

POSITION DESCRIPTION

Kaiako – Te Reo Māori, Kapa Haka & Te Ao Māori (1MU)

Position Title	Kaiako – Te Reo Māori, Kapa Haka & Te Ao Māori (Permanent, Full-time, 1MU)
School	Te Paerangi South Auckland Middle School (SAMS), Manurewa, Auckland
Reports to	Principal
Working Relationships	External: Whānau, hapū, iwi, Ministry of Education, community organisations, cultural groups, external providers. Internal: Principal, Senior Leadership Team, kaiako, learning support staff, students, administrative staff, Board.
Salary	Terms and conditions, including base salary, are set by the relevant collective agreement. Actual salary will be determined by qualifications and experience.

Purpose of the Position

To lead and deliver high-quality, culturally responsive teaching and learning programmes in Te Reo Māori and Kapa Haka for Years 7–10, while strengthening the presence and practice of Te Ao Māori across the kura. This is a newly established role, and the successful applicant will be responsible for developing the programme, leading Kapa Haka, and strengthening cultural identity and belonging so that rangatahi are enabled to thrive.

The attached 1MU recognises the leadership responsibilities associated with developing this new programme, leading Kapa Haka, and strengthening the presence of Te Ao Māori across the kura.

The successful applicant will also teach in other curriculum learning areas as determined by school staffing requirements and aligned with the applicant's strengths, qualifications and experience.

Key Responsibilities and Appraisal Indicators

Key Responsibilities	Appraisal Indicators
Teaching and Learning Programmes	Effective teaching programmes are planned, delivered and assessed in accordance with The New Zealand Curriculum and school expectations. Students demonstrate engagement, progress and achievement.
Te Reo Māori Programme Development	Engaging and culturally responsive Te Reo Māori programmes are developed, implemented and reviewed to meet the needs of learners across Years 7–10.
Kapa Haka Leadership	A new, high-quality kura Kapa Haka programme is established and maintained. Students are provided with meaningful opportunities to participate, perform and develop leadership.
Leadership of Te Ao Māori (1MU Responsibility)	Tikanga Māori and mātauranga Māori are visibly integrated and valued throughout the kura. Te Ao Māori initiatives, events and programmes are planned and effectively coordinated.
Curriculum Teaching Contributions	Teaching in additional curriculum areas is delivered effectively in accordance with school needs and the kaiako's strengths and expertise.
Whānau and Community Partnerships	Authentic, respectful and productive relationships are established and maintained with whānau, hapū, iwi and the wider community, including local iwi connections where applicable.
Supporting Staff Cultural Capability	Colleagues are supported and encouraged to grow their cultural capability and confidence.

Key Responsibilities	Appraisal Indicators
Collaborative Practice	Works collaboratively with colleagues and contributes positively to school improvement within a small, innovative and close-knit kura.
Student Wellbeing	Promotes a safe, inclusive and culturally responsive learning environment where rangatahi feel valued, supported and able to thrive.

Tasks and Duties

Teaching and Learning

- Plan, prepare and deliver engaging and culturally responsive Te Reo Māori learning programmes across Years 7–10.
- Create positive, engaging and culturally responsive learning environments for rangatahi.
- Assess, monitor and report student progress and achievement.
- Differentiate learning to meet diverse student needs.
- Maintain effective classroom management and positive learning environments.
- Participate in school assessment, reporting and moderation processes.

Leadership of Te Ao Māori (1MU Responsibility)

- Lead the development and ongoing implementation of Te Ao Māori initiatives across the kura.
- Support the integration of tikanga Māori and mātauranga Māori across the school.
- Provide leadership and coordination of Te Ao Māori events and programmes (e.g. pōwhiri, whakatau, Matariki and other cultural events).
- Support colleagues to grow their cultural capability and confidence.
- Provide advice and guidance to leadership regarding culturally responsive practice.

Kapa Haka Leadership

- Develop and lead the kura's new Kapa Haka programme.
- Coordinate rehearsals, performances and participation in festivals and community events.
- Foster student leadership and participation within Kapa Haka.
- Maintain positive relationships with whānau and community cultural groups supporting the programme.

Whānau and Community Partnerships

- Build and maintain authentic relationships with whānau, hapū, iwi and the wider community.
- Draw on knowledge of, or connections to, the local iwi and community context where possible.
- Represent the kura professionally and respectfully in all external cultural partnerships.

Professional Responsibilities

- Maintain current Teacher Registration and Practising Certificate requirements.
- Participate fully in appraisal, Professional Growth Cycles and professional learning opportunities.
- Contribute positively to staff meetings, team planning and school events.
- Uphold the school's values and strategic priorities.
- Maintain professional standards in accordance with Teaching Council expectations.

Health, Safety and Wellbeing

- Ensure the safety and wellbeing of self, students, staff and visitors at all times, including during Kapa Haka rehearsals, performances and cultural events.
- Comply with all health and safety requirements, Board policies and relevant legislation.
- Actively contribute to a safe, inclusive and respectful school environment.

General Responsibilities

- Comply with all Board policies, procedures and relevant legislation.
- Support and promote the vision, values and strategic direction of Te Paerangi | South Auckland Middle School.
- Maintain confidentiality and professional integrity in all aspects of the role.
- Teaching hours and curriculum teaching contributions may vary as required to meet the operational needs of the school, aligned with the kaiako's strengths and expertise.
- Undertake any other duties reasonably required by the Principal that are consistent with the position, regardless of whether these are detailed in this job description.