
Job Description – Qualified Kaiako/ Teacher

Purpose of the role

Kaiako at Just Kids are responsible for providing high- quality early childhood education and care that supports the learning, wellbeing, identity, language, and culture of all tamariki. Kaiako work collaboratively within a learning community to enact Te Tiriti o Waitangi, uphold professional standards, and contribute positively to a learning- focused, inclusive service.

This role is aligned with:

- Te Whāriki -The Early Childhood Curriculum
- He Māpuna te Tamaiti
- The Code of Professional Responsibility
- The Teaching Council of Aotearoa New Zealand – Standards for the Teaching Profession (2026)
- Education (Early Childhood Education) Regulations 2008

Position Details

Position Title: Kaiako / Teacher

Reports To: Head Teacher, Senior Management

Governance: Senior Management, Board of Trustees

Employment Status: As per individual employment agreement

Working Relationships

- Tamariki
- Whānau and caregivers
- Teaching team and support staff
- Head Teacher and Centre leadership
- Board of Trustees
- Ministry of Education
- Education Review Office
- External agencies and professionals

Professional Standards Framework (2026)

Kaiako are expected to demonstrate practice aligned with the **Teaching Council of Aotearoa New Zealand's Standards for the Teaching Profession (2026)** across the domains of:

- Professional Knowledge
- Professional Practice
- Professional Engagement

The following responsibilities describe how these standards are enacted within the Just Kids context.

Key Responsibilities and expected outcomes

1 Te Tiriti o Waitangi Partnership (Professional Knowledge)

Kaiako will:

- Demonstrate commitment to Te Tiriti o Waitangi and tangata whenuatanga in all aspects of practice.
- Recognise and value Māori language, culture, identity, and ways of knowing.
- Actively use and continue to develop te reo Māori and tikanga Māori within everyday practice.
- Support Māori tamariki to achieve success as Māori.
- Build respectful, responsive relationships with Māori whānau.
- Integrate whānau aspirations, perspectives, and cultural knowledge into learning and assessment.

2. Knowing the Learner and the Learning Process (Professional Knowledge)

Kaiako will: -

- Understand how tamariki learn and develop within an early childhood context.
- Recognise and respond to the strengths, interests, needs, identities, languages, and cultures of all learners.
- Use culturally responsive and inclusive approaches that support equity and belonging.
- Adapt practice to support diverse learners, including those requiring additional learning support.

3. Design for Learning (Professional Practice)

Kaiako will:

- Design and plan play-based, intentional learning experiences grounded in Te Whāriki and He Māpuna te Tamaiti
- Use assessment information to identify progress, next steps, and learning pathways.
- Ensure curriculum design reflects Just Kids' philosophy, priorities, and community context.
- Provide opportunities for tamariki to explore, revisit, and extend learning.
- Encourage whānau contribution to curriculum, assessment, and evaluation.

4. Teaching and Learning (Professional Practice)

Kaiako will:

- Teach in knowledgeable, intentional, and adaptive ways to support learning progression.
- Use a range of teaching strategies that promote equity, inclusion, and excellence.
- Recognise and respond to teachable moments to extend learning.
- Support the social, emotional, cognitive, and physical development of tamariki.
- Ensure all tamariki are supported to learn with and alongside their peers.
- Maintain timely, high-quality assessment documentation (e.g. Storypark).

5. Learning Environment (Professional Practice)

Kaiako will:

- Create and maintain safe, inclusive, and supportive learning environments.
- Foster a culture of respect, empathy, collaboration, and trust.
- Promote tamariki agency, confidence, and wellbeing.
- Ensure compliance with all relevant legislation, regulations, and centre policies.

6. Professional Learning and Engagement (Professional Engagement)

Kaiako will:

- Actively engage in the Professional Growth Cycle aligned to the 2026 Teaching Standards.
- Reflect on practice using evidence from assessment, whānau voice, and collaborative inquiry.
- Engage in ongoing professional learning and apply new knowledge to practice.
- Examine personal assumptions, beliefs, and biases and their impact on learners.
- Maintain current Teaching Council certification, first aid (where applicable), and required qualifications.

7. Professional Relationships (Professional Engagement)

Kaiako will:

- Build reciprocal, learning- focused relationships with tamariki and whānau.
- Work collaboratively and respectfully with colleagues and leadership.
- Communicate clearly, professionally, and constructively.
- Contribute positively to team culture and shared responsibility.
- Manage differences respectfully and seek support when required.

General accountabilities

Health and Safety

Kaiako will:

- Follow all Just Kids health and safety policies and procedures.
- Identify and report hazards, incidents, and accidents promptly.
- Act as a role model for safe practice.
- Take reasonable care for their own health and safety and that of others.

Qualification and requirements

Kaiako will have: -

- Current Teaching Council Practicing Certificate
- Recognised ECE teaching qualification
- Working knowledge of Te Whāriki, He Māpuna te Tamaiti and ECE regulations

Skills and Attributes

Kaiako will: -

- Be reflective, flexible, and learner, focused
- Work effectively as part of a team
- Demonstrate professionalism, integrity, and reliability
- Communicate clearly and respectfully
- Manage time and workload effectively
- Demonstrate commitment to equity, inclusion, and wellbeing