



Job Title:	Senior Teacher	Job Category:	K3
Base:	iOffice	Collective Agreement	Kindergarten Teachers Collective Agreement
Position Type:	Full Time	Date advertised:	17/10/2024
Salary:	\$113,315	Closing Date:	23/11/2024
		Start Date	13/01/2025

Applications Accepted By:

www.inspiredkindergartens.nz/vacancies

QUALIFICATIONS

Full Teacher Registration and a post graduate qualification in education. A lesser qualification may be acceptable.

A current First Aid Certificate.

Job Description

OVERVIEW

The Senior Teacher is based at the iOffice and will work in collaboration with other leaders as a member of the Inspired Kindergartens' (iK) Senior Leadership Team. The team's role collectively, is to build capability across iK to ensure excellence in teaching and learning. The Senior Teacher will work directly with teaching teams observing, providing feedback and enhancing pedagogical leadership and teaching practice across the curriculum. You will build and maintain strong professional relationships between your teams and iK to contribute to the achievement of the organisation's strategic goals.

The appointee will have highly developed interpersonal skills and proficiency in all areas of early childhood education. A relevant post-graduate qualification in early childhood education is desirable, as is experience of being a highly effective communicator in an adult environment.

The appointee will be responsible for a cluster of kindergartens and will also have cross-network responsibilities.

Reports to: Tumuaki/Principal
 Responsible to: Senior Leadership Team Members
 Direct reports: Head Teachers of designated kindergartens
 Functional Relationships with: Senior Leadership Team
 iOffice personnel
 iK Board
 Teachers and support staff

Travel:

Parents, whānau and caregivers

Iwi, community organisations

Government agencies

Regular travel will be required.

A work car will be provided subject to the iK Vehicle Policy

Required Knowledge and Experience

- Commitment to iK Values
- Knowledge and understanding of the principles of Te Tiriti o Waitangi and tikanga o Te Ao Māori and how this relates to the early childhood education curriculum Te Whāriki.
- Recent leadership in an ECE centre or a group of centres
- Deep understanding and application of Te Whāriki
- A strong socio-cultural philosophy and a deep understanding of the cultural, social, economic and environmental context in which children, their whānau and our communities live.
- Advocacy of equity for children and whānau
- Knowledge of current, innovative and effective teaching and professional practice and how this is reflected in an early childhood education setting.
- Experience working with adults as learners.
- Advocacy for children
- Vision - wawatanga
- Application of the ethic of care

Key Responsibilities

Professional Leadership

Leading continuous improvement in ECE in a group of kindergartens and in areas of expertise. Specifically, this will include:

- Ensuring that designated kindergartens are developing and implementing practices that reflect Te Ao Māori and uphold the principles of Te Tiriti o Waitangi
- Ensuring teachers meet the Teaching Council's 'Our Standards, Our Code'
- Coaching and mentoring to ensure that kindergartens are implementing current and effective approaches to teaching practice and learning, including for children needing learning support
- Coaching and mentoring to ensure that each kindergarten is adopting and implementing current and effective leadership and management practices
- Participating in the iK professional learning programme
- Supporting staff to develop the vision and innovation required to deliver excellence in teaching and learning
- Inspiring, motivating and supporting teachers to continually improve the quality of teaching and learning

- Leading an effective process of review and/or internal evaluation that facilitates on-going improvement for kindergartens
- Demonstrating own commitment to pedagogical learning
- Displaying ethical and responsible behaviour as per the Teaching Council Code

Strategic Leadership

Identification, participation in, and implementation of iK's strategic vision and goals. Specifically, this will include:

- Demonstrating an awareness of the political environment in which ECE operates
- Understanding the societal challenges confronting tamariki and whānau
- Living and encouraging iK values in self and others
- Ensuring iK staff are aware of, committed to and supported in meeting the changing environment in which iK operates
- Contributing to the professional learning of staff to provide the highest quality ECE that meets the iK strategic vision and goals
- Contributing to, and facilitating input to the strategic direction of iK

Professional Relationships

Establishing and managing the relationships that deliver quality ECE. Specifically, this includes:

- Demonstrating effective collaboration as a member of the Senior Leadership Team
- Ensuring a cooperative and constructive relationship between services and iK leadership
- Communicating effectively in writing, orally, and interpersonally
- Ensuring that relationships which are appropriate and beneficial to iK are built within and between the education sector and the wider community, specifically iwi
- Managing conflict effectively and actively working to achieve outcomes consistent with iK values
- Relationships with relevant government agencies

Operations and Leadership

To lead the delivery of high-quality ECE in the areas of responsibility. Specifically, this will include:

- Ensuring iK performance management policies, and procedures are being effectively applied
- Ensuring relevant legislative and licensing requirements, monitoring and reporting are being met
- Managing and controlling the use of available financial resources and assets to effectively support iK operations
- Managing the appointment and development of staff to ensure the delivery of quality early childhood education and its administration
- Understanding of and openness to ECE-relevant ICT
- Contribution to the marketing of iK services

Person specification

In addition to demonstrating that they meet the Teaching Council's Professional Standards & Code the Senior Teacher will be expected to demonstrate the following:

Leadership

- Leading Performance: The ability to take responsibility for one's own performance and that of others. This includes setting clear expectations, tracking progress, providing feedback, and addressing performance issues promptly.
- Te Ao Māori: Participate in iK's Māori programme
- Establishing Focus: The ability to develop and communicate goals in support of iK's strategy.
- Providing Motivational Support: The ability to gain the commitment of others to their work.
- Fostering Teamwork: As a team member, the ability to work collaboratively with others. As a leader, the ability to demonstrate interest, skill and success in collaboration.
- Systems Thinking & Managing Change: Supporting innovation and change and responding creatively to the challenges for ECE and the wider education sector.
- Developing Others: The ability to build capability and capacity in others.

Communication and Influence

- Advocacy for children at individual and policy levels.
- Persuasive Communication: The ability to plan and deliver oral and written communications which impacts on intended audiences.
- Influence: The ability to gain the support of others for iK proposals, projects, and solutions.
- Building Collaborative Relationships: The ability to develop, maintain, and strengthen partnerships.

Problem Solving

- Analytical Thinking: The ability to identify and gather information using a logical, systematic approach.
- Forward Thinking: The ability to anticipate the implications and consequences of situations and take amelioratory action.

Achieving Results

- Provocation: Set challenges, focus effort on identified outcomes.
- Completion: Ensuring that agreements and commitments have been fulfilled.
- Decisiveness: The ability to make decisions in a timely manner.

Self-management

- Emotional intelligence: showing understanding and empathy for self and others
- A sense of humour
- Stress: The ability to function effectively when under pressure.
- Personal Credibility: Responsible, reliable, trustworthy with a high level of professional integrity.
- Flexibility: Open mindset to different and new ways of doing things, and a willingness to modify one's own approach.
- Continual improvement: Demonstrated commitment to personal ongoing professional learning and development.

Experience and Qualifications

- Recent leadership in an ECE centre or across a group of centres (preferably kindergartens) is essential.
- Knowledge of and a commitment to te reo and te Ao Māori
- Current clean driver's licence.
- An ECE-specific base qualification
- Full certification and current practicing certificate with the Teaching Council of Aotearoa New Zealand
- Successful post-graduate study is desirable.

Reviewed By:	PM	Date:	24.10.24
Approved By:	PM	Date:	24.10.24
Last Updated By:	EP	Date/Time :	16/10/2024 1400