



Position description

POSITION	Pou Ahurea
Responsible to	Principal, Deputy Principal and Board of Trustees
Role Purpose	<p>Te Kura Āwhina Ora o te Ra (Northern Health School) is a Ministry of Education-funded school that provides education and transition support for Year 0–14 students whose health conditions prevent them from attending their regular schools. We are a large, geographically dispersed school with sites across the North Island, from Gisborne and Taranaki to the far north (Kaitia).</p> <p>Te Pou Ahurea gives effect to Te Tiriti o Waitangi by ensuring that the Te Kura Āwhina Ora o te Raki is a place where Māori identity, language, and culture are valued and actively nurtured, leading to improved educational outcomes and a stronger sense of belonging for ākonga Māori.</p> <p>In addition to the responsibilities listed below, the Pou Ahurea may have teaching responsibilities as outlined in the generic teacher job description. Teaching responsibilities would be negotiated with the Principal/Deputy Principals.</p>

KEY RESPONSIBILITIES	
Task	Indicators
Work with the Cultural Team, the Kaiako Māori and the Kaiāwhina, to strengthen the cultural competence of kaiako and kaimahi through a te ao Māori lens.	<ul style="list-style-type: none"> Minimum expectations of competency in te reo and tikanga are established and supported. The learning needs of kaiako and kaimahi are identified. Targeted professional learning is delivered. Staff demonstrate increased confidence in applying te ao Māori perspectives to their work. Te ao Māori perspectives are visible in all teaching and learning environments.

Support the Kaiako Māori and the Kaiāwhina to meet the needs of ākonga Māori from Māori-medium settings.	<ul style="list-style-type: none"> Tailored support plans are in place for ākonga Māori from Māori medium settings. Positive feedback from whānau and ākonga Increased engagement and achievement of ākonga Māori from Māori medium settings. Improved outcomes for ākonga Māori.
Collaborate with the cultural leadership team to integrate mātauranga Māori into the NZ Curriculum	<ul style="list-style-type: none"> Teaching and learning programmes authentically integrate localised mātauranga Māori for all ākonga. Curriculum documentation includes culturally grounded content across the learning areas.
Collaborate with the cultural leadership team to promote culturally responsive and relational pedagogies (CRRP).	<ul style="list-style-type: none"> Observations show kaiako delivering learning programmes using CRRP. Strong relationships are evident between kaiako, ākonga, and whānau. Enhanced outcomes for ākonga Māori that align with and reflect the aspirations and goals of both whānau and ākonga.
Support teams to build and sustain meaningful relationships with whānau, iwi, and Tangata Whenua at a regional level.	<ul style="list-style-type: none"> Regular engagement and hui with local iwi are established and maintained. Whānau and iwi voice is reflected in kura decision-making and planning. Collaborative initiatives with Tangata Whenua are visible in unit programmes and events.
Collaborate with the Strategic Team to ensure the schools strategic direction reflects a Te Ao Māori perspective.	<ul style="list-style-type: none"> School improvement goals reflect mātauranga Māori, tikanga, and te reo Māori. Implementation plans are culturally responsive.

PERSON SPECIFICATION

- Be a New Zealand registered teacher with a current full registration.
- Te Pou Ahurea possesses a deep understanding of tikanga Māori and is proficient in te reo Māori.
- Strong leadership skills and can empower others by recognising and nurturing their strengths.
- Skilled in developing and implementing long-term plans that align with the NHS vision and goals.
- Strong relationship building skills with the ability to positively influence people.
- Organised and responsive.