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Mr Rao is an EDD student of Hong Kong Institute of Education and vice principal of Shenzhen Nanshan Songping School. He is the executive principal of the primary section, responsible for its overall administration. He graduated from PLA University of Foreign Languages with a master's degree, and was a lecturer of the university and then a translator of a PLA institute. He has translated and published three books and dozens of articles.

His research interests include school change, distributed leadership, teachers' professional learning community, and teacher leadership. As a "grassroots practitioner" of a school reform, he's happy to share his experiences and heartily welcome suggestions and guidance.

