

Stratford Primary School: Job Description

Job Title	Scale A Teacher: Year 1 - 8
Employee	
Employer	Stratford Primary School Board of Trustees
Position	Scale A Teacher: Year 1-8
Appointed	Term (e.g. Permanent or Fixed, Full or Part-time)
Responsible to	Principal, Deputy Principal, Associate Principal and Team Leader
Registration Status	
Registration Number	
Renewal Date	
Professional Coach	Jason Elder, Principal

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To be the best I can be

Manaakitanga: Respect for self, Respect for others, Respect for the environment

AIM High was originally developed in 2015. In 2016, the SPS Values were developed by staff and included in all Job Descriptions. They promote a shared expectation that new and existing staff will model the AIM High values on a daily basis. As a team, we all understand the importance of acting as a professional, while showing compassion and empathy to our students and their families. 'AIM High... to be the best I can be' was redeveloped in 2020. This includes Manaakitanga values and the learning dispositions we are developing with students. In addition, it also includes our shared teaching approach known as Learner Agency and the updated Stratford Primary School Localised Curriculum.

SPS Teams shared beliefs are...

MORAL PURPOSE:

As a Team, we have a shared commitment towards providing the best learning environment for children so when they leave Stratford Primary School, the outcome is that each student can 'AIM High... to be the best I can be'.

ACCOUNTABILITY:

The SPS Team act as role models of the AIM High values. They provide a service to students, parents and whānau. There are shared expectations by the team that every learner has the right to experience a quality education. The team continually tries to improve as a learning community.

Collaboration:

Team members are supportive of each other and share their practice. Team members take responsibility for their part in achieving the school's Annual Goals. A high level of communication supports the team to work together and achieve these goals.

School Culture:

Each team member is responsible for their part in enabling students to learn and feeling safe in our school culture. We are all committed to the principles of PB4L.

Our Shared Teaching Expectations:

Our Shared Teaching Expectations provide the focus for all teachers to realise the direction set by 'AIM High...to be the best I can be'. These shared expectations are aligned with the Principles of the New Zealand Curriculum and the Standards of Teaching. They provide the basis for effective appraisal of teachers' ongoing professional growth and development.

High Trust:

The Board encourages the SPS Team to inquire into improved learning outcomes for every student. They also encourage the SPS Team to take risks and be innovative.

Partnerships:

The SPS Team values and builds learning relationships with parents and whānau. We explore different ways to connect and reconnect parents with learning as they are the 'first teachers' in a child's life.

PRIDE:

There is a shared sense of pride towards our school environment. We are an Enviro School and we all contribute towards achieving Green-Gold status. We aim to instill the five guiding principles into our students' way of being.

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SCALE TEACHER YEAR 1-8

- 4. The Teacher and Student Hubs represent the SPS Localised Curriculum (Standard of Teaching 1-6).** They are supported by our Annual Goals in the SPS Charter and the New Zealand Curriculum. They all provide the reference points, which will guide your teaching in the first instance.
- 2. As a teacher at Stratford Primary School you will establish and maintain effective professional relationships focused on the learning and well-being of ākongā (SoT 3).** Your conduct will illustrate you are committed to building relationships with students, colleagues, parents and whānau so the focus is on learning.
- 3. You will demonstrate commitment to promoting the well-being of all students (SoT 4).** Our students come from diverse cultural and socio-economic backgrounds. Despite these differences you will be committed to each and every student in your class, across the team and school. You will be expected to always show empathy and professionalism towards all students.
- 4. You will demonstrate a commitment to the bicultural partnership with Māori in our school community (SoT 1).** One third of our students are Māori. There is a disparity between their achievement and New Zealand European students. Therefore, it is expected you will inquire with colleagues to develop a cultural awareness and strategies to reduce this disparity.
- 5. You will demonstrate commitment to ongoing professional learning and development of personal professional practice that supports the achievement of the SPS annual goals (SoT).** All the staff are committed to the SPS Shared Expectations and PB4L processes. You are expected to grow your practice around our shared expectations and be consistent with the PB4L processes. As a school, we are developing our shared teaching pedagogy around Learner Agency. We are also developing an SPS Inquiry approach to students' learning. As a member of the team, you will be expected to develop your practice around both these concepts.
- 6. You will be expected to show leadership that contributes to effective teaching and learning (SoT).** At SPS, the team works collaboratively and always supports school and social events. You will be expected to contribute as part of a highly effective team. As a team member, you will be expected to participate in professional learning with colleagues.
- 7. You will conceptualise, plan and implement appropriate learning programmes (Standard 5 and 6).** Your planning will follow school expectations that are outlined on the Teaching and Student Hubs, and the New Zealand Curriculum. You will deliberately teach appropriate strategies and routines by modelling and scaffolding them to students. Your actions will enable students to become independent learners, which reinforces 'AIM High... to be the best I can be' and 'Learner Agency'.
- 5. You will promote a collaborative, inclusive and supportive learning environment (SoT 4):** Your teaching and encouragement will help your students to develop the attitudes, values and skills to AIM High... to be the best I can be. You will deal with any behaviours in a positive and proactive way in

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line with our school PB4L procedures. Parent and student niggles will always be followed up by you, as soon as practically possible.

- 6. You will demonstrate in practice knowledge and understanding of how ākonga learn (SoT 3, 4, 5 and 6).** You will encourage all students to AIM High for their own achievement to the best of their ability. You will set high but realistic expectations for each learner. You will base your teaching on the student's previous learning. You will value students' prior knowledge, their questions and concerns. You will help students to challenge themselves to be the best they can and keep learning. You will assist students to 'own' their learning.
- 7. You will analyse and appropriately use assessment information, which has been gathered formally and informally (SoT 5).** You will utilise assessment and evaluation as an integral part of your teaching to help individual learners, and to improve your teaching and programmes. Your aim will be to help each student to be able to set goals and to assess their own learning. Assessment schedules and timeframes will be met. You will informally and formally engage with parents and whānau so they know how their child is achieving and how they can support learning.
- 8. Key documents (See the SPS Teacher Hub):**
 - a. AIM High: To be the best I can be
 - b. SPS Shared Teaching Expectations
 - c. PB4L Processes
 - d. Learner Agency Pedagogy (Way of Teaching)
 - e. SPS Inquiry Approach

XXXXXXXXXXXXXXXXX
Scale A Teacher Year 1-8
Stratford Primary School

Signed:

Date:

Jason Elder
Principal
Stratford Primary School

Signed:

Date: