



## Teaching at Hornby High School: Person Specifications

### Context

The vision for Hornby High School is 'A Centre of creative excellence'. As we pursue this vision we are committed to providing a *caring, progressive and individualised education*. Our community wants all Hornby students:

1. to experience a positive, personally worthwhile education at Hornby High School
2. to leave Hornby High School on appropriate, positive pathways into:
  - i. further education
  - ii. training
  - iii. employment

Hornby High School is committed to success for all, with a specific focus on those students who, statistically, do least well in NZ's education system: Māori, Pasifika and students with special needs.

Ensuring we work hard to try to ensure that Hornby High School students experience a personally-responsive curriculum so they develop positive learning dispositions. A central measure for this is retaining students into the senior school.

### Person Specifications

All teachers should have credibility with students, staff, school community and the wider community to contribute to student success.

The appointee should be a positive role model to the Hornby High School community by:

1. having appropriate qualifications, skills and experiences relevant to this position
2. being a highly competent teacher NZ Registered
3. observing professional standards of behaviour in school and related activities
4. showing a commitment to Hornby High School and to upholding school policies
5. maintaining a high standard of professional dress and personal grooming

The appointee should:

1. have the attitudes, understanding and inter-personal skills necessary for working with the range of people in a Yr 7-13 secondary school, the school community, our partnership schools, and the wider community

2. have high self-awareness and understanding to maintain high levels of self-efficacy and resilience
3. be skilled at managing multiple relationships and complexity, and balancing competing pressures
4. apply inquiry-practice and self-review
5. model exemplary teaching practices – a 21<sup>st</sup> century school for 21<sup>st</sup> century students
6. understand and apply the range of the NZC to ensure student engagement and student self-efficacy
7. understand and apply e-learning principles and pedagogy
8. understand and participate in the school's performance management process based on Teaching as Inquiry for the delivery of effective teaching and learning
9. understand and apply the principles of the Treaty of Waitangi
10. understand and apply the principles of Pasifika home-school partnerships
11. understand and practise inclusive practices
12. understand and practise culturally-responsive relationships and pedagogy, with a specific emphasis on discursive teaching practices
13. understand and practise the principles of relational and restorative practices
14. contribute to the concept of pathways in our school
15. play an active part in school life