

Professional Standards	Performance Indicators
<u>Professional Knowledge</u> • Current issues and initiatives	Records assessment outcomes (according to school/department policy). Has sound knowledge of and consistently follows the policies and procedures of the school. Reads and critiques in the professional area and discusses with colleagues. Regularly attends department/staff meetings.
<u>Professional Development</u> • Individual • Collaborative	Continues to look for PD opportunities to improve practice in the classroom and curriculum skills. Attends teacher development programmes and other professional development activities EG whole school PD
<u>Teaching Techniques</u> • Teaching programmes, resources, learning activities, assessments • Range of Teaching Techniques • Evaluation and reflection of teaching techniques	Recognises different levels of student ability and delivers curriculum as appropriate (UDL) Contributes to the development of resources and uses a wide range of resources. Effectively uses a wide range of teaching techniques. Demonstrates a teaching style and utilizes resources that take into account students' individual learning needs. Plan book and/or samples of student work match the required curriculum specification. Reflects on own teaching approaches and techniques and takes action to improve/develop. Works with mentors and others to improve their teaching practices.
<u>Student Management</u> • Managing student behaviour • Response to individual needs	Maintains an accurate record of each student's attendance. Implements school behavioural guidelines, expectations and support systems. Contributes to the ongoing development of support systems and supports colleagues. Establishes clear and effective classroom routines.

Professional Standards	Performance Indicators
<u>Student Management</u> • Positive and safe physical and emotional environment	Has regard for students' physical, cultural and emotional safety and takes appropriate action.
<u>Motivation of Students</u> • Engage students positively in learning • Establishes expectations which value and promote learning	Encourages students to take responsibility for their own learning. Encourages students to involve families, whanau, in their learning. Encourages high expectations for all students.
<u>Effective Communication</u> • Students • Colleagues • Families/whanau	Observes school communication policies and procedures and provides guidance and assistance to colleagues. Spoken and written language is clear, correct and appropriate. Communication is open, constructive, accurate and timely. Maintains confidentiality and trust.
<u>Te Reo me ona Tikanga</u> • Pronunciation and usage • Māori protocols	Pronounces and uses Māori names and words correctly, where appropriate. Develops Māori language knowledge appropriate to the learning area. Participates in Māori cultural events and developing understanding of local protocols, tikanga and kawa, where relevant.
<u>Support for and Co-operation with colleagues</u> • Effective working relationships with colleagues	Meets scheduled requests for information in a timely fashion. Promotes effective relationships with colleagues.

Professional Standard	Performance Indicators
<u>Contribution to Wider School Activities</u>	Participates in activities that benefit colleagues or the school as a whole. Contributes to partnership between the school and community.

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be construed as a list of all responsibilities, duties and skills required of the position and the incumbent. As a member of staff you may be requested to carry out other duties as reasonably required.

Key Competencies and Attributes:

- Tertiary qualification – Bachelors or higher in area of teaching specialty
- Registered Teacher as set out by the New Zealand Teachers Council
- Able to work as part of a department/team
- Understanding of Microsoft Suite, including Teams and OneNote
- Demonstrate mutual respect towards each other and students
- Work with others to achieve best results
- Show initiative in and take responsibility for own job
- Strive for excellence in everything you do
- Demonstrate compassion and tolerance
- Be open and honest in your dealings with others
- Respect the 'search for knowledge' as the cornerstone of academic pursuit

Signed: _____ **Date:** _____

Name:
