

High School Kaiako Job Description

Wā Ora Montessori School Mission

To provide and promote an education, inspired by the Montessori philosophy, which nurtures in the child a life-long love of learning through self-discovery.

The Montessori philosophy underpins every decision we make and every action we carry out. Integral to that philosophy is respect for ākongā; for the self-construction they are undergoing and the contribution they have to make to our community. We are working in partnership with ākongā and their whānau to create a community where they are welcome, accepted and can contribute to the learning community of Wā Ora School.

“Kaiako, in a Montessori classroom, model grace, courtesy and a natural wonder about the world. They act as a guide to ākongā while they make sense of even the most seemingly mundane of experiences. They move slowly and purposefully about the classroom. They are aware of themselves and their role in the lives of their ākongā. They take the time to visualise how they want their classroom to be and model that, preparing themselves to teach and observe ākongā.”

Maria Montessori, The Absorbent Mind

**Responsible to Deputy Principal High School, Principal
Responsible For ākongā in the class**

Tangata Whenuatanga

Create an environment where:

- the Montessori philosophy, tikanga and protocols of Wā Ora are consistently upheld.
- the outdoors is fundamental to the Montessori programme and is planned for and maintained.
- knowledge gained from whānau is incorporated into teaching practice.
- the prepared environment is rich with resources, and experiences within the classroom relate to local culture.
- as a kaiako I share my own family history.

Wānanga

As a kaiako I will:

- participate in the delivery of Montessori philosophy to whānau through Parent Information Evenings and write articles for the Wā Ora Newsletter as scheduled.
- In accordance with the *Communication Procedure*, make regular contact with whānau including and explaining Montessori philosophy as appropriate.
- Provide ākongā with empowering frequent opportunities to contribute in class.

- work in partnership with colleagues, whānau and communities through school activities including celebrations which may be religious or cultural, depending on the time of year. These events can occur outside of school hours e.g. Open House, Mātariki, Coffee House, etc.
- incorporate multiple voices (i.e. whānau and community, ākonga, kaiako) for ākonga accessing and acknowledging whānau expertise, knowledge and perspectives

Whanaungatanga

As a kaiako I will:

- actively participate in planning and evaluation for ākonga, utilising authentic Montessori assessment tools and observation, incorporating ākonga and whānau aspirations. These will be used in the planning and evaluation process to extend ākonga strengths, knowledge, skills and dispositions.
- actively build and maintain respectful, authentic working relationships with ākonga, whānau and colleagues.
- be available and welcoming to ākonga, whānau and colleagues.
- demonstrate knowledge of whānau cultures, tikanga, values and traditions through my teaching practice.
- assist in developing and implementing whānau orientation courses and seminars as requested.
- play an active part in the wider school community.

Manaakitanga

As Kaiako I will create an environment where:

- in accordance with the essential elements of Montessori for Wā Ora Montessori school, an environment appropriate to the needs of ākonga can be prepared and maintained which caters effectively for individual priority learning needs.
- *Grace and Courtesy* is modelled in a culturally respectful way.
- ākonga know they are respected and cared for in a positive, safe, caring Montessori environment.
- ākonga have the space, support and time to concentrate on their work and make independent choices for their learning.
- the values and culture of Māori ākonga are acknowledged and learning is contextualised for them by using real stories for their learning to take place.
- tikanga and te reo Māori are an integral part of the daily practice/classroom culture. Correct pronunciation of te reo Māori is used at all times.

Ako

As a kaiako I will:

- develop and effectively plan and execute the curriculum consistent with the Montessori method and principles appropriate to the learning objectives for the age group and the individual, presenting lessons based on interest, readiness and knowledge of ākonga developing next learning steps together.
- maintain professional learning to a high standard in both Montessori and State methods as identified in Teaching as Inquiry process.
- instill in ākonga the belief that they are confident, competent learners capable of achieving highly.
- ensure learning is enjoyable and challenging for ākonga.
- provide opportunities for ākonga to learn from each other and as kaiako, be open to learning from ākonga – tuakana/teina

Qualifications Required for this Position

- Relevant state diploma / Degree of Teaching / NZQA recognised equivalent
- Current New Zealand Kaiako Full Registration (New Zealand Teacher Council Registration Number required)
- Current NZQA First Aid qualification

Qualifications Desired for this Position

- Face to face Montessori training at a Montessori training centre recognised by Wā Ora.

Staff employed by Wā Ora are expected to uphold the highest standards of personal behaviour and adhere to school policies and procedures and the New Zealand Teachers Council Code of Ethics.

We encourage high levels of involvement and self-motivation in our school community. To achieve this, Wā Ora Montessori School expects kaiako to strengthen the performance of all ākonga at Wā Ora Montessori School. There is an expectation that sometimes this will demonstrate attributes and qualities not apparent in this job description but will be supported and acknowledged through the Wā Ora appraisal processes.

This job description is confirmed:

I have read this job description and understand what is required for this position.

Name: _____

Signature: _____
High School Kaiako Wā Ora Montessori School

Date _____

Signature: _____
Ava Szabo (Principal Wā Ora Montessori School)

Date _____