

**Application information - Waimea Kāhui Ako Across Schools Teacher - 2021-2022**

**The Waimea Kāhui Ako seeks an experienced teacher for this Across Schools Teacher role who can work collaboratively to support our community’s teachers to meet our Achievement Challenges.**

**Title:**  Across Schools Teacher (Fixed Term - three - four positions available)

**Reports to:**  Kāhui Ako leaders, Principals

**Term of Appointment**

The term of appointment shall be from the beginning of Term 1 2021 until the end of Term 4 2022.

**Purpose:**

The purpose of the across schools teacher role is to support improvement in student achievement and well-being by strengthening teaching and leadership practices. This role allows teachers to use their skills and knowledge in new ways across the Waimea Kāhui Ako. Teachers learn with and from their colleagues in cycles of inquiry and improvement. Teachers are also given time and support to develop and encourage the sharing of effective practices that improve educational achievement.

**Person Specification**

Across Schools Teachers will be:

* Highly effective teachers who have proven success with priority learners
* Innovators who discover, apply and modify new ideas that improve teaching and learning
* People who get a kick out of being at the forefront of new initiatives
* Reflective practitioners who successfully use teacher inquiry methods to improve their practice
* Excellent communicators in a range of media: written, oral and digital. Good listeners and mediators.
* Successful leaders with proven ability to gain trust, build and sustain strong relationships and bring out the best in others
* Bi-culturally capable, willing and able to work successfully with Māori students and with students from other cultures.
* Team-oriented people who work successfully with others and know how to make the whole team more than the sum of its parts
* Good-humoured, straight-forward and able to stay relaxed and positive under pressure.

**Key Tasks:**

* With the Waimea Kāhui Ako leadership team, develop and implement a detailed theory of improvement that includes action plans for addressing the Kāhui Ako’s achievement challenges
* Work with school leaders to implement the achievement challenge plan in their school
* Support the within schools lead teachers to implement Kāhui Ako goals in their schools
* Work with individual teachers and groups of staff to challenge and grow professional practice that improves the well-being, learning and achievement of priority learners
* Identify effective innovations in Kāhui Ako schools that will add value across the Kāhui Ako, and support the innovators to share and grow these good ideas.
* Retain teaching responsibility in their own schools sufficient to meet the terms of the relevant Collective Agreement

**Additional criteria:**

**Applicants must also show evidence of high levels of expertise and practice in at least some of the following:**

Experience in teaching and leading initiatives that promote one or more of the Waimea Kāhui Ako themes / focus areas:

* Hauora
* Ako
* Pathways
* Culturally Responsive and Relational Pedagogy
* Learning Support Delivery Model

Within your application please include how you can contribute, support and develop our achievement challenge themes and goals within our strategic plan. The Kahui Ako is currently building our understanding and engagement with the Learning Support Delivery Model. Please state how you may be able to contribute to this for the benefit of our leaders, classroom teachers and priority learners.

**Terms and Conditions:**

The terms and conditions of this appointment are contained in the [Primary Teachers’ Collective Agreement 2019-2022](https://www.education.govt.nz/school/people-and-employment/employment-agreements/collective-agreements/primary-teachers-collective-agreement/) **or** [Secondary Teachers’ Collective Agreement 2019-2022](https://www.education.govt.nz/school/people-and-employment/employment-agreements/collective-agreements/secondary-teachers-collective-agreement/). Please discuss any questions with your principal or union representative.

All applicants for the across school teacher role must have:

* recent educational leadership experience relevant to the role
* current employment as a teacher in a Waimea Kāhui Ako school
* met professional standards relevant to their current position
* current teacher registration and practicing certificate
* approval of their employing board of trustees.

Included in the terms of employment for this role are:

* a salary allowance of $16,000 per annum while you hold the role
* a stipulated minimum timetabled class-contact hours. STCA *- “at minimum an average of eight (8) timetabled class-contact hours per week”.* PTCA *- “at minimum a 0.5 FTTE classroom teaching load”* *– NZEI confirm that means 12.5 hours a week.*
* Under the STCA, teachers may not hold more than two permanent management units while in this role.

**To help you consider this role we have included:**

1. Vision, themes and Achievement Challenges for the Waimea Kāhui Ako  [https://www.waimeacol.org/achievement-challenges](https://www.waimeacol.org/vision)
2. A set of likely interview questions – included below
3. Link to a summary of the [informal research into collaborative endeavour](https://docs.google.com/document/d/1C_RjI8D1sk1-BqYM0waLxzSW2_r1KntB5gu29-PrdyU/edit)
4. Across School Teacher Guidelines, devised by the Waimea Kahui Ako 2019  [Guidelines](https://docs.google.com/document/d/1WpA8bOL3iG8BJjnmI6cHJfSeMC6RD2_4NGHyQiJ2fcg/edit?usp=sharing)
5. Waimea Kahui Ako [Strategic Goals](https://docs.google.com/presentation/d/1Ep5Ud2XaH6N1FF876IxuB823wntveNkCDaxprWC3gKU/edit?usp=sharing) for 2020

The selection panel will be led by Janine Higgins (Co-leader Waimea Kahui Ako). The selection panel for the Waimea Kāhui Ako Across School Roles will use its knowledge, skills and experience to select the person best suited to the Waimea Kāhui Ako Across Schools Role.  They will reach a decision based on their assessment of the applicants against the local criteria developed by the Kāhui Ako, and an MOE appointed advisor (New Appointments National Panel) will assess the candidates against the National Criteria.

**Timeline for the appointment of the Across School Teacher positions (note, some dates after the closing date for applications may be subject to change).**

**Timeline for the appointment of the Across School Teacher positions.**

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| All Kāhui Ako teachers notified of the opportunity via their principals and EOIs received | Tuesday 27 October - 4pm |
| Application information sent to those who identified an EOI and put on website | By Monday 9 November |
| Closing date for applications | Friday 20 November at 5pm.  Please email your application to:  Janine Higgins  [janineh@waimeaint.school.nz](mailto:janineh@waimeaint.school.nz) |
| Shortlisting and any requests for further information | By Monday 23rd November 2020 |
| **Interviews.** The appointment panel reserves the right to conduct a second interview if required | Thursday 26th November 2020 |
| NANP (National Appointments National Panel) assessment against National Criteria | On the day of the interview, however, occasionally further checking may be necessary after the interview. This will be completed within 3 days. |
| Offer of appointments to successful candidates | By Friday 4th December 2020 |
| Appointment confirmed | As soon as practical after 4th December 2020 |
| Appointee assumes responsibilities | Beginning of term one 2021. |
| **Please direct any requests for further information to:** | Janine Higgins  [janineh@waimeaint.school.nz](mailto:janineh@waimeaint.school.nz)  5448994 (Waimea Intermediate School) |

**Interview questions:**

**If invited to an interview we would like you to give a 5 minute presentation on the following:**

How do you believe you can use your knowledge, skills and attitudes to enhance the mahi and development of the Waimea Kahui Ako?

If you are invited to interview you can expect to be asked at least some of these questions, among others:

1. How will you contribute to the Waimea Kāhui Ako Achievement Challenges and themes?
2. Tell us about a time when you taught in a way that accelerated Māori achievement and how you spread this across a group of colleagues.
3. Describe a collaborative inquiry into improving student learning outcomes that you have planned and led. Please describe the evidence you used to assess the impact it had on student achievement.
4. Tell us about a time when you used current research to improve colleagues’ practice in ways that reduced variability in teaching effectiveness.
5. Tell us about a time when you used evidence to identify professional learning needs with a group of colleagues. How did your colleagues rate your effectiveness?
6. Tell us a time when your thinking has been challenged to a point where you deliberately changed your practice.
7. Think of a learning situation with colleagues that did not go well. Tell us what happened. How did you resolve it? What was the outcome?
8. What do you understand by educationally powerful connections? How did you use these to improve outcomes for diverse learners?



**Application Form: Waimea Community of Learning | Kāhui Ako Across Schools Teacher role**

NB:  Please provide all information on this Application Form.

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| --- | --- | --- |
| Name: | MoE #: | Employing Board: |
| Ethnicity: | Practising Certificate No and Expiry Date: | |
| Contact phone no (cell): | Email: | |
| Current hours of classroom teaching per week: | Current number of permanent Management Units: | |
| Principal’s name: | Principal’s email and cellphone: | |
| Board Chair’s name: | Board Chair’s email: | |

***Personal Statement and resume***

Please describe the beliefs, skills and experiences from your professional journey which make you the ideal candidate for this role.

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***Educational qualifications relevant to role***

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| Please state any qualifications that relate to the position: |

***Employment history***

Please outline the most recent employment history relevant to the position, beginning with current or latest employment.

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| **Period worked** | **Employer’s name** | **Position held** |
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***Professional Referees***

Please provide the names of three people who could act as professional referees to attest to your suitability for the Across Schools role

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| --- | --- | --- | --- |
| **Name** | **Contact details**  **(organisation and address)** | **Cellphone** | **Relationship** |
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***Authority to approach other referees***

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| I authorise the selection panel, or nominated representative, to approach persons other than the referees whose names I have supplied, to gather information related to my suitability for appointment to the Community of Learning Across School role. | Yes ☐ | No ☐ |
| I authorise the selection panel to make my application information available to the MOE appointed independent adviser, to assess my application against the national and local criteria. | Yes ☐ | No ☐ |
| I confirm that my principal is aware that I am lodging this application. | Yes ☐ | No ☐ |

***National and Local Criteria***

The position you have applied for requires specific knowledge, experience and skills. Please outline below how you possess the requisite experience and skills.

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| **Domain:  Professional Knowledge in Practice - Ako** | | | | | |
| **Focus Area** | | **Broad Standards** | **NANP indicators that demonstrate the required successful practice and understanding.** | | **How have you demonstrated this in past roles?**  **Please include related roles and relevant experience** |
| **Bicultural knowledge and practice** | | Leads the development of expertise across the Kāhui Ako in teaching in bicultural Aotearoa/New Zealand consistent with the Treaty of Waitangi, to support improved outcomes for Māori students. | * Actively display a genuine commitment to improved Māori success. * Demonstrate a range of examples of teaching practices that accelerate Māori achievement * Demonstrate the ability to work collaboratively on bicultural initiatives. | |  |
| **Planning for success** | | Leads and works with colleagues to plan, implement and coordinate evidence-based cycles of inquiry that lead to improved outcomes for diverse (all) learners within the school and across schools within the context of the Kāhui Ako’s goals. | * Co-ordinate and lead an evidence based inquiry process using appropriate and reliable evidence from a range of sources and perspectives * Demonstrate ability to mediate between conflicting views; surfacing beliefs and assumptions that could be barriers to effective inquiry | |  |
| **Focus Area** | | **Broad Standards** | **National Criteria – Applicant demonstrates successful practice and understanding of:** | | **How have you demonstrated this in past roles?**  **Please include related roles and relevant experience** |
| **Effective teaching and learning** | | Leads and works with colleagues within and across schools to develop expertise consistent with current and relevant research evidence that strengthens teaching to support the learning and achievement of every student in ways that recognise their identity, language and culture. | * Lead evidence-based practice to reduce variability in teaching effectiveness within and between schools. * Promote and strengthen collaboration and lateral accountability to improve achievement for diverse students. | |  |
| **Professional learning** | | Works with colleagues within the school and across the Kāhui Ako to identify professional learning strengths and needs using a range of evidence, and works collaboratively to develop their capabilities to improve teaching and learning outcomes for diverse (all) learners within the context of the Kāhui Ako’s goals. | * Use a range of evidence to identify professional learning strengths and needs and to monitor progress towards goals. * Facilitate collaborative professional learning that improve outcomes for diverse (all) learners * Work with Kāhui Ako leadership to identify and develop internal expertise while also accessing relevant external advice and support. | |  |
| **Domain:  Professional Relationships, Values and Engagement – Mahi Tahi** | | | | | |
| **Focus Area** | | **Broad Standards** | **National Criteria – Applicant demonstrates successful practice and understanding of:** | | **How have you demonstrated this in past roles?**  **Please include related roles and relevant experience** |
| **Values** | | Is open-minded, respects and values the culture, knowledge and expertise of others, shows a willingness to learn and understands their own agency in promoting teaching and learning for all. | * Demonstrate respect for the culture, knowledge and expertise of  all ākonga in ways that  strengthen an inclusive environment * Examine own beliefs, including cultural beliefs, and how these impact on their own and others professional practice and the achievement of diverse ākonga. | |  |
| **Focus Areas** | | **Broad Standards** | **National Criteria – Applicant demonstrates successful practice and understanding of:** | | **How have you demonstrated this in past roles?**  **Please include related roles and relevant experience** |
| **Relationships** | | Demonstrates openness to learning and constructive problem-solving to build and maintain relationships of challenge, trust and respect within and across the Kāhui Ako schools, with families/whanau and community/iwi. | * Challenge and alter well-established aspects of teacher culture that do not contribute to improved teaching and learning * Approach challenging relationships   in a constructive manner that balances advocacy and inquiry * Foster the kinds of innovation, creativity and confidence that will enable colleagues to address the complexities of improving student learning without fear of failure. | |  |
| **Engagement** | | Activates and develops educationally powerful connections towards shared goals across the Kāhui Ako and its communities. | * Promote and strengthen educationally powerful connections with family, whanau and across the Kāhui Ako. | |  |
|  | **Local Criteria of the Waimea Kāhui Ako** | | | | |
|  | **Applicant demonstrates successful practice and understanding in the following areas:** | | | **How have you demonstrated this in past roles?**  **Please include related roles and relevant experience** | |
|  | Experience in teaching and leading initiatives that promote one or more of the Waimea Kāhui Ako themes:   * Hauora * Digital Fluency * Transitions * Culturally Responsive and Relational Pedagogy | | |  | |

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| I certify that:   * The information I have supplied is true and correct. * I have authorised access to referees in accordance with the Privacy Act 1993. * I have authorised the selection panel to share the information contained in this application form with the leadership role and/or independent adviser to have my application assessed against the community criteria. * I understand that if I have supplied incorrect or misleading information, or have omitted any important information, I may be disqualified from appointment |

Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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| As Principal of ……………………………...…………………  I am aware of the application of ..………………...……………… for the Waimea Kāhui Ako Across Schools Teacher role.  I can attest that the applicant’s most recent appraisal confirmed that this applicant successfully met all the Code of Professional Responsibility and the Standards for the Teaching Profession relevant to his/her current position.  Principal’s Signature: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_       Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ |

***Checklist***

Have you:

* Completed all the sections on the application form
* Included information about your referees

***Please note you do not have to send a CV with this application***