Waikaka School Classroom Teacher Job Description

STAR

Show respect, Take responsibility, Act with integrity, Rise to the challenge

"Waikaka School cultivates a culture that inspires all to achieve beyond what they thought possible"

Learning to Learn

Name:	**Position Title:** **Scale A Teacher** **Permanent 1.0FTTE**	**Dates:** **2027**	**Reports To:** **Principal**

Key relationships:
Ākonga/Children, Parents & Whānau, Principal, School Board, All Staff and Outside Agencies.

Purpose of the position:
Teachers are responsible to the Principal for curriculum delivery, assessment, monitoring and reporting of student progress, reporting to whānau and other delegated responsibilities at the discretion of the Principal.

Core Teaching Capabilities:

The successful applicant is expected to:

- Value and respect all identities, languages, cultures and backgrounds, ensuring all learners feel safe, included and valued.
- Uphold the principles of Te Tiriti o Waitangi, actively incorporating te reo Māori, tikanga Māori and culturally responsive teaching practices into school life.
- Embrace and model our STAR values in everyday interactions with tamariki, colleagues, whānau and the wider community.
- Provide high-quality, engaging, challenging and inclusive teaching and learning opportunities, maintaining high expectations for every learner.
- Develop positive, respectful relationships with children, whānau, colleagues and the wider school community, supporting learner wellbeing and achievement.
- Know each learner's strengths, interests, abilities and learning needs, adapting teaching to provide appropriate support and extension.
- Plan, teach and assess effectively, using a range of approaches and assessment evidence to monitor progress, identify next steps and inform teaching practice.
- Establish clear learning intentions and success criteria so learners understand what they are learning, what success looks like and how to make progress.
- Make learning and progress visible, encouraging student agency, active participation, confidence, perseverance, resilience and ownership of learning.
- Identify and support learners with additional learning needs, working collaboratively with whānau, colleagues and outside agencies where appropriate.
- Contribute to curriculum development and schoolwide teaching and learning initiatives, maintaining current curriculum knowledge and engaging in ongoing professional learning.
- Support and integrate our Enviroschools kaupapa, promoting environmental awareness, sustainability and kaitiakitanga.
- Actively contribute to our Kapa Haka programme and the inclusion of te reo Māori, waiata and tikanga Māori in school life.
- Support and integrate PB4L (Positive Behaviour for Learning) approaches, promoting positive behaviour and relationships in line with our STAR values.
- Maintain accurate planning, assessment and reporting records, communicate learner progress to whānau and use evidence and reflection to evaluate and improve teaching practice. Actively engage in the Professional Growth Cycle (PGC).
- Collaborate effectively with colleagues, sharing ideas, knowledge and resources, and participating in professional development, staff meetings, playground duties, Teacher Only Days and school activities.
- Communicate regularly, respectfully and in a timely manner with children, staff, whānau and the community through appropriate channels, including HERO, email, newsletters, face-to-face meetings and phone calls.
- Actively contribute to the wider life and successful operation of the school, caring for facilities and resources, supporting events and extracurricular activities, and demonstrating flexibility, reliability, initiative, sound professional judgement and a positive, approachable attitude.

Other responsibilities
● Kapa Haka leadership. ● Enviroschools initiatives. ● Curriculum or subject leadership. ● Organisation and involvement in school events and extracurricular activities.

Waikāka School – 2027 Professional Standards
The 2026 Standards for the Teaching Profession provide the framework for effective teaching practice at Waikaka School. The following statements reflect how we interpret and apply these standards within our unique rural school context. They support our shared expectations, professional growth and commitment to achieving the best outcomes for every learner.
1. Te Tiriti o Waitangi Partnership: Actively integrate te reo Māori and Māori culture across the curriculum. Celebrate Māori language and culture through waiata, kaitiakitanga, kapa haka etc. Foster student identity, confidence, and engagement in te ao Māori. Build teacher capacity in culturally responsive pedagogy and maintain strong whānau/community connections.
2. Know the Content and How to Teach It: Deliver learning across a broad range of subjects, adapting content to meet the needs of all learners. Apply UDL principles, integrate learning across areas, and ensure core subjects such as reading, writing, and maths are prioritised. Recognise and celebrate diversity in learners.
3. Know the Learner and the Learning Process: Understand each child's strengths, interests, cultural background, and learning needs. Support collaboration, leadership, and peer mentoring. Implement individualised teaching programmes and ensure learners feel safe, included, and valued.
4. Plan for and Implement Effective Teaching and Learning: Design and deliver differentiated lessons that are responsive to multi-level classrooms. Integrate environmental and sustainability learning (Enviroschools kaupapa). Use evidence, assessment, and student voice to guide planning and learning progressions.
5. Create and Maintain Supportive and Safe Learning Environments: Establish a positive, respectful, and restorative culture. Embed PB4L principles and behaviour management strategies that meet individual learner needs. Encourage risk-taking, resilience, and collaborative learning across classrooms and playgrounds.
6. Assess, Provide Feedback, and Report on Learning: Use formative, summative, and self-assessment to inform teaching. Provide constructive feedback that supports student growth. Celebrate successes and share learning outcomes with students, whānau, and the wider community.
7. Engage in Professional Learning: Participate in staff meetings, professional development, peer observation, and Teacher Only Days. Contribute to the school annual implementation plan (strategic planning), leadership initiatives, and professional growth. Seek and incorporate diverse perspectives to improve teaching practice.
8. Engage in Productive Professional Relationships: Communicate openly with colleagues, whānau, and the community. Build trusting, respectful relationships. Encourage family engagement and collaboration. Support a culture of openness, shared responsibility, and professional teamwork across the school.

Declaration

I have read and accepted this job description. I have read the Code of Conduct and Professional Standards.

	Name	Signature	Date
Teacher			
Principal			