KAWAKAWA PRIMARY SCHOOL

TEACHER JOB DESCRIPTION 2026

NAME:
Responsible to: Board / Principal / Senior Leaders
Agreement: Primary Teachers' Collective Agreement or IEA
POSITION TYPE:

Relationships

Building and maintaining positive, strong relationships grounded in whanaungatanga and mutual respect is central to our school culture.

- Senior Leadership Team & Curriculum Leaders: Collaborating openly, taking responsibility for alignment with school priorities, and showing resilience when adapting to feedback and positive change.
- Teaching & Support Staff: Fostering a supportive, respectful team environment where everyone's mana is upheld and collective success is celebrated.
- Ākonga (Students): Honoring the unique mana of every learner by establishing respectful, caring, and trusting relationships that encourage resilience and confidence.
- Whānau & Wider School Community: Engaging in open, respectful partnerships with whānau, recognizing their essential role in their child's learning and well-being.
- External Agencies & Professional Networks: Actively taking responsibility to connect with wider networks to advocate for and support the complex needs of our ākonga.

Primary Objectives

As a teacher at Kawakawa Primary School, you will uphold Mana through Respect, Responsibility, and Resilience across all areas of school life:

- **Responsibility for Ākonga Growth:** Take full responsibility for the learning, progress, and holistic well-being of all ākonga in your care, fostering an environment where every student feels valued and empowered.
- **Respecting Te Tiriti o Waitangi:** Uphold and actively integrate the principles of Te Tiriti o Waitangi into daily practice, upholding the mana of tangata whenua and delivering culturally responsive, inclusive learning for all.
- **Resilience & Collective Culture:** Contribute positively to a resilient, supportive professional culture where staff uplift one another, navigate challenges constructively, and work together toward school-wide success.

- **Ethical Responsibility & Mana:** Demonstrate professional and ethical conduct consistent with the Teaching Council's Code of Professional Responsibility and Standards, holding high expectations for self and others.
- **Active Engagement with Respect & Connection:** Show commitment to the school community by actively participating in professional learning, school events, and local initiatives that strengthen achievement and whānaungatanga.

Standards for the Teaching Profession

1. Causing Learning (Pedagogy & Assessment)

- Value Focus — Responsibility & Respect: Design learning experiences grounded in sound pedagogical knowledge, data, and a deep respect for each ākonga's strengths, identity, and culture. Take responsibility for accelerating progress for all learners.

2. Te Tiriti o Waitangi Partnership

- Value Focus — Respect & Mana: Demonstrate commitment to tangata whenuatanga and a genuine Tiriti partnership in Aotearoa New Zealand, honoring local tikanga, reo, and the mana of our community.

3. Inquiry, Engagement & Continuous Improvement

- Value Focus — Resilience: Show resilience through reflective practice and inquiry—using data and collaborative problem-solving to overcome learning barriers, adapt strategies, and continually raise student achievement.

4. Learning-Focused Culture

- Value Focus — Respect & Responsibility: Create a safe, inclusive, and empathetic classroom culture built on mutual respect and high expectations. Empower ākonga to take responsibility for their behavior, learning, and well-being.

5. Community Engagement

- Value Focus — Respect & Mana: Respectfully attend, support, and actively contribute to Kawakawa Primary School and community events, enhancing the strong connection between school, ākonga, and whānau.