professional growth and evaluation.

We know that you chose York to ensure that your student experiences a high-quality education and is prepared to lead a happy, productive life in the 21st century. Like you, we believe those outcomes are made possible by our excellent faculty.

We are very pleased to introduce to you the newest members of York's faculty. Should you have any questions, please contact us.



Chuck Harmon, Head of School



Sean Raymond, Assistant Head of School and Academic Dean