

JOB DESCRIPTION	SCALE A TEACHER		2023
Employee:		Directly responsible to:	Principal Deputy Principal Team Leader
Position:	TBC		
Date of Signature:			
Additional Roles:	Add other roles here	Date of latest Vetting:	
NEWTON CENTRAL'S MISSION STATEMENT:			
<i>"We grow our tamariki to become critical and creative lifelong learners and positive participants in their communities."</i>			
NEWTON CENTRAL'S VISION:			
<i>"A school, which provides leadership in achieving learning success for diverse communities through productive relationships and Tiriti-based practice."</i>			
OUR VALUES			
TRUTH - PONO <i>Truth without fear. In all that I do.</i>	EXCELLENCE - KAIRANGI <i>In reaching my goals.</i>	RESPECT - WHAKAMANA <i>Myself, others and the Environment.</i>	AROHA <i>Relationships matter.</i>
GENERAL STATEMENT OF RESPONSIBILITIES: As outlined in the Code of Professional Responsibility and Standards for the Teaching Profession (Education Council)			
<b>Standards for the Teaching Profession (Our Standards)</b>	<b>Elaborations</b>		
1. Demonstrate commitment to tangata whenuatanga and Tiriti o Waitangi partnership in Aotearoa New Zealand.	a) Understand and recognise the unique status of tangata whenua in Aotearoa New Zealand. b) Understand and acknowledge the histories, heritages, languages and cultures of partners to Te Tiriti o Waitangi. c) Practise and develop the use of te reo and tikanga Māori. d) <i>Demonstrates through specific planned programmes and practices (Te Kotahitanga and Ka Hikitia) commitment to Tiriti o Waitangi obligations, bicultural partnerships and the delivery of the Critical Histories Programme.</i> e) <i>Support of the school's Vision as a leader in Tiriti-based practice.</i>		
2. Use inquiry, collaborative problem-solving and professional learning to improve professional capability to impact on the learning and achievement of all learners.	a) Inquire into and reflect on the effectiveness of practice in an ongoing way, using evidence from a range of sources. b) Critically examine how my own assumptions and beliefs, including cultural beliefs, impact on practice and the achievement of learners with different abilities and needs, backgrounds, genders, identities, languages and cultures. c) Engage in professional learning and adaptively apply this learning in practice. d) Be informed by research and innovations related to: content disciplines; pedagogy; teaching for diverse learners including learners with disabilities and learning support needs; and wider education matters. e) Seek and respond to feedback from learners, colleagues and other education professionals, and engage in collaborative problem-solving and learning-focused collegial discussions f) <i>Participate fully in the school's performance management programme (Whāia te iti), using the HERO Platform for ongoing professional inquiry and reflection.</i>		

<p>3. Establish and maintain professional relationships and behaviours focused on the learning and wellbeing of each learner.</p>	<p>a) Engage in reciprocal, collaborative learning-focused relationships with:</p> <ul style="list-style-type: none"> <li>• learners, family and whānau</li> <li>• teaching colleagues, support staff and other professionals</li> <li>• agencies, groups and individuals in the community.</li> </ul> <p>b) Communicate effectively with others.</p> <p>c) Actively contribute, and work collegially, in the pursuit of improving my own and organisational practice, showing leadership, particularly in areas of responsibility.</p> <p>d) Communicate clear and accurate assessment for learning and achievement information.</p>
<p>4. Develop a culture that is focused on learning, and is characterised by respect, inclusion, empathy, collaboration and safety.</p>	<p>a) Develop learning-focused relationships with learners, enabling them to be active participants in the process of learning, sharing ownership and responsibility for learning.</p> <p>b) Foster trust, respect and cooperation with and among learners so that they experience an environment in which it is safe to take risks.</p> <p>c) Demonstrate high expectations for the learning outcomes of all learners, including for those learners with disabilities or learning support needs.</p> <p>d) Manage the learning setting to ensure access to learning for all and to maximise learners' physical, social, cultural and emotional safety.</p> <p>e) Create an environment where learners can be confident in their identities, languages, cultures and abilities.</p> <p>f) Develop an environment where the diversity and uniqueness of all learners are accepted and valued.</p> <p>g) Meet relevant regulatory, statutory and professional requirements.</p> <p>h) <i>Are knowledgeable, and consistent in their approach in implementing the NCS PB4L behaviour management programme and are supportive of its implementation both publicly and privately.</i></p> <p>i) <i>Abide by the Staff Code of Conduct- Essential Agreements</i></p> <p>j) <i>Ensure all school information about staff, students and parents is strictly confidential and only shared amongst current staff members</i></p>
<p>5. Design learning based on curriculum and pedagogical knowledge, assessment information and an understanding of each learner's strengths, interests, needs, identities, languages and cultures.</p>	<p>a) Select teaching approaches, resources, and learning and assessment activities based on a thorough knowledge of curriculum content, pedagogy, progressions in learning and the learners.</p> <p>b) Gather, analyse and use appropriate assessment information, identifying progress and needs of learners to design clear next steps in learning and to identify additional supports or adaptations that may be required.</p> <p>c) Design and plan culturally responsive, evidence-based approaches which reflect the local community and Te Tiriti o Waitangi partnership in New Zealand.</p> <p>d) Harness the rich capital that learners bring by providing culturally responsive and engaging contexts for learners.</p> <p>e) Design learning informed by national policies and priorities.</p> <p>f) <i>Develop a working understanding of the HERO Student Management System and collaboratively develop strategies to report to parents in a timely and consistent manner.</i></p>

<p>6. Teach and respond to learners in a knowledgeable and adaptive way to progress their learning at an appropriate depth and pace.</p>	<p>a) Teach in ways that ensure all learners are making sufficient progress, monitor the extent and pace of learning, focusing on equity and excellence for all.</p> <p>b) Specifically support the educational aspirations for Māori learners, taking shared responsibility for these learners to achieve educational success as Māori.</p> <p>c) Use an increasing repertoire of teaching strategies, approaches, learning activities, technologies and assessment for learning strategies and modify these in response to the needs of individuals and groups of learners.</p> <p>d) Provide opportunities and support for learners to engage with, practise and apply learning to different contexts and make connections with prior learning.</p> <p>e) Teach in ways which enable learners to learn from one another, to collaborate, to self-regulate, and to develop agency over their learning.</p> <p>f) Ensure learners receive ongoing feedback and assessment information and support them to use this information to guide further learning.</p> <p>g) Use critical inquiry and problem solving effectively in their professional practice.</p>
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GENERAL CONTRIBUTION TO THE SCHOOL	
<p><i>CONTRIBUTION TO SCHOOL LIFE</i></p>	<p>a) <i>Participate in and/or support, as directed, all school activities relating to the enhancement of the general life of the school</i></p> <p>b) <i>These will include cultural, sporting, social and community activities</i></p> <p>c) <i>Where appropriate either co-operate in or lead the organization of school activities</i></p>
ADDITIONAL DELEGATIONS	
<p><i>ADDITIONAL RESPONSIBILITIES</i></p>	<ul style="list-style-type: none"> <li>• TBC</li> </ul>
<p><i>GOALS 2022</i></p>	<ul style="list-style-type: none"> <li>• TBC</li> </ul>
<p><u>KAIAKO:</u></p> <p><u>TŪMUAKI:</u></p>	<p><u>DATE:</u></p> <p><u>DATE</u></p>