

Scale A Teacher - 2027

APPLICATION PACK – Fixed Term role – (Possibility of Y1-6)

Starting: Tuesday 2nd February 2027

Applications must be received in emailed form by:
Wednesday 4th November, 12:00 pm



Te Kōwhai School

SCALE A TEACHER - APPLICATION OVERVIEW

We are excited to offer you an opportunity to become part of our TK Team with this fulltime, permanent position. Possibility of Management Unit depending on specific skills and experience.



The Te Kōwhai Board welcomes your interest in joining our dynamic team! We are seeking an enthusiastic educator to step into our vibrant School. We hold high expectations for our students, working alongside them to ensure they are empowered, motivated, and achieving their absolute best. You won't be doing it alone. The successful applicant will step into a highly supportive and collaborative learning classroom designed for success. The space you will be working in is a well-resourced and spacious collaborative classroom with one other experienced teacher and a Learning Assistant, therefore there will be lots of support during induction.

Te Kowhai School is a Full Primary (Year 1-8), with a current roll of 325 students.

The application pack includes:

- School Vision and Values Overview
- School Description
- Person Specification
- Important Application Information

Our anticipated time for the application process is as follows:

- School visits recommended: please email regarding making a time (principal@tekowhai.school.nz)
- Applications close **Wednesday 4th November, 2026 12 pm**
- Shortlisted candidates decided by **Thursday 5th November, 2026**
- Interviews **9th – 10th November (TBC)**
- Appointments made and applicants notified by **11th November 2026**
- Successful applicant to start at the commencement of **Term 1. 2027** (Tuesday 2nd February 2027))

For further information:

- See the school website www.tekowhai.school.nz
- Contact: Juliet Dickinson, Principal email: principal@tekowhai.school.nz
Phone: (07) 829 7860 or (021) 246 1404



Te Kōwhai School

APPLICATION FOR APPOINTMENT – IMPORTANT INFORMATION



Kia ora, I have the absolute privilege of working as Tumuki alongside our incredible students, engaged community and passionate teachers.

Our vision is to grow students who are Connected, Empowered Contributors and we are striving to achieve this through our cohesive, integrated and inspiring curriculum design. This has a strong focus on Student Inquiry, Literacy and Numeracy.

Te Kōwhai School is an incredible place to be. We are known for our strong, positive and fun-loving school culture. Our community are highly committed and positively involved in our school, and our Board are invested in making a difference for our Tamariki, and their learning and progress.

Thank you for expressing an interest in this position which would see you working and learning in a dynamic, collaborative learning space. Students will be working in the curriculum at their year level, yet still have opportunities to work with all senior students. Flexible learning spaces can be split off as required. You will benefit from the professional learning support and collegial relationships of others.

These are exciting times for our school as we continue embedding new learning in line with our [Strategic Plan](#). You may be the person we need to help continue to build on the positive foundations that already exist within our school.

Please also take up the offer of coming to visit us before applications close if you can. It is a great way for you to see us in action.

If you win the position, you will be part of a hard-working, supportive, professional, but relaxed & FUN environment. If you require any further information, please contact myself on 021 246 1404 or by email – principal@tekowhai.school.nz. I look forward to hearing from you.
Yours sincerely

**Juliet Dickinson,
Principal**

Emailed applications for this position must be received by **12pm on Wednesday 4th Nov, 2026**

Applications should be emailed to – Juliet Dickinson principal@tekowhai.school.nz

Your application should consist of the following and be sent electronically.

1. Complete the Application Form and Declaration (via [THIS LINK](#))
2. A Curriculum Vitae containing at least the following information;
 - A cover letter
 - Full employment history
 - Specific skills, experience, strengths and abilities relevant to the specifications

3. **Referee responses:** Contact details for two referees (including google form sent to your 2 referees and completed by Wednesday 4th November. See link below:

- [Referee Form](#)

Please ensure your two referees are aware they have been nominated and that you have authorised them to disclose information about you to the Board for the purpose of determining your suitability for the advertised position should we choose to contact them. Referees may also be contacted during the short-listing process.

The board may also make inquiries to previous employers, or other persons deemed necessary to satisfy the Board as to the suitability of the applicant. The Board will hold this application form and supporting documentation in strictest confidence.



Te Kōwhai School

OUR VISION AND VALUES



TE KOWHAI SCHOOL: SCALE A TEACHER 2027

For more information on our school go to, www.tekowhai.school.nz

Te Kōwhai School

SCHOOL DESCRIPTION

Te Kōwhai School is a Full Primary placed in an idyllic rural setting a short distance from Hamilton City. We are in a fast-developing semi-rural area, not far from The Base.

At Te Kōwhai School, our learners are **connected** and **empowered** and positively **contribute** to our local environment. Our teachers work together to meet the needs of learners. Our Board also fund a fulltime learning assistant in every Learning Community to enhance learning further and support our tamariki.

Our Vision, Values and Learner Qualities are core components to learning and have evolved over a number of years to ensure we maximise the potential of all learners. We are well ahead with our Literacy work and often host visits from other schools. We would love to share this learning with you and learn from you as well.

We are very fortunate to have a strong community who support the school's vision. There is a proud history surrounding the school, which provides an excellent foundation for our local curriculum.

We have an **amazing** team of passionate and professional staff who are supported by a committed leadership team, a large team of support staff and additional learning support initiatives. Staff culture/morale is **high** and of considerable importance to the school and the Board. Accordingly, professional development and social opportunities are given a high priority.

Students also benefit from a huge range of opportunities in sports, leadership & the arts.



TE KOWHAI SCHOOL: SCALE A TEACHER 2027

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SCALE A TEACHER: Teacher Characteristics/ Specifications

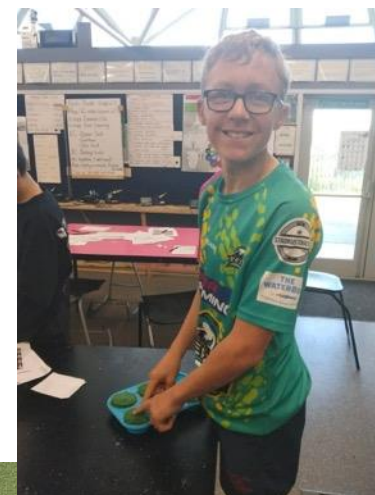
(please address aspects of these characteristics in your cover letter or CV – then email to principal@tekowhai.school.nz)

At Te Kōwhai School we are looking for a teacher who:

- Is enthusiastic with a positive attitude and sense of fun
- Has had some experience at Years 1-6
- Empowers students to reach their full potential, utilising the scope of the new NZ Curriculum (including Structured Literacy and an awareness of the Science of Learning).
- Is proactive and self-motivated
- Is an effective team player; who thrives on working collaboratively and actively contributes to a strong school culture
- Is able to build positive relationships and communicate effectively with all stakeholders
- Is committed to their own professional learning (open to change and reflective)

IN RETURN WE CAN OFFER:

- Strong Vision, Direction and Strategic Goals
- Strong staff and student culture
- Commitment to high-quality professional development (in line with new curriculum)
- Leadership opportunities
- Support from staff, leadership team and School Board
- An exciting and FUN place of work
- The chance to work alongside a group of dynamic, forward thinking, innovative staff
- The opportunity to develop yourself both professionally and personally



TE KOWHAI SCHOOL: SCALE A TEACHER 2027

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2025 Whānau Voice

Information below from the 20% of school families who responded

WHAT WE WANTED TO KNOW...

Learning: What is going well? What next?
Social / Emotional: What is going well? What next?

How you feel about communication and recent educational updates?
Other ideas for us to consider.

LEARNING: What is going well?

Listed from most to least mentioned:

Inquiry learning is providing fun, engaging learning opportunities.

Students are receiving good support in their learning.

There is a good, strong focus on core areas (Literacy, Mathematics)

There are lots of extra-curricular opportunities available.

Effective communication from staff



LEARNING: What's next and questions we will answer

Listed from most to least mentioned:

Given the new curriculum, how can we help at home?

What will assessment and reporting look?

What does academic extension look like?

How do our classroom spaces and the way children learn maximise their outcomes?

What the behaviour expectations across the school are.



QUOTES:

The teachers are amazing and have handled issues well and professionally.

Teacher teams are doing a great job at planning and implementing engaging learning opportunities using a great number of resources and engaging methods.

Great learning inquiry topics and external providers to put their learning into context.

Our children's needs always seem to be met and they are challenged with additions to their learning when needed too. The children report that they're not bored at school which demonstrates to us that the teachers seem to be across where the kids are at with their schooling.

I also think the school and classroom does a great job of empowering the students to lead, and speak in front of others (e.g. being Kaiaawhina, speaking at assembly etc.), and I have been very impressed with the school's opportunities for music and performance.

I have 2 children who have very different needs and I feel like there is a very positive and empathetic attitude towards encouraging learning and building their confidence.

I like how the whole school learns about the same topic, this makes for some great family discussions.

A great school, with engaged teachers, and excellent hands on learning, both in the class and outside it.

Great leadership opportunities within the class and outside the class.

I love that my kids both have come home with practical tools to help themselves create calm or reset if they need it.

There have been discussions with my child and her peers around successful relationships in the classroom and I feel like the teachers at Te Kowhai genuinely want to help their students navigate the difficult time that is being an adolescent.

SOCIAL/EMOTIONAL DEVELOPMENT:

What is going well?

Listed from most to least mentioned:
We have a positive and supportive environment.

Emotional regulation and well-being is prioritised.

Lots of leadership opportunities, especially in older years.

Effective handling of issues.

Student interactions with each other / friendships.

Celebrating values and positive behaviour.

SOCIAL/EMOTIONAL: What's next and questions we will answer

Listed from most to least mentioned:

How we respond to distractions and interruptions during learning time.

What lunchtime activities and opportunities look like to ensure all students are engaged.

Growing leadership at younger year levels



OTHER IDEAS AND MENTIONS

- 70% of respondees feel informed of the recent changes to education.
- More clarity is wanted around the use of AI by students
- Keep giving regular updates as to what curriculum changes mean for students / reporting
- Email and Newsletter was deemed the most appropriate avenue for communication
- Keep refining reporting to ensure it clearly and simply reflects the new curriculum



2025 Student Voice

Information below is from individual student surveys LC5/6 and group interviews LC3/4

WHAT WE ASKED OUR STUDENTS:

- What are some of the successes you have had with your learning?
- What are some of the biggest changes in learning over the last year?
- What makes learning easier for you?
- What makes learning hard for you?
- What makes TK a great place to be?
- What would make TK even better?

QUOTES:

"I like learning with groups because people can help me understand things, and people supporting me makes me feel more comfortable".

"The teachers help me learn."

"Using the TIDE planner has helped me have success in my learning. I can add more descriptive language to my writing."

QUOTES:

"We are being taught to be more financially advanced."

"Love the special events like Harvest Festival and Twilight Fiesta"

"Getting extra support in class is great."

"Doing Kapa Haka, Art, Sports, going on School Trips, Famous People visiting the school."



What are some of the successes you have had with your learning?

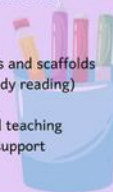
Listed from most to least mentioned:

Literacy:

- Structured Literacy
- The new writing tools and scaffolds
- Reading fluency (buddy reading)

Mathematics:

- The increased guided teaching
- More structure and support
- Visible progress



What are some of the biggest changes in learning over last year?

Listed from most to least mentioned:

Learning is a lot more structured and scaffolded which is helpful

Learning is more challenging and moving quickly (sometimes hard)

There is a lot more whole class learning, but we are covering more.

What makes learning easier for you?

Listed from most to least mentioned:

When there is a lot of teacher support and guidance. Including deeper explanations and 1:1 support.

Structured learning and use of scaffolding tools (i.e. new writing planners) and Maths textbooks

A structured learning space (with minimal distractions)

What makes learning hard for you?

Listed from most to least mentioned:

Distractions, noise and lots of interruptions.

When teachers are too busy with others to help. Especially if learning too hard.

Some group dynamics can be challenging.

When new learning is hard to understand and moves quickly.

What makes TK a great place to be?

Listed from most to least mentioned:

The teachers and staff: friendly and supportive

Friends and the social opportunities we get

We have a welcoming and safe school

All of the events and activities

Other learning opportunities.

What would make TK even better?

Enhanced play and sports facilities and time and more time to play.

Playgrounds, flying fox, swings, dirt bike track.

Longer break times

Nicer toilets

More trees, flowers

More camps, trips and visitors



QUOTES:

"Te Kowhai School is a great place to be a student because we have such good opportunities and amazing students and teachers."

"There are so many opportunities that kids in other schools don't have."

"There have been more activities that make learning enjoyable and exciting."

"Lots of green space and places to play. Big classrooms means that you can have lots of friends."

QUOTES:

"Our classrooms have lots of space to learn, we learn Te Reo Māori which is really cool."

"I like the new Maths No Problem programme, it helps me understand how to do the maths."

"Learning is easier if we start in a group first, and then go off and work by ourselves."

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