

A wānanga provided in section 162(4)(b)(iv) of the Education Act 1989, is characterised by “teaching and research that maintains, advances and disseminates knowledge and develops intellectual independence, and assists the application of knowledge regarding āhuatanga Māori (Māori tradition) according to tikanga Māori (Māori custom)”.

<b>Tūranga</b> <i>Position</i>	<b>Kaiako – Rangatahi</b> <b>Youth Tutor Level 2 (Youth Guarantee)</b>	
<b>Uepū / Wāhanga</b> <i>Department</i>	<b>School Services</b>	
<b>Takiwā / Rohe</b> <i>District</i>	<b>Te Waenga</b>	
<b>Wāhi Mahi</b> <i>Location</i>	<b>Te Waenga</b>	
<b>Whakatau ki</b> <i>Reports to</i>	<b>Team Lead</b>	
<b>Māka Pūtea</b> <i>Salary Grade</i>	<b>T3</b>	
<b>Māngai Pūtea</b> <i>Financial Delegation</i>	<b>N/A</b>	
<b>Wā Roanga</b> <i>Tenure</i>	<b>Fixed Term</b>	
<b>Ngā Rōpu Whaihua</b> <i>Functional Relationships</i>	<u>Internal</u> <ul style="list-style-type: none"> <li>• Taura</li> <li>• TWoA kaimahi</li> </ul>	<u>External</u> <ul style="list-style-type: none"> <li>• Secondary Schools</li> <li>• Taura whanau (students’ families)</li> <li>• Potential taura</li> <li>• Iwi / hapu</li> <li>• Tertiary Providers</li> <li>• Community</li> </ul>

### **Pūtake Tūranga - Role Purpose**

The primary function of the Kaiako is to teach the basic skills of the industry or subject related to the programme to 16 – 19 year olds. Teaching involves but is not limited to developing lesson plans, presenting material to taura, responding to taura learning needs, assessing and evaluating taura progress.

Key Performance Indicators	Success Factors
<p><b>Planning</b></p> <ul style="list-style-type: none"> <li>- Plan tutoring sessions and manage day to day delivery of the programme</li> <li>- Identify, develop numeracy and literacy plans for taura</li> <li>- Plan and supervise Noho, Wānanga</li> </ul>	<ul style="list-style-type: none"> <li>- Full preparation for each lesson is completed with lesson plans that are developed in advance of delivery and prior to term commencement</li> <li>- Literacy and numeracy plans are developed and support taura learning as required</li> <li>- Transport is arranged that is safe, catering is organised and Wānanga and field trips are relevant</li> </ul>
<p><b>Delivery and Assessment</b></p> <ul style="list-style-type: none"> <li>- Promote a collaborative, inclusive and supportive learning environment</li> <li>- Deliver curriculum to enhance the taura learning experience</li> <li>- Conduct discussions to increase taura knowledge and competence by using appropriate tools or other relevant methods that motivate learning</li> <li>- Modify teaching approaches to address the needs of individuals and groups of taura to improve academic performance</li> <li>- Teach taura study skills and note taking skills</li> <li>- Assess taura progress throughout tutoring sessions</li> <li>- Contribute to programme review, curriculum, resources development moderation and internal audit</li> </ul>	<ul style="list-style-type: none"> <li>- Effective management of the learning environment that incorporates successful strategies to engage and motivate taura are evident</li> <li>- Classes accurately reflect the current curriculum and routines are appropriate, well established and understood by all taura</li> <li>- Teaching approaches, resources, technologies and learning and assessment activities are utilised that are inclusive and effective for diverse taura</li> <li>- Strategies are developed and implemented that address identified learning needs to overcome barriers to learning</li> <li>- Lessons show variety of approaches and teaching techniques</li> <li>- Assessment information is analysed to evaluate the effectiveness of the teaching and amended to accommodate individuals in tutoring</li> <li>- Participates in the development and review of programmes as required</li> </ul>
<p><b>Communication</b></p> <ul style="list-style-type: none"> <li>- Communicate with taura on their progress and encourage taura to take responsibility for their own learning and behaviour</li> <li>- Establish and maintain effective working relationships with all internal and external parties</li> <li>- Role model appropriate interactions to taura associated with developing respect and understanding</li> </ul>	<ul style="list-style-type: none"> <li>- Positive feedback and evidence of regular communication with taura</li> <li>- Positive relationships are demonstrated through internal and external interactions</li> <li>- Respect is demonstrated in all interactions</li> </ul>

<p><b>Reporting</b></p> <ul style="list-style-type: none"> <li>• Maintain records of taura: <ul style="list-style-type: none"> <li>○ assessment results</li> <li>○ attendance registers</li> <li>○ progress</li> </ul> </li> <li>• Feedback end of course graduation rates</li> <li>• Maintain confidentiality of all records</li> </ul>	<ul style="list-style-type: none"> <li>- All taura administration is completed and submitted by within required timeframes and in accordance with the standards and policies of Te Wānanga o Aotearoa (TWoA)</li> <li>- Graduation rates are available as required</li> <li>- Records are securely stored in a locked cabinet in a locked room</li> </ul>
<p><b>Health and Safety</b></p> <ul style="list-style-type: none"> <li>- Comply with all health, safety and wellness policy and procedures</li> <li>- Recognise and address circumstances to prevent unhealthy or unsafe situations</li> <li>- Perform any manual duties in a safe and responsible manner</li> <li>- Report faults in accordance with policy</li> <li>- Process risk management forms and health and safety issues accordingly</li> <li>- Promote and maintain high standards of hygiene and safety in the preparation of lunch for taura</li> </ul>	<ul style="list-style-type: none"> <li>- Health, safety and wellness policies and procedures are adhered to and complied with</li> <li>- Risk minimisation assessment is completed and any identified mitigation action taken</li> <li>- Zero harm while carrying out duties and programme delivery meets all safety standards as outlined in policy and procedures</li> <li>- Faults are reported immediately to relevant personnel</li> <li>- Forms are completed that accurately reflect risks and health and safety issues</li> <li>- Equipment and food preparation areas are kept clean and inspected regularly for issues/hazards</li> <li>- Food is handled, prepared and stored in accordance with best practice</li> </ul>
<p><b>Other Duties</b></p> <ul style="list-style-type: none"> <li>- Operate within delegated authorities at all times</li> <li>- Undertake other duties as required by the employer provided the kaimahi has the required skills and qualifications</li> <li>- Undertake professional development as identified</li> <li>- Attend hui kaimahi as requested</li> <li>- From time-to-time all kaimahi are encouraged to engage in other activities outside their assigned duties, such as (but not limited to) setting up and attending powhiri, hosting visitors, recruitment drives and supporting other kaimahi in their roles</li> </ul>	<ul style="list-style-type: none"> <li>- Delegated authorities are complied with at all times</li> <li>- Requests by the employer are undertaken</li> <li>- Professional development is undertaken as agreed</li> <li>- Hui are attended as required</li> <li>- Positive engagement in activities that contribute to the overall functionality and operation of Te Wānanga o Aotearoa</li> </ul>

The employee shall be required to exercise all their skills and knowledge in the achievement of the position objectives and to follow any current or future procedures and policies related to achieving the objectives.

The responsibilities and expectations outlined in this position description may alter as business needs change. In addition specific objectives and outcomes will be agreed to with the kaimahi's manager on an annual basis at performance review.

<p><b><u>Qualifications and Experience</u></b></p>	<p><b>Qualifications:</b></p> <ul style="list-style-type: none"> <li>• Diploma (Level 5) Teaching Qualification</li> <li>• Diploma Level 5 or equivalent in related field</li> <li>• National Certificate in Adult Literacy and Numeracy Education Level 5</li> <li>• Unit Standards 4098, 11281, 18203</li> <li>• Full NZ Driver Licence (P class preferred but not essential)</li> </ul> <p><b>Experience:</b></p> <ul style="list-style-type: none"> <li>• 2+ years' work experience pertaining to the subject matter of the programme</li> <li>• 2+ years' experience teaching youth (16 – 19 year olds)</li> <li>• Proven success with positive outcomes for rangatahi</li> </ul> <p><b>Āhukatanga Māori:</b></p> <ul style="list-style-type: none"> <li>• Engages in cultural activities and has a sound understanding of āhukatanga Māori (values, culture and tikanga)</li> <li>• Able to greet and acknowledge people in te reo Māori and pronounce Māori words correctly</li> <li>• Prepared to increase knowledge, understanding and everyday use of te reo and āhukatanga Māori and support other kaimahi in the same endeavour</li> <li>• Embraces a Māori world view underpinned by the values of Te Aroha, Te Whakapono, Ngā Ture and Kotahitanga</li> </ul>
<p><b><u>Technical Skills</u></b></p> <p>Are the specialised skills and abilities required for a particular role</p>	<ul style="list-style-type: none"> <li>• Knowledge of principles and methods for curriculum and training design in the relevant subject area</li> <li>• Teaching and instruction for individuals and groups</li> <li>• Excellent written and oral communication skills– communicating effectively as appropriate for the needs of taurua</li> <li>• Proven ability to analyse, investigate and evaluate data, issues and situations</li> <li>• Proven ability to accurately record and document progress</li> <li>• Sound understanding of risk management processes and procedures</li> <li>• Proven ability to communicate and engage with a wide range of youth and facilitate their achievement</li> </ul>
<p><b><u>Behavioural Skills and Attributes</u></b></p> <p>Behavioural Competencies are the role specific behaviours and attitudes required by kaimahi (staff) to be successful in their roles</p>	<p><b>Approachability</b> Makes others feel comfortable, welcomed and at ease should they need support, help or advice. Is perceived as helpful, genuine and amicable.</p> <p><b>Time Management</b> Uses time effectively and efficiently; concentrates efforts on the most important priorities; and independently handles several tasks at once.</p> <p><b>Planning</b> Accurately determines the length and difficulty of tasks and projects; sets clear, realistic and measureable goals; sets priorities and time parameters to accomplish tasks and projects, anticipates road blocks and develops contingencies to redirect tasks so momentum is maintained.</p> <p><b>Organising</b> Marshals resources (people, funding, materials and support) to get things done; orchestrates multiple activities at once to accomplish a goal; uses resources effectively and efficiently; and arranges information to a high standard.</p>

	<p><b>Conflict Management</b> Identifies and takes steps to prevent potential situations that could result in unpleasant confrontations. Manages and resolves conflicts and disagreements in a positive and constructive manner to minimize negative impact</p> <p><b>Drive for Results</b> Steers self and others to achieve or exceed results; overcomes obstacles; drives performance; and has personal commitment to excellence and a focus on attaining goals.</p> <p><b>Initiative</b> Is proactive and looks at improving current systems and processes, looks at things in new and better ways.</p> <p><b>Motivating Others</b> Creates a climate in which people want to do their best; can assess each person's strengths and use them to get the best out of him or her; and promotes confidence and optimistic attitude.</p>
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