



Teacher / Kaiako Referee Form 2021

Teacher / Kaiako Referee Form 2021 - Response Process

Please complete this referee form and email as an attachment to The Principal, Louisa Barham - no later than **3.00 pm Monday 4 October** to RASvacancies@raglanarea.school.nz.

This is a confidential document. The contents will be disclosed only to members of the Board of Trustees, and those assisting with the appointment and selection process.

- Name of Applicant:**
- Name of Referee:**
- Address:**
- Phone / Mobile:**
- Email:**
- Relationship to the Applicant:**
- How long have you known the Applicant:**

Please assess the applicant's performance for each of the required areas by marking an **X** in the appropriate box for each of the following descriptors. If you are unable to rank any areas, please leave the box blank.

NOT COMPETENT	1
NEEDS FURTHER DEVELOPMENT	2
COMPETENT	3
THIS IS AN AREA OF STRENGTH	4
OUTSTANDING	5

1 - PERSONAL QUALITIES	1	2	3	4	5
Committed, dedicated, high degree of integrity and professionalism					
Visible, engaging, inspiring and optimistic					
Approachable, open and transparent					
Sense of humour can have fun					
Empathetic; builds strong trusting relationships					
Restorative; seeks win/win outcomes					
Reflective and highly motivated to improve own practices - welcomes feedback					
Has a “heart” for engaging Māori whānau and is committed to improving outcomes for Māori learners					
Clear and effective communicator					
Growth Mindset approach					
COMMENTS:					

2 - PROFESSIONAL QUALITIES	1	2	3	4	5
Committed classroom practitioner; passionate about implementing effective teaching practice to enhance learner engagement and achievement					
Excellent organisational skills; recognises the importance of respectful and authentic delegation of tasks					
In-depth knowledge of curriculum delivery and assessment practices					
Identifies new and innovative opportunities and actions where appropriate					
Strong pastoral care focus for all					
Embraces bi-culturalism and has some					

understanding of Maatauranga Māori					
COMMENTS					

3 - RELATIONSHIPS WITH STUDENTS	1	2	3	4	5
Establishes warm and trusting relationships					
Earns trust and respect					
Enables students to take responsibility for their own learning					
Supports the needs of Māori, and all students at risk of not fulfilling potential					
Encourages students to uphold high standards of behaviour and personal conduct					
Seeks and values student voice					
COMMENTS					

4 - RELATIONSHIPS WITH COLLEAGUES	1	2	3	4	5
Establishes collaborative professional relationships with colleagues					
Inspires, motivates and challenges staff					
Utilises the strengths of others					
Manages conflict situations					
COMMENTS					

5 - SCHOOL ORGANISATION AND MANAGEMENT	1	2	3	4	5
Promotes the school and its achievements					
Confident and capable user of digital technology					
Works effectively with whānau and the wider community					
Uses SMART strategies to plan for and manage events and tasks.					
Understands and demonstrates good financial practices; budgets are aligned to delegations and approval limits.					
COMMENTS					

SUMMARY: Rank the application's suitability for this specific position.				
Not Recommended	Recommended Some Reservations	Recommended	Highly Recommended	Outstanding No Reservations
COMMENTS				