



Paengaroa School



"Where Learning has no boundaries"
"He Akoranga Mutunga Kore"

Address: 33 Old Coach Road, Paengaroa
Tel: 07 533 1227

Website: www.paengaroa.school.nz
Email: office@paengaroa.school.nz

8th October 2025

Dear _____

Thank you for your interest in the permanent Scale A teaching positions at Paengaroa School. We have one permanent position to appoint.

- A Permanent Scale A Year 2/3 classroom teacher

Please find enclosed:

1. Timeframe for appointment
2. Application and consent forms
3. Job Description
4. Person Specification
5. Criteria for Appointment is based on 2 and 3 above.
6. Description of School and Community
7. Our School Mission Statement

We would like the successful applicant to take up the position at the start of Term 1, 2026. This allows classroom set up time and for payroll purposes. The first day of Term 1 for pupils, 2026, is 2nd February, 2026. (Paid from late January 2026 approx)

Please forward your C.V. with names and contact numbers of three referees who you agree we may seek information from with regards to filling this vacancy.

If you want to find out more about our school, look at our website on www.paengaroa.school.nz

Time Frame for appointment:

8 th October, 2025	Advertised on Gazette Website.
22 nd October, 2025	Applications close at 12.00noon
24 th <u>October, 2025</u>	Shortlist Applicants. Contact Referees of shortlisted Applicants
27 th October, 2025	Interview Shortlisted applicants.
27 th October, 2025	Notify successful applicant. Once confirmed then notify unsuccessful applicants.
Start Late <u>January, 2026</u>	Start 2 nd February, 2026. Successful Applicant starting date. (Negotiable.)

For further information contact Bruce Lendrem, Principal 075331227 (school) or [0212469545](tel:0212469545)

Please complete the form attached "Application for Appointment" and return it, marked confidential, with your application and C.V to: email: principal@paengaroa.school.nz

Yours sincerely

Application for Appointment as Permanent Scale A Teacher. (Yr 2/3) Paengaroa School

Personal Details:

Name: _____

Address: _____

Phone: Home: _____ Cellphone: _____
Work: _____

Current Position

School: _____

Position Held: _____ Time position held: _____

Education Qualifications

Qualifications	Awarding Institution	Date Awarded

Other Qualifications

Qualifications	Awarding Institution	Date Awarded

Teaching Service (Please include Management Experience)

Position	Class Level	Scale	School	Date from	Date to

The applicant should provide a separate written response to each numbered criteria which evidences their suitability to the position applied for.

Declaration

I certify that I am registered as a New Zealand Teacher and that the information given in this application and in my curriculum vitae is true and verifiable.

Registration Number: _____

Applicant's Signature: _____ Date: _____

Do you have New Zealand citizenship or permanent resident status ?

Yes No

If 'No', please indicate your citizenship and resident status.

Have you ever been convicted of any offence against the law (excluding minor traffic convictions) or otherwise know of any reason which could compromise your suitability for employment by the Board of Trustees ?e.g Medical or Mental Health condition?

Yes No

If you answered 'Yes', please provide the date and details of the offence, and / or the background to your possible unsuitability together with any comments you wish to make. Please attach relevant documentation to this form

Please note:

1. You may be asked to provide a copy of the relevant Court record/s obtainable from the Registrar of the court concerned.
2. Failure to provide accurate details of any convictions or reason for possible unsuitability will automatically render your application for the position at Paengaroa School, void.

Where did you first learn about this position ?

I declare that the information I have provided in this form is true and correct.

Signed: _____ Date: _____

Equal Employment Opportunities Statement

Paengaroa School Board of Trustees is an equal employment opportunities employer (EEO). The following information is required to assist in monitoring the Board's equal employment opportunities policy. This information will not be used in considering your application and will only be used for EEO purposes.

Name: _____

Gender: Male Female **Date of Birth:** _____

Ethnicity: To which of the following ethnic group(s) do you consider you belong?

Please circle your preference/s

NZ European	Pakeha
NZ Maori	Samoaan
Cook Island Maori	Niuean
Tongan	Tokelauan
Chinese	Indian
Other (Please state) _____	

Do you have a unique characteristic which could impair your ability to work
Yes No

If yes, please describe in general terms what assistance you require in the workplace

Permanent Scale A Teaching Position Paengaroa School

Teaching a Yr 2/3 class.

Permanent Position

Starting 2nd February, 2026

We seek a vibrant, enthusiastic teacher willing to join our hard working, fun loving staff. Applicants will have sound Junior school teaching experience with strengths in literacy and numeracy, teaching in a single cell classroom environment.

For further information or an application pack. Ph 07 5331227 or email

principal@paengaroa.school.nz

Applications close 22nd October. 2025

Statements Supporting my Application. (Appointment Criteria)

The Board of Trustees appointment committee requests that you write on the following needs criteria of the School.

1. Literacy strengths: Reading programmes, writing programmes, oral language,

2. Numeracy strengths: Teaching general mathematics programmes

3. Routines and Behaviour management and recent experience working with year 2 and 3 pupils.

4. Any other contributions to the school and /or corporate life of the school that may help the appointments committee with this appointment.

5. A statement on why you would like to teach at Paengaroa School.

Signed _____ Dated _____

List of Referees

Name of Referee: _____

Position Held: _____

Relationship with applicant: _____

Contact Number(s) _____

Name of Referee: _____

Position Held: _____

Relationship with applicant: _____

Contact Number(s) _____

Name of Referee: _____

Position Held: _____

Relationship with applicant: _____

Contact Number(s) _____

TYPE OF SCHOOL

Contributing Primary, state owned, co educational.

General Description of the school:

A contributing Primary School involving syndicate groupings - Junior and Senior. Buildings include 11 classrooms, administration block, library, dental clinic, multipurpose building, computer suite, music suite, Art Room, Ceramics Studio and covered areas.

Playgrounds are extensive with playing fields, Astro grass tennis, netball and volleyball courts, adventure areas, swimming pools, Junior (18m), Senior (25m) and a grove of native trees. A community and school garden with a Garden classroom. The school has an attractive environment and is well resourced.

Pupils come from a N.Z. rural community. Parent's occupations cover a wide range, with predominance towards farming and horticulture. Up to one quarter of the children live in the Paengaroa Village, but most of the children travel to school each day by bus.

Approximately 47 % of the pupils have a Maori background. The identified local iwi is Tapuika / Te Arawa. The local Marae we have aligned the school too in more recent times is Ngāti Moko Marae, Waitangi, but there are many maraes in neighbouring districts. The school's Equity index is 469 (was Decile 4). With some wealthy and some quite poor families.

The school has ten professional teaching staff including a Resource Teacher Literacy attached to the school, a secretary, three fulltime and 3 part-time teachers aides, a caretaker and a part-time cleaner, Kaiawhina, music tutors, computer specialist and an itinerant dental service. The roll is approximately 200 - 220 pupils at present with capacity for approximately 270+. The role is experiencing some growth which is attributable to the normal cycle of the district.

BSLA has been implemented throughout the Junior school. We have continued with Literacy Support for individuals and small group tutoring, visiting professionals and dual enrolment are all available for children with special needs.

Children with special abilities are given individual and small group tutoring.

Teacher development programmes are instituted to keep teachers conversant and up to date with effective teaching techniques. The latest "Common Practice Model" along with our "Localised Curriculum" and Kahui Ako journey has placed the school in a strong position to embrace the role out of the Curriculum refresh.

The school currently operates three career path management positions, two Deputy Principal's and Principal and C.O.L within school position. We currently have a 0.4 FTTE Learning Support Role.

Good liaison is established with the Local schools in Te Puke, Ministry Advisory Services, Group Special Education and Health agencies.

The school is the focal point of the village and district. The buildings and grounds are used by organizations from the local and surrounding community.

A keen and supportive interest is shown by the community in all school activities. We have an active and very supportive PTA.

The schools annual fundraising event, "Top School" competition has been running for over 25 years and is a great day for all.

DESCRIPTION OF THE SCHOOL COMMUNITY

The school community is drawn from the Paengaroa Village and the surrounding rural area bounded to the north by Maketu, to the east by Te Matai, to the west by Pongakawa district and to the south by the Roydon Downs and Maungarangi Roads.

Although some of the original families still live in the area, many of the school's population have settled in the area within recent years. There is a noticeable number of children who come from families where both parents work.

The school district is predominantly connected directly with horticulture and agriculture, but there is a significant proportion of the community who find employment in commercial and industrial businesses, both locally and in neighbouring centres. A local freezing works also draws workers from the school community.

The community has access to a large community hall, as well as extensive sports grounds and courts which are administered by the Eastern Districts Sports Club.

Pre-school education is undertaken at the Paengaroa Kindergarten. The Kindergarten is located on Paengaroa School grounds.

Children leaving Paengaroa at the end of year six are mostly catered for at the Te Puke Intermediate School and then at Te Puke High School.

The district is well located to take advantage of the lifestyle that Bay of Plenty has to offer. The climate is excellent, two cities (Rotorua and Tauranga) are each only half an hour away, and the region is up with the leaders in the country for growth and development.

The beaches and a whole range of outdoor recreation facilities and opportunities are all within close proximity.

Mission Statement

Paengaroa School exists to provide fair and equal opportunities with stimulating, challenging and purposeful

learning experiences designed to help children achieve personal success and self esteem.

Such a learning environment is designed to reflect tolerant and supportive characteristics of the community, promoted by close parental involvement and staff relationships, to produce well balanced and caring individuals.

Broad Goals -

- a) Children's needs and abilities will be fully identified and catered for.
- b) Growth and progression will be fostered through all class levels.
- c) Good work habits and study skills will be promoted.
- d) Social attitudes, which reflect the values and ideals of our community, will be developed.
- e) The integrating of Information and Communication Technologies will be fostered.

Our School Vision

- **To grow Paengaroa people who can achieve personal success and through hard work, creativity, persistence and motivation, strive for academic, physical and social excellence. Growing in their attitudes and skills, values and knowledge so that they become active participants in our community, contributing to the well-being of New Zealand.**
- **To grow Paengaroa people who are: Healthy, confident, connected, actively involved, lifelong learners.**

Our School Philosophy

- **Children learn best when learning builds on what is already known.**
- **Children learn by active involvement in the learning process. An inviting, inquiry style.**
- **Success motivates the learner like nothing else. Celebrate, be specific about what makes it a success.**

Our Teachers and parents are encouraged to consider how we can:

- Grow independent learners, responsible for their own learning and actions.
- Get to know the child, their talents and their interests
- Have high expectations for the learners and one's self.
- Use appropriate models to help nurture / develop potential.
- Evaluate success before deciding next learning steps
- Develop Key Competencies and pursue knowledge as well as skills. Self management,
- Provide a range of interesting activities and a variety of teaching styles to maximize learning for all.
- Teach strategies for coping with change: Resilience, Tenacity, courage, honesty, etc.
- Use information and communication technologies selectively.

learning will involve:

- a safe and caring environment
- respect and tolerance for individuals and their cultural heritage
- positive support/ learning environment / atmosphere – tone – An “I can, can do!” attitude.
- co-operation, compassion, forgiveness and build capacity to grow positive relationships

- quiet control, with well prepared and thoroughly planned learning activities.
- Deliberate acts of Teaching. A sharing between teachers as “Together we can achieve more!”
- Uphold the rights of others while standing up for their own.
- an element of competition and sensible risk taking by learners
- caring teacher enthusiasm and pupil commitment / effort to learn.
- coverage in ‘thinking skills, exploring values and beliefs of self, school and communities’
- caring parent / caregiver communications - inclusive, involvement encouraged.

Paengaroa School “Where learning has no boundaries” He Akoranga Mutunga Kore

Our Values include respecting the dual cultural heritage of New Zealand. Our cultural diversity is respected.

We strive to model and live by five main values. Aiming to grow great citizens who are:

- **Responsible** Haepapa
Te kawenga me te
tika
- **Honest** Hononga
- **Respectful** Whakaute

Manaakitanga
Te Whakaaetanga me te
Tangata
- **Creative** Whakapiringatanga.
- **Confident** Mana Motuhake

Personal qualities:

- Cooperative Whakawhanaungatanga/Kotahitanga
- Collaborative Mahi-Tahi
- Contribute and Participate
- Fair minded Te kawenga me te
tika
- Inclusive Whakauru
- Tolerant Whakawhanaungatanga
- Make healthy choices Te Ora me te Ora
- Self-manage – are organised, determined and can assert themselves
- Care for the environment Kaitiakitanga
- Show integrity Te tika
- Strive to achieve Tuhiinga o mua
- Life long learners Ngā ākongā roa o te ao
- Kind to others Manaakitanga
- learning Risks
- Communicate clearly
- Stay positive (Growth mindset.)
- Show perseverance and resilience

