1 Charles Street
Weston, North Otago
New Zealand

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

October 2026

Dear Applicant

Weston School is situated five minutes from the beautiful heritage town of Oamaru, 15 minutes from the surfing beach of Kakanui, less than an hour from the Waitaki lakes, and within a couple of hours of ski fields. With Dunedin just over an hour away and Timaru less than an hour away, we are perfectly situated to meet the needs of people with varying interests. Weston and Oamaru are great places to bring up families. Rental accommodation and the cost of houses is cheaper than the cities, and for those who are active there are many opportunities for sports – both competitive and social. In short – we have a pretty amazing place to live and work.

Our Junior School is growing and as a result we have a permanent teaching position available across our Tupu (Junior – Yrs 1-3) team. We are looking for a team player, someone who will add to our team and contributing, while also knowing that they are supported.

Our teaching team have identified what are important qualities of new teachers coming into our school, and the job advertisement was crafted directly around their feedback.

I am incredibly proud to be the principal of our school, and am very proud of what our staff and students undertake and achieve. We have a vibrant school and wider community, and are looking for someone who wants to be part of this. Teaching is a demanding profession and we are looking for people who understand the commitment that this requires. The successful candidate will be rewarded with a fulfilling job and a great team to work with.

Our teaching teams work together to support each other to provide high quality teaching and learning for our tamariki.

Our current strategic plan is included in this pack and while this is currently under review for our 2027-2028 version, this certainly outlines what our clear areas of focus have and continue to be.

There may also be the opportunity for units for someone who can bring a strength and leadership to our school, particularly in Te Ao Māori and/or leading the implementation of the new Science Curriculum. If you have any other strengths that you believe that we would benefit from – please also state these.

Within this pack are several documents:

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

Also required is:

- Application form (separate document)

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 enable all learners to be successful.

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.

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 – 1 position – Junior School

Permanent – Likely to be Year 1 in 2027

Position: Scale A Teacher – Permanent

Advertisement:

Our Junior School is growing and we are seeking an experienced teacher to support us in our growth.

Are you a passionate, collaborative, and curious educator looking to join a warm, supportive staff? Weston School is seeking an outstanding kaiako to join our team.

At Weston School, we pride ourselves on building strong connections with our tamariki and their whānau to support every child's learning, behavioural, and cultural needs. We are looking for teachers who bring a healthy mix of professional excellence and a great sense of humour to our staff.

What We're Looking For in the Classroom:

- **Solid NZC & Pedagogical Knowledge:** Current, relevant NZC understanding with a commitment to alignment with the Weston School Teaching and Learning Framework.
- **Evidence-Informed Practice:** Experience with or a strong desire to dive into the Science of Learning and explicit instruction practices.
- **Positive Classroom Culture:** A strong commitment to our PB4L framework, creating structured, consistent, and tidy learning spaces embedded in positive relationships and open communication.
- **Inclusivity:** A genuine drive to know your learners well and foster meaningful partnerships with whānau.

What We're Looking For in a Colleague:

- **Team Spirit:** Kind, reliable, reflective, and eager to collaborate.
- **Curiosity & Adaptability:** Someone who loves learning, adapts smoothly to change, and doesn't take themselves too seriously.
- **School Life:** A willingness to get involved in wider school events, EOTC, and community activities.

We welcome applications from NZ based and NZ registered teachers. You must have the right to live and work in Aotearoa New Zealand. Sorry – not suitable for beginning teachers.

Preferred experience/knowledge (but not essential)

- PB4L
- Assessment for Learning
- Structured Literacy
- Numicon

Possible strengths:

- Te Ao Maori
- Science

Please also state any other areas of strength in your application.

CONTACT AND TIMELINE

Contact: Deidre Senior, Principal

principal@weston.school.nz

03 434 5445

I am happy to be contacted for any questions, queries or to organise school visits. I would encourage school visits to see how we operate and for you to get a feeling for our school and the people within it.

Timeline for appointment:

16th October:	Advertised in Education Gazette (online)

Please note that due to a number of issues out of our control, with the Education Gazette online listing, we have relisted the original position and changed the timeframe.

30th October:	Relisted advert
13th November	Position closes (12pm)
As applications arrive	Contacting referees and shortlisting
Date TBC – between Wednesday 18th - Saturday 21st November:	Interviews
Wednesday 25th November:	Successful applicant notified

Position commences 26th January 2027

Submit applications by: Friday 13th November 2026

Email: principal@weston.school.nz

Please mark application 'Confidential- Scale A Permanent Role' in subject line

WESTON SCHOOL



1. Please fully complete the application form personally.

2. Attach a *curriculum vitae* (CV) containing any additional information. 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 whānau/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. 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 any 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 2027

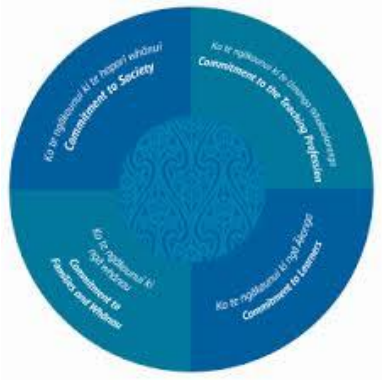
Teacher:

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

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 professional growth that meets legislative requirements.



In return there is the expectation that you will:

- Support and promote the school
- Promote and live within the school values
- Engage in professional learning to enhance your practise
- 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
- Support and teach our school values: Ako, Manaakitanga, Whanaungatanga, Tinorangatiratanga, Kotiakitanga

Specific Tasks:

- To be negotiated with the successful candidate.

Preferred experience and strengths:

- PB4L
- Assessment for Learning
- Structured Literacy
- Numicon

Please also state other areas of strength in your application.

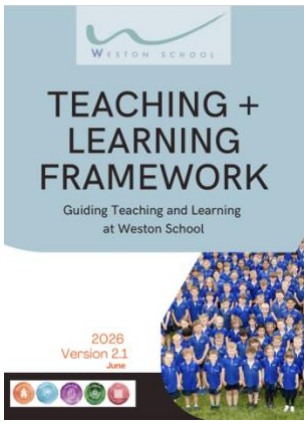
About our School

Roll (as at September 1st 2026): 240

Weston School is a full primary with a well-established but also changing community. In 2019 we celebrated 150 years of schooling at Weston. We pride ourselves in the programmes we run, in the support that we have in our community that enables us to run rich learning programmes, and the facilities that we have on site.

Strategic Plan: Our Strategic Plan is a living document and one that all teachers are involved actively in. This assists the change to be directed by those who are implementing the change and enables us to collectively clearly prioritise what we implement and undertake at a staff level. A copy of our Summary page of our Strategic Plan is included in this pack.

The Weston Teaching and Learning Framework – outlining our coherent teaching practices: We have developed a 'Weston School Teaching and Learning Framework' which is our guide for practice across our school; clarifying what is expected and freeing teachers up to focus on the quality of teaching.
Our current focus is on developing school wide coherent teaching practices. This is strengthening teacher practice across our school and enabling our tamariki to experience consistent practices to support their learning as they move through our school.



PB4L; PB4L practices are important in our school. These are school wide and provide all teachers with a consistent model of building expectations and following up on unexpected behaviours as required.



EnviroSchools: We are a Silver Enviro School and this ethos runs across our school. We use this as a basis of developing our Local Curriculum teaching and learning programmes.

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 whānau through our regular Whānau Hui. Our kapahaka group consists of more than 150 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 of students with High Needs. This role interacts with whānau and a wide range of support agencies. We are also the host school for the Whitestone Learning Cluster Learning Support Co-ordinators. Teachers have access to these experts, who can support them to ensure at risk children are getting the best teaching possible to enable them to progress.

Maker Space: We have a dedicated MakerSpace that is utilised to upskill 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 'tools', and is also used to base our Gifted programme in.

Kitchen Classroom: We have a dedicated Kitchen Classroom building, that is fitted out with three full kitchens. This enables groups of children to take part in programmes that support their capability in developing basic life skills.

Sport: Our school is very active, with our children taking part in many out of school and in-school sports. Our children represent the school in after school touch, miniball, futsal, basketball and hockey. We are also always well represented in regional sports events and teams.

Multipurpose Turf: In 2023 we installed a multipurpose turf. As well as enabling our hockey teams to practice on a surface similar to what they play on, this also increases our hard court area, enabling more physical activity to take place on days when the field isn't suitable to be used.

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 undertaking in 2025. We host the North Otago Out of School Art and Music programmes, and have a choir and regularly children get together as a band.

Roll Growth:. In 2022 we received three new classrooms which have become our specialist area of learning for our Year 7 & 8s. We have an enrolment zone in place, to help us manage our growth.

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 developed 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 will appoint someone who is willing to be involved for the benefit of school wide activities and practices. We look for leaders and classroom teachers, who have the x-factor – both inside and outside of the classroom. We want teachers who engage positively with our wider community and show interest in our ākonga across our school.

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

About our Community

Our school roll is made up of approximately 70% NZ European, 15% Māori, 2% Pasifika, 10% Asian, 3% MELAA. We enjoy celebrating the increasing diversity of our community.

Weston is a semi-rural community with a country flavour situated only five kilometres away from the thriving provincial town of Oamaru. Many of our pupils reside at a rural address on farms or on lifestyle 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 community is also something that we learn within. A number of local businesses and industries support our learning programmes with hands on opportunities. One example of this is in our Yr 7 & 8 Technology programme where students spend time in a range of local industries including: the local quarry, at a local dairy farm, a hydroponics business, local artisans, the cheese factory and a local business who specialises in design and laser cutting.

Geographically we are in a wonderful location. Just over an hour from Dunedin, and three hours from Christchurch, these cities are easily accessible to us. We are only 15 minutes from the coast and beach, and just an hour from the Waitaki Hydro Lakes. Not far beyond the lakes are accessible ski fields, fabulous walking tracks and a wide range of other opportunities!

STRATEGIC VISION 2023 - 2025

2026 UPDATE

WESTON SCHOOL

VISION

"We empower students to strive for success for self, others, our community and our environment."



GOALS	INITIATIVES	SUCCESS STATEMENT
Our Practice, Our Programmes For a consistent language of learning to be defined, enabling clarity of a rich, place based local curriculum.	• Refinement of PB4L practices • Curriculum development - Literacy - Maths • Assessment for learning	Teachers and students share a consistent language of learning, within authentic local learning contexts, and students are achieving.
Our Place, Our Community To develop and enhance strong, positive, learning focused relationships across our entire community.	• Transition to school programme • Intentional planning for Te Tiriti o Waitangi	• New enrolments and whānau are informed and feel welcomed into our school. • The principles of Te Tiriti o Waitangi are actively present in our school.
Our People For students, staff and whānau to be supported to be their best selves in our school community.	• Whānau Learning Connections • Wellbeing programme developed for staff • Student attendance	• Whānau are actively involved in supporting their child's learning • Student achievement increases • Staff feel valued and supported to undertake their roles • Student attendance meets government targets

Learning together, caring about our future.
Te ako tahi me te whakaaro nui ki to tatou anamata.

O/Application Information/2025 Weston Scale A Application Pack