Te Wānanga o Aotearoa

ARO TŪRANGA
Position Description

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)".

Tūranga *Position*	**Kaiako** Ngā Poutoko Whakarara Oranga (Kaupae 7) Tutor Bachelor of Bicultural Social Work (L7)	
Wāhanga / Uepū *Department / Division*	**Ratonga Pāpori, Akoranga** Social Services Programme, Educational Delivery Services	
Takiwā *District*	As confirmed in the letter of offer	
Wāhi Mahi *Location*	As confirmed in the letter of offer	
Whakatau ki *Reports to*	Manager - Ngā Poutoko Whakarara Oranga | Bachelor Of Bicultural Social Work	
Māka Pūtea *Salary Grade*	**PR3**	
Māngai Pūtea *Financial Delegation*	N / A	
Māngai Pūtea *Tenure*	As confirmed in the letter of offer	
Ngā Rōpū Whaihua *Functional Relationships*	Internal • Tauira (students) • Takiwā kaimahi (staff within a district) • Te Puna Mātauranga (Head Office)	External • Tauira whānau (students' families) • Potential tauira • Community • Iwi / hapū • Members of the public when recruiting for tauira

Pūtake Tūranga *- Role Purpose*

Kaiako is required to teach tauira various levels of the Social Work programme from certificate level to year three of Ngā Poutoko Whakarara Oranga (Kaupae 7) Bachelor of Bicultural Social Work (L7). Teaching involves but is not limited to developing lesson plans, presenting material to tauira, responding to tauira learning needs, evaluating tauira progress and enabling tauira achievement.

Kaiako are required to be appropriately skilled and qualified to teach at TWoA. This entails a combination of being skilled in TWoA indigenous teaching practices and holding appropriate tertiary credentials to meet delivery and sector requirements. Kaiako are required to hold full and current registration with the NZ Social Work Registration Board (S.W.R.B) throughout their employment in this position.

Kaiako are required to have an active rangahau plan to support teaching practice. The Kaiako will also undertake relevant rangahau (research) activity and other agreed upon scholarly activity that contributes to the advancement of Mātauranga Māori, to the strategic rangahau vision of TWoA and the overall programme aims of Social Work.

NOTE: Kaimahi (staff) employed in this role are required to be police vetted and a clean police record maintained

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 with the upline manager on an annual basis when reviewing performance.

Key Performance Indicators	Success Factors
Tauira recruitment - Recruit tauira in accordance with marau or programme entry requirements to achieve tauira class numbers	- Achieve tauira class numbers per enrolment plan with an expectation to meet Educational Outcomes
Planning - Undertake tauira induction to TWoA - Plan learning sessions according to: tauira needs and goals; and programme delivery schedule (e.g. kaiako Directed Learning Hours per kōnae ako, tauira expectations for Activity Directed Learning) - Develop teaching materials as required to support learning - Plan and supervise tauira activities e.g. transport, Noho, Wānanga, Field Trips - Carry out regular formative assessment to ensure individual tauira needs are being met - Identify, develop, implement intervention strategies (e.g. 101 Retention Plan) or individualised education plans for tauira, in collaboration with tauira support	- Tauira surveyed will describe an appropriate induction process; and have knowledge of, and timely referral to, support services - Plans are completed in a professional and timely manner against programme delivery schedule - Evidence of quality handouts and study material that support tauira learning - Planning and supervision is completed and prepared regularly, and is appropriate for tauira - Written formative assessments identify tauira learning needs and how they are being addressed; positive tauira feedback - Written evidence of effective intervention strategies, as required; positive tauira feedback
Delivery - Promote a collaborative, inclusive and supportive learning environment based on Whanaungatanga (respectful relationships and connections), Ako (reciprocal living, learning and teaching), Aro (reflective practices) and Te Hiringa (energy that promotes inspiration and motivation) - Deliver curriculum and follow marau to enhance ako and the experience of tauira learning at TWoA - Deliver lesson plans and conduct discussions to increase tauira knowledge and competence by using relevant methods to motivate learning - Communicate with tauira on their progress - Accommodate a range of learner abilities and modify teaching approaches to address tauira individual and group needs and to support academic achievement - Demonstrate delivery of embedded and contextualized literacy and numeracy support strategies within teaching practices	- Effective management of the learning environment that incorporates successful strategies to engage and motivate tauira appropriate to TWoA, are evident - Classes accurately reflect the current curriculum and follow marau; and routines are appropriate, well established and understood by all tauira - Positive Tauira Survey feedback, meeting retention plans and completion rates - Evidence of tauira communication - Written evidence of intervention plans that address identified learning needs and support academic performance; positive tauira feedback - Positive tauira progress based on successful embedded and contextualized literacy and numeracy support strategies
Monitoring, Assessment, Reporting - Use of 101 SISS to progressively record tauira results and attendance - Assess and inform tauira of their attendance, assessment requirements and progress - Understand and engage with the moderation standards, requirements and process - Mark all assessments, retain assessments as required, and submit samples per moderation schedule according to TWoA and NZQA requirements and timeframes - Create and maintain records for activities conducted on behalf of TWoA, including tauira assessment results, attendance registers, academic progress, feedback, ensuring confidentiality of all records - Collaborate with tauira and TWoA administration, or student support team members, to determine tauira needs, develop tutoring plans, assess tauira progress, follow up on attendance that is recorded in the Retention Plan	- Accurate results and attendance are recorded in the 101 SISS system by due dates and in accordance with policy and procedures - Tauira feedback shows they are clear about their progress within the framework of the qualification/course throughout the programme - Safe and respectful handling of tauira information - All progress updates, marked assessments and results returned to tauira or archived according to TWoA and NZQA requirements and timeframes. - Timely submission of results per delivery schedule, moderation feedback completed and 100% successful moderation achieved - All tauira administration is completed in accordance with the standards set by TWoA and submitted by due dates - Contribute to and participate in all compliance initiatives upon request

Tauira Educational Outcomes - Engage and inspire tauira to complete their course - Take appropriate action to retain tauira enrolment for duration of programme - Motivate and support tauira to achieve Educational Outcomes and graduate	Achieve agreed Educational Outcomes for delivered programme, course, kōnae and unit standards
Personal & Professional Development - Undertake Kaimahi Ora conversations with upline Manager - Complete Kaiako Induction - Complete the necessary Kaiako training (e.g. Kaiako Investment Training, Te Whāriki) on programme aims, graduate outcomes and kōnae ako: curriculum/marau content, administration, materials, delivery methods, assessment, moderation and evaluation/review (Aro) - Maintain professional learning plan to achieve professional currency and other position requirements - Effective working relationship with Kairuruku to maximise delivery and quality improvement e.g. resource development, assessments, upskilling, marau/tikanga ako - Undertake Te Reo Māori Proficiency training to achieve level required for this position - Create, maintain demonstrate active engagement in rangahau/research to support teaching practice	- Professional learning plan is completed, maintained and is successfully undertaken, as agreed, to meet position requirements for credentials and programme delivery - Any outstanding credential requirements at start of a position must be completed within an agreed period - Level of Te Reo Māori proficiency for this position is achieved within required timeframe - Active and up to date rangahau/research plan lodged with Rangahau
Health and Safety - Adhere to all health, safety and wellness policy and procedures - Recognise and address circumstances to prevent unhealthy or unsafe situations - Perform any manual duties in a safe and responsible manner - Report faults in accordance with policy - Process risk management forms and health and safety issues accordingly - Report any change in status against legislative requirements e.g. Vulnerable Children's Act, Criminal History	- Comply with all health, safety and wellness policies and procedures - Risk minimisation assessment is completed and mitigation actions are under taken - Zero harm while carrying out duties and programme delivery meets all safety standards as outlined in policy and procedures - Faults are reported immediately to relevant personnel - Forms are completed that accurately reflect risks and health and safety issues
Other Duties - Undertake other duties as required by the employer provided the kaimahi has the required skills and qualifications - Attend hui as requested - From time-to-time all kaimahi are encouraged to engage in activities outside of their assigned duties, such as (but not limited to) setting up and attending pōwhiri, participating in karakia, hosting visitors, tauira recruitment drives and supporting other kaimahi in their roles - Understand and follow all required TWoA policies and procedures	- Requests by the employer are undertaken within required time frames to required standards - Hui are attended as required - Positive engagement in activities that contribute to the overall functionality and operation of Te Wānanga o Aotearoa - Required TWoA policies and procedures are implemented

Person Specification:

Qualifications and Experience	**Minimum Qualifications:** • Masterate degree (L9) in social work or related subject and demonstrate either holding or showing equivalence for NZQA standards assessed in this programme • New Zealand Certificate in Adult and Tertiary Teaching (Level 5) or equivalent • Either attest equivalence for NZQA standards required to assess and moderate this programme OR hold the NZ Certificate in Assessment Practice (L4) • Full and current NZ Driver Licence **Memberships:** • Full and current registration with the NZ Social Work Registration Board **Experience:** • Proven experience in a related role *Whilst teaching experience is highly valued at TWoA, newly qualified Kaiako with relevant qualifications but with no or limited previous teaching experience will also be considered* **Āhuatanga Māori:** • Able to demonstrated knowledge and appreciation of te reo and tikanga Māori within a bicultural framework • Engages in cultural activities (e.g. Karakia, Pōwhiri/Whakatau) and has a sound understanding of Āhuatanga Māori (values, culture and tikanga) • Embraces a Māori world view underpinned by TWoA values of Te Aroha, Te Whakapono, Ngā Ture and Kotahitanga and can actively apply TWoA values in the workplace
Technical Skills Are the specialised skills and abilities required for a particular role	• Teaching and instruction for individuals and groups • Tauira focused achiever with sound planning & organisational skills, & good attention to detail • Effective speaking – talking to others to convey information effectively • Effective writing – communicating effectively in writing as appropriate for each audience • Excellent digital literacy skills e.g. MS Word, PowerPoint, Outlook, Endnote, Turnitin • Monitoring and assessing performance to make improvements or take corrective action
Knowledge & Ability Are the role specific abilities and knowledge required for this position	Knowledge and ability to plan and deliver Bi-culturalism in practice (contextualised to social work): • In Aotearoa/NZ Society • In social work profession • By developing and teaching Māori and non-Maori bodies of knowledge • By engaging in principle-based practise • By applying Bi-cultural models of practice • By transformative praxis • By applying principles & methods for curriculum & training design • Through excellent interpersonal and communication abilities (listening, reading, writing) that is audience appropriate across a range of environments (e.g. personal, professional, social)
SWRB Ten Core Competence Standards For full descriptions of these competencies refer to: http://www.swrb.govt.nz/CompAss_CoreCompStds.html	• Competence to practise social work with Māori • Competence to practise social work with different ethnic and cultural groups in Aotearoa New Zealand • Competence to promote the principles of human rights and social justice • Competence to promote social change • Competence to promote empowerment and liberation of people • Competence to utilise social work practice approaches • Competence to utilise theories of human behaviour and social systems • Competence to promote problem-solving in human relationships • Competence to use systems of accountability in place for their work • Adherence to professional social work ethics

Behavioural Skills and Attributes Behavioural Competencies are the role specific behaviours and attitudes required by kaimahi (staff) to be successful in their roles	**Leadership:** The ability to lead and motivate a team of people to perform the required tasks **Approachability:** Makes others feel comfortable, welcomed and at ease should they need support, help or advice. Is perceived as helpful, genuine and amicable **Conflict Management:** 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 **Creativity:** Generates many new and unique ideas and ways to implement these ideas successfully; and is seen as original and value-adding in brainstorming settings **Listening:** Practises attentive and active listening, has the patience to hear people out and is perceived to have good rapport and reputation by others **Planning:** 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 **Motivating Others:** Creates a climate in which people want to do their best; can assess each person's strengths and uses them to get the best out of him or her; and promotes confidence and optimistic attitudes **Understanding Noho Marae Provisions**: The understanding of appropriate protocols and procedures of tikanga marae, and flexibility to coordinate and facilitate noho marae

** Kaupapa Commitment is the recognition and acknowledgement of TWoA's Vision, Mission, Philosophy and Values and the commitment to uphold, maintain and strengthen these through our actions and contribution.*