



1 Charles Street
Weston, North Otago
New Zealand

Telephone (03) 434 5445
email office@weston.school.nz
website www.weston.school.nz

October 21st 2020

Dear Applicant

Thank you for your interest in the fixed term Scale A teaching position at Weston School. It is expected that this will be based in our Senior School (Yr 5-8). Please ensure you state any preference for year levels.

We are a forward thinking school, and this role is due to our Board of Trustees releasing a teacher from their classroom to provide programmes in Digital Technologies and our Gifted programme. This is a classroom based role, to enable her to be released.

Our mission statement "Learning together, caring about our future" epitomises our school. This emphasises our focus on lifelong learning, the strength of our school community and our strong EnviroSchools focus. We pride ourselves in our very inclusive learning environments, that enables all learners to be successful.

Weston School has a strong, committed and supportive community. Therefore the successful applicant will be someone who is willing to be active within our school, and who engages in positive and respectful relationships with students, colleagues, whanau and the wider community. We are looking for someone who is willing to go that extra mile to be involved actively in our school, beyond their classroom.

Obviously the focus is to ensure we can collectively drive student outcomes that are the best that they can be, delivered through a localised curriculum programme. The successful applicant will know what is required to provide this in a learning environment, and will build on our strong school culture.

Within this pack are a number of documents:

- Job Description
- Important notes for applicants
- About our school
- Strategic Plan Overview

Also attached is:

- Application form

I welcome school visits. Please arrange these by emailing me: principal@weston.school.nz. If you believe that you have what it takes to join us, then I look forward to receiving your application.

Ngā mihi nui

Deidre Senior
Principal
Weston School

Weston School Scale A Fixed Term Position - 2021

Position: Scale A Teacher – Full Time Fixed Term 2021 (Due to releasing a teacher to run an alternative programme).

Advertisement:

We offer a forward thinking, high energy, supported school that is in a period of growth.

We require an experienced teacher with energy to join our Yr 5-8 teaching team for 2021. Sound curriculum knowledge, effective classroom management, digital capability and the ability to be a team player are required. We are looking for someone who makes strong connections with all of our children. A willingness to contribute to our range of extra-curricular opportunities is desirable.

Please state areas of strength in your application.

Contact: Deidre Senior, Principal

principal@weston.school.nz

03 434 5445

Timeline for appointments:

21st October: Advertised in Education Gazette (online)
13th November: Position closes (12pm)
13th – 16th November: Contacting referees and shortlisting
Interviews by arrangement prior to 24th November
27th November: Successful applicant notified

Position commences: 28th January 2021

Submit applications by:

Email: office@weston.school.nz

Post or deliver to: Weston School
1 Charles Street
Weston 9401

Please mark application 'Confidential'.





1. Please fully complete the application form personally.
2. Attach a *curriculum vitae* (CV) containing any additional information, if necessary. If you include written references, please note that we may contact the writers of the references.
3. Copies only of qualification certificates should be attached. If successful in your application you will be required to provide originals as proof of qualifications.
4. If you are selected for an interview you may bring whanau/support people at your own expense. Please advise if this is your intention.
5. Failure to complete this application and answer all questions truthfully may result in any offer of employment being withdrawn or appointment being terminated if any information is later found to be false.
6. Applicants may not be employed as a children's worker if they have been convicted of a specified offence listed in Schedule 2 of the Vulnerable Children's Act 2014, unless they obtain an exemption. The criminal records (Clean Slate) Act 2004 will not apply to these specified offences and these offences will be included in your Police Vetting results.
7. The Clean Slate Act provides certain convictions do not have to be disclosed providing:
 - You have not committed any offence within 7 (consecutive) years of being sentenced for the offence **and**
 - You did not serve a custodial sentence at any time
 - The offence was neither a specified offence under the Clean Slate Act 2004 nor a specified offence under the Vulnerable Children's Act 2014
 - You have paid any fine or costs

Custodial sentences include a sentence of preventive detention and corrective training, preventative detention, a sentence of imprisonment served by home detention, borstal training, detention centre training and any other sentence that requires full-time detention of an individual. Non-custodial sentence includes, but is not limited to a community based sentence, a sentence of home detention, a sentence of a fine or reparation, a suspended sentence of imprisonment and a specified order.
8. Shortlisted applicants being interviewed will need to provide originals of both a primary identity document (e.g. passport) and a secondary identity document (e.g. NZ Driver's License). A list of acceptable primary and secondary documents is available in the last section of the Vulnerable Children Regulations 2015.
9. This application form and supporting documents will be held by the school. You may access it in accordance with the provisions of the Privacy Act 1993. If you have any queries, please contact the person cited in the advertisement.
10. CV's provided for non-successful applicants will not be returned, unless a stamp self-addressed envelope is provided. Application forms & CV's from non-successful applicants will be held until the appointment process is completed and will then be destroyed.
11. The Board is not obligated to appoint one of the applicants. In the event that a suitable candidate is not appointed, the vacancy will be re-advertised with a new timeline.
12. All information received will be confidential to the Board of trustees.

Job Description 2021



Position Title	Teacher Scale A: Fixed Term 2021
Employed by	Weston School Board of Trustees
Reports to	Principal, Team Leader
Working Relationships	Parents, Students, Colleagues, School Community
Term of Contract	Fixed Term

As a teacher you are a valuable member of the Weston School Learning Community.

At Weston School you can expect that the school will within its available resources, practices and policies:

- Support you personally and professionally to be the best practitioner in order to teach our learners
- Support your professional development to meet identified needs
- Treat you with gratitude and integrity as identified in our school values
- Provide a system of appraisal that meets legislative requirements.

In return there is the expectation of that you will:

- Support and promote the school
- Promote and live within the school values.
- Engage in professional learning to enhance your practice
- Be an active supportive member of the learning community
- Meet the tasks allocated to you.
- Contribute to the teaching team and school in a positive manner.

Key tasks – Scale A Teacher:

- Meet and uphold the criteria of 'Our Code, Our Standards'.
- Meet any requirements of Professional Growth Cycles.
- Address student targets for Priority Learners and Wellbeing.
- Support the goals of the school's Strategic Plan and Annual Goals.
- Ensure positive communication is used between home and school.

Specific Tasks:

- To be negotiated with the successful candidate.

Please state areas of strength in your application.





About our School

Decile: 8

Roll (as at October 21 2020): 261

Expected roll for Feb 3 2021: 264

Kahui Ako: Whitestone

Weston School is a full primary with a well-established but also changing community. In 2019 we celebrated 150 years of schooling at Weston.

EnviroSchools: We are developing a strong Enviroschools ethos across our school and using this as a basis of developing our Local Curriculum teaching and learning programme. We have a very passionate lead teacher currently, however we would like to expand and utilise the strength of others and have two teachers working together to continue the development in this.

Cultural Responsiveness: The school has worked extensively to explore what our Māori community has to share regarding cultural capital. We are creating positive connections with whanau through our regular Whanau Hui. Our kapahaka group consists of more than 70 students and is developing credibility within North Otago. This group is increasingly being invited to public events. We are developing our use of te reo increasingly across the school and looking at creating closer links with the local rununga.

Academic Achievement: Overall our children achieve well academically. Weston School strives hard to lift all children who are at risk of not achieving in reading, writing and maths. We have a full time SENCO who supports teachers and students with High Needs. This role interacts with whanau and a wide range of support agencies.

Maker Space: We have a dedicated MakerSpace that is utilised to upskills teachers and students in the use of Digital Technologies in order to strengthen this across our teaching programmes. This space is very well resourced with a wide variety of resources, and is also used to base our Gifted programme in. Our Board of Trustees support these initiatives by prioritising staffing for this space.

Sport: Our school is very active, our children take part in many out of school and in-school sports. Our school is currently the lead school for North Otago with the Sports Activator Programme, which is run by Youthtown. Our children represent the school in after school touch, miniball, basketball and hockey. We are also always well represented in regional sports events and teams.

The Arts: There is a strong Arts component throughout our school. We pride ourselves in our art programmes and the opportunities that children get with art media, as well as our biannual school production which we are again looking forward to in 2021. We host the North Otago Out of School Art and Music programmes.

Roll Growth: Our school is currently experiencing significant roll growth. In 2021 we start the build of a new three classroom block. This teaching space will primarily be a specialist area of learning for our Year 7 & 8s, allowing other year groups to spread across our current classrooms. We are also undertaking a review of our entire site, and planning on increasing our hard court areas to

meet the demands of our increase in roll. We have an enrolment zone in place, to help us manage our growth, however the number of subdivisions in our area is contributing to the rapid growth that is occurring.

Kāhui Ako

Our school has engaged in the Whitestone Kāhui Ako. We have a Kāhui Ako Learning Support Co-ordinator who is based at our school and supports our teachers to support students who have mild to moderate learning needs.

Inclusive Education

Weston believes in equity and excellence for all students and enjoys an inclusive culture that allows all children to access education together as a basic right. The school community have been working towards creating a school and classroom culture that is caring, supportive and respectful. Weston School prides itself on the caring aspect of our school, both within the gates, and extended to anyone in our community in need.

What else you need to know:

Weston School has strong teacher relationships. We are looking for someone to strengthen these, someone who is a real team player and supportive of decisions that are made throughout the school, and can add to what we have as a 'team'.

We are looking to provide an opportunity for a teacher to show their leadership in an area of strength. Up to two management units are available to provide acknowledgement of someone looking to grow a role within our school. We want someone who is willing to be involved for the benefit of school wide activities and practices. We are after a classroom teacher, who has the x-factor – both inside and outside of the classroom. We want someone who engages with our wider community, and shows interest in our ākongā.

We have a committed Board of Trustees and highly active Home and School. Both groups are focused on the betterment of students academically and holistically.

One of the aspects that makes us a little different is our adoption of Covey's Wildly Important Goal. Each year we begin with Skillful thinkers.... This year the WIG is 'Skillful Thinkers Manage Challenge' – at the time of setting this we had no idea what challenges were in store for 2020. It has certainly assisted us in supporting our learners through this time.

About our Community

The school roll is of approximately 79% Caucasian, 12% Māori, 3% Pasifika, 3% Filipino, 2% Asian, 2% African. Our community diversity is increasing, and we enjoy celebrating this.

Weston is a semi-rural community with a country flavour situated only five kilometres away from the thriving provincial town of Oamaru. Presently 43% of our pupils reside at a rural address on farms or on life style blocks.

Weston Township itself continues to grow with several new sub-divisions underway or being planned for. Many of our families have more than one caregiver working in employment on farms, in Weston, or enjoying the short commute to Oamaru.



Our Mission Statement

Learning Together, Caring about our future

Te ako tahi me te whakaaro nui ki tō tātou anamata

Our Vision

To have our students caring and connected, and actively involved as confident, resilient, creative learners.

Our Values:

- **Success:** Angitūtanga
- **Gratitude:** Whakawhetai
- **Innovation:** Auaha
- **Integrity:** Pono

Our Wildly Important Goal 2020:

**Skillful Thinkers
Manage Challenge**

WESTON SCHOOL – ANNUAL GOALS – 2020

Strategic Goals	GOAL ONE: For all students to progress and achieve to their highest possible educational potential through quality teaching and learning, safe environments and positive relationships.	GOAL TWO: To develop a localised curriculum programme that is based on student needs, community strengths and the capability to bring these together with effective teaching practices.	GOAL THREE: To ensure that Weston School buildings and grounds best meet the needs of our teaching and learning programmes, cater for our growing roll and are resourced adequately with staff and physical resources.
Link to 'Shaping a stronger education system with New Zealanders'	Objective 1: Learners at the Centre Objective 2: Barrier-free access	Objective 3: Quality Teaching and Leadership Objective 4: Future of learning and work	Objective 5: World class inclusive public education
School Focus in line with Wildly Important Goal	Challenge Learning	Challenge Teaching	Manage Challenges
Intended Outcomes	<ul style="list-style-type: none"> • Maori students will achieve success as Maori • Priority learners who are under achieving will have targeted programmes and be closely monitored. • Students who are aspirational, achieving highly and recognised as having further potential will have targeted programmes. 	<ul style="list-style-type: none"> • Teaching practices are intentional and focused on developing coherent learners throughout our school. • Professional Development is targeted and supports the requirements of NZC and our school needs. • Teaching and learning programmes are contextual and enable teachers to use the local environment as a classroom. • Corporate partnership initiated and established. • Increased use of Te Reo and Tikanga in classrooms and schoolwide • Increased coherency across the school – teaching practices, programme expectations and assessment practices for learning. • To celebrate the status as an Enviro School with the Bronze Reflection. 	<ul style="list-style-type: none"> • Makerspace developed with Professional Learning and Development in Digital Technologies provided to all teachers. • Masterplan Ideas developed to best develop property and infrastructure schoolwide. • Masterplan developed with MoE with appropriate timeframes. • Plan in place to best meet roll growth.

