

30 September 2022



Dear Applicant

Thank you for expressing your interest in applying for one of the full-time, fixed-term teacher positions, beginning Term 1 2023, at Beckenham Te Kura o Pūroto. A description of our school is attached below.

Teachers who are employed at Beckenham Te Kura o Pūroto are encouraged to develop their skills across a range of levels whilst working here. This means that we will discuss year level preferences with applicants and will try to match the best teachers and their experience with where they can make the most constructive impact within our teams. What we are looking for first, are highly competent teachers

If you have any questions regarding this position please contact me at Beckenham Te Kura o Pūroto.

email: principal@beckenham.school.nz

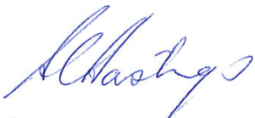
Please read the information in this package, in particular, the Position Description.

Please then send (as pdf files):

- a letter of application
- your C.V.
- Application and Summary Declaration Form (please download from our website),

to appointments@beckenham.school.nz by **9am on Wednesday 12th October, 2022.**

Ngā mihi nui



Sandy Hastings,
Principal/Tumuaki

*Filling our kete for the journey!
Whakarite ngā kete mō te haerenga!*

71 Sandwich Rd, Christchurch 8023
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Email office@beckenham.school.nz
www.beckenham.school.nz

Person Specification – Teacher at Beckenham Te Kura o Pūroto

Applicants need to deliberately address this set of specifications when completing the application form, demonstrating both understanding and evidence of success in each area.

Below are the skills and dispositions required for these positions.

- **Desire to work in a collaborative teaching and learning environment (rather than a single cell classroom) and successful experience in collaboration**
- **Strong interpersonal skills, underpinned by integrity, respect, openness and honesty,** that enable them to:
 - build and maintain **positive and professional relationships** with all BOT members, staff, students, whānau and external agencies, through effective and timely communication
 - have **empathy**, understanding and a sense of humour that supports positive relationships
 - work **collaboratively in an environment of change**, being open to new ideas and pedagogical practice founded in evidence and research
 - **use restorative practices** to promote and develop positive social behaviours
- **Personal skills, experience and aptitude** that enables them to:
 - demonstrate **commitment to the profession**, being an exemplary role model and motivate others to excel
 - bring a **growth mindset** to all challenges and contribute to a high-functioning and collaborative team that is **solutions focused**, being open to sharing learning practice with others, learning from and with colleagues
 - be a **self-manager** - take responsibility for his/her actions, manage time effectively to meet deadlines and be proactive in responding to uncertainty
 - **reflect** on practice to effect continuous improvement
- **Pedagogical knowledge and experience needed to deliver quality learning outcomes through:**
 - **effective teaching practice** that supports **all** learners to be successful
 - **culturally inclusive** and **differentiated** teaching practice that is sensitive to the unique needs of students with behavioural and/or learning needs
 - use of **‘teaching as inquiry’** to focus and refine the impact of their teaching on improving student learning
 - regular **analysis of student achievement data** to inform teaching and learning programmes
- **Excellent ICT skills** with the disposition and desire to use **e-learning** that will promote ubiquity, agency and connectedness to:
 - **increase student engagement** in deep learning
 - enable students to **make connections and explore new learning possibilities**, both local and global
 - maintain **professional connectedness** for continuous pedagogical growth and development (e.g. PLG)
- **Commitment to being a life-long learner** with aspirations to further their professional career
- **Competence and confidence in using Te Reo Māori** in everyday interactions and willingness to support the school with growing your own, staff and student capability in Te Reo and Te Ao Māori.

2023 JOB DESCRIPTION - Teacher Beckenham Te Kura o Pūroto

The following job description is based on the relevant professional standards contained in the current Primary Teachers, Deputy Principals, Assistant Principals and other Unitholders Collective Employment Contract. It will contribute to performance review and is an adjunct to the management unit duties and responsibilities which will be negotiated with the successful applicant.

TEACHING ~ To take full responsibility for teaching a group of learners within a collaborative teaching team	
Key Objectives	Expected results/outcomes
1.1 Contribute to a collaborative teaching team in order to effectively carry out objectives 1.2-1.7	Highly functioning team that has shared understandings, practices and communication to ensure optimum student outcomes
1.2 Use school assessment practices and processes to identify and monitor students' learning needs, progress and achievement	Learning Hub Description, term evaluations, pupil records and profiles, Learning Support & G&T Register, and other required documentation is kept up to date in line with the school's Assessment & Reporting Schedule Next-step learning identified and documented with students Achievement of next-steps is identified and documented with students
1.3 Design, plan and teach to the identified needs of students, in line with the School and NZ Curriculum	Long term plans, unit/topic plans. Learning objectives - learning intentions consistent with identified needs and curriculum statements;
1.4 Evaluate planning and teaching, identifying next steps for teaching and learning	Unit/topic evaluations, checklists, cumulative pupil records, term evaluations
1.5 Create an inclusive learning environment which recognises, celebrates and supports, through differentiated teaching programmes, the individual differences of the children	Pupils learn and make progress at their own level and rate, Flexible grouping within the learning space is based on needs Regular and specific feedback is provided Children receive the necessary individualised supports and scaffolds to empower them to reach their potential in their learning
1.6 Use the Teaching as Inquiry cycle to focus and improve outcomes for students	Pupils work towards mastery of concepts/skills and apply prior learning to new contexts Teacher is highly focused on how practice impacts on student achievement as a result of completed and documented Teaching as Inquiry cycles
1.7 Communicate in a timely manner with parents/caregivers regarding children's progress, achievement, behavioural, social and emotional needs, identifying next step learning and ways that whānau and school can work in partnership	Parents are fully informed and responded to regarding their questions and concerns. Teacher is available for discussions and meetings with parents as required to support next steps. Quality documentation of interactions is maintained and shared as required. Produce regular Team newsletters - weekly or fortnightly

LEARNING ENVIRONMENT CULTURE ~ To develop a culture where children feel safe, and where they are encouraged, respected and challenged.	
Key Objectives	Expected results/outcomes
2.1 Develop an environment where children feel safe, relaxed and committed to learning	Children enjoy learning, take risks with new concepts/skills, increasingly accept ownership for learning
2.2 Ensure tasks are within the capabilities of children, providing differentiation and scaffolding as required to support different children's needs and utilising the strengths of the teachers working collaboratively in the learning hub	All children experience success, flexible group arrangements, and differentiation for individual needs as appropriate.
2.3 Maintain a strengths based environment founded on success, praise and positive encouragement	Children are encouraged and motivated to do their best. Children help and learn from each other

	Children see themselves as successful learners
2.4 Ensure that the learning space is an inviting, orderly place where equipment and resources are well managed and accessible	<p>A stimulating, constantly evolving learning space is created</p> <p>Children initiate some of their own learning activities</p> <p>Children have voice in the organisation and construction of their learning</p> <p>Children take care of furniture and equipment</p> <p>Children's work is displayed and changed regularly</p>
2.5 To promote our school values as a vehicle to developing positive relationships, where we support children to resolve conflict through a restorative process.	<p>Effective positive relationships are valued by all</p> <p>Restorative practice is the default strategy used for conflict resolution</p> <p>Distractions and disruptions are minimal</p> <p>Disputes are resolved quickly and effectively using restorative practice</p> <p>Staff will support children to positively manage their behaviour, help children resolve playground conflicts using appropriate restorative strategies and will act fairly</p>

SCHOOL CULTURE ~ To share responsibility for maintaining a healthy school culture and for promoting the school's professional standing in the community.

Key Objectives	Expected results/outcomes
3.1 Meet professional expectations of the school and positively support and promote the school within and outside the school	<p>Staff operate in a professional work environment based on mutual respect and trust</p> <p>A smooth running school; policies are implemented;</p> <p>Community perception of Beckenham School is enhanced and consistently promoted in a positive way</p>
3.2 Promote the aim of the school's mission statement and vision at all times	<p>Our vision and values underpin all of our work and interactions</p> <p>Visitors feel welcome, parent's input is acknowledged and valued, staff participate and support school events</p>
3.3 Use professional, timely and important conversations to communicate with colleagues, parents and the wider community.	<p>Staff are solution-focused and strengths based</p> <p>Staff operate in a professional work environment based on mutual respect and trust</p>

PERSONAL PROFESSIONAL LEARNING ~ To demonstrate a commitment to on-going personal professional growth.

Key Objectives	Expected results/outcomes
4.1 Participate in and fully contribute to individual, team, school-based and external professional learning programmes	<p>Learning teams function collaboratively and in-step with school-wide focuses and procedures.</p> <p>Individuals and teams are reflective and constantly seeking to ensure practice and programmes promote quality teaching and learning</p>
4.2 Participate fully in both the Appraisal, and Teaching as Inquiry processes, and commit to working on own next step learning as a professional	<p>Personal professional goals are set and met</p> <p>New learning opportunities in areas of identified need and/or interest are actively sought and utilised,</p> <p>Evidence of professional learning, Teaching as Inquiry, and reflective practice are documented</p>
4.3 Keep up-to-date professionally, transferring new learning into teaching practice and contributing to team and school-wide developments	<p>Robust and evidence based practice is evident and a range of best-practice strategies are available to be utilised in teaching repertoire.</p>
4.4 Meet all the requirements of the New Zealand Practising Teacher Criteria and Tataiako competencies.	<p>A high level of teacher competency is maintained</p> <p>Culturally responsive teaching and learning is evident</p>

Remember to complete and return three documents:

- ***the completed application form***
- ***a letter of application***
- ***your C.V.***

We look forward to hearing from you.