



Gate Pā School Pukehinahina

Deputy Principal
Information Pack
2024

Tēnā koe,

Thank you for expressing interest in joining the Gate Pā School senior leadership team. In 2025, we will have two Deputy Principals, who will form our senior leadership team, working alongside the Principal to enhance the well-being and learning of all.

We are seeking improvement-focused leaders who place learners at the centre and are committed to high expectations for both instruction and relationships.

Our school vision is: *'Empowering Tamariki to Become Rangatira Who Value the Past To Create The Future'*. This vision reflects the significance of the whenua on which our kura sits and our commitment to nurturing the unique talents, culture, and heritage of all our ākonga.

We are looking for Deputy Principals who embrace diversity, are highly relational, and are committed to building the capability of others. Successful applicants will have strengths in Te Aō Maori, strategic thinking and a deep understanding of curriculum, assessment, and pedagogy.

Our school website and Facebook page are excellent resources for additional information about our kura. We encourage you to explore these and to visit our kura.

We wish you well with your application and look forward to learning about the knowledge, skills and dispositions that you can offer to enhance Gate Pā School.

Ngā mihi nui,



Rochelle Jensen

Principal | Tumuaki

On behalf of the Gate Pā School Board of Trustees



Our Narrative

Empowering Tamariki To Become Rangatira Who Value the Past To Create The Future.

Gate Pā School is an urban school located 2 kilometres south of Tauranga City. We are classified as a U5 school, with an average roll of 350 students. Our Equity Index is 508, which corresponds to Decile 2.

Gate Pā School is a special place, committed to the well-being and learning of every child. Warmth and acceptance are felt upon arrival, which may be due to the value we place on relationships and nurturing the uniqueness of each child. The rich history of our area, deeply embedded in our vision and practice, also emphasises the need for compassion and understanding.

A culture of high expectations for learning and behaviour exists. This is driven by a set of lived school values, a rigorous learning support system, a Common Code that guides evidence-based teaching and learning, and a team of dedicated professionals.

We honour the unique place of Māori in Aotearoa, and all students develop their understanding of te reo and tikanga Māori. In addition to Mainstream education, we offer Bilingual and Rumaki pathways, which are currently the preferred option for one-third of our students.

We are immensely proud of the cultural diversity of our kura and take every opportunity to embrace and celebrate the history and traditions of all our students. We currently have 100 ESOL (English for Speakers of Other Languages) students, most of whom are from the Pacific Islands, the Philippines, and India.

Gate Pā School is agile, constantly adapting to meet the needs of our community. This is demonstrated through initiatives such as the Breakfast Club, Lunches in Schools, SWIS (Social Worker in School), a sports coordinator, and various cultural groups.

Staff enjoy a supportive, whānau-like work environment that focuses on developing both individual and group capabilities to best serve our tamariki.



Key Appointment Criteria

We are looking for Deputy Principals who align with our school Vision, Values and Culture and who can:

- Support the development, execution and monitoring of an aspirational and responsive 3-5 year strategic plan
- Strengthen a positive culture of care, respect and support
- Inspire, encourage and motivate staff and students
- Reject and challenge deficit thinking while deliberately cultivating a culture of high expectations for all learners
- Lead, model and embed Te Ao Māori and support and champion culturally responsive practices
- Embrace and celebrate cultural diversity
- Provide leadership in our Auraki, Bilingual and Rumaki environments and in both single-cell and Flexible Learning Environment (FLE)
- Build the capability of staff, through coaching, mentoring and championing key school pedagogies including Ready for Learning, Structured Literacy and Our Common Code
- Be recognised as an exemplary teacher and have the ability to develop teacher effectiveness in delivering high quality instruction and nurturing whānau-like relationships
- Develop the capability of our staff to support children with additional needs
- Understand the Learning Support system and be relentless in accessing external support for children with additional needs
- Measure the impact of practice and initiatives, including analysing and synthesising data
- Facilitate and lead school-wide events
- Demonstrate integrity and excellent communication skills, including a sense of humour
- Think strategically and be capable of developing, embedding and monitoring school systems
- Build strong relationships with key stakeholder groups including staff, tamariki, whānau, iwi, local organisations and agencies
- Constructively and respectfully manage conflicts and dilemmas
- Actively grow their personal leadership capacity and stay up-to-date with current research and thinking in education
- To lead current initiatives, as negotiated with the Principal
- Be willing to support and contribute to the corporate and community life of the school



Position Description

These are a broad indication only of the specific responsibilities. Depending on the skills of the successful applicants, responsibilities will be negotiated within the leadership team.

Each Deputy Principal position comes with 5 Permanent Management Units + 1 Fixed Term unit (negotiated dependent on responsibilities).

Positions commence Term 1, 2025 unless otherwise negotiated.

Responsibilities:

The responsibilities below will be shared between two Deputy Principals.

1. To facilitate the day-to-day management of our school, including:
 - a. duty rosters, timetables, release and relievers
 - b. whanaungatanga - pōwhiri, assemblies, celebrations, discos , muftis...
2. To overview learning teams (syndicates).
3. To overview Curriculum and Pedagogy, including facilitating professional development and ensuring the consistency and quality of teaching practice and outcomes across the school.
4. To overview assessment, including analysing, synthesising and facilitating evidence-based improvement actions.
5. To review and embed Gate Pā School's Te Reo Māori plan.
6. To lead Learning Support, including
 - a. overview of Learning Assistants.
 - b. overview of tier 2 and 3 tamariki.
 - c. liaison with whānau and agencies, including MoE and SWIS.
 - d. ensuring our Learning Support Register is current.
 - e. making applications for outside funding.
 - f. recruitment and appraisal of Learning Support staff.
7. To monitor attendance data and be part of the attendance team.
8. To report to the BOT, as required, on progress and achievement, support programmes, special initiatives etc.
9. To overview student leadership.
10. To lead Positive Behaviour for Learning (PB4L)
11. To overview Provisionally Certified Teachers.
12. To overview Student Teachers and Tertiary/University Liaison.
13. To strengthen relationships with key stakeholders including whānau, iwi, colleges and the community.
14. To facilitate ECE liaison and transition from ECE to Gateway (NE class).
15. To actively market our school through a range of platforms including social media.



Timeline for Appointment:

Position advertised online:	30th August, 2024
Applications for position close:	10th October - 3 pm
Shortlist of applicants:	15th October
Interviews:	18th - 19th October
School visits (optional):	Negotiated with applicants
Position Commences:	Term 1, 2025

Application Checklist:

- Application form completed and signed.
- Letter of introduction, outlining suitability for this position.
- Curriculum Vitae.
- Referee's report x 3

NB: Evidence of qualifications and two forms of ID will be required at the interview.

The application for appointment is to be returned with your CV and covering letter by 3:00pm Wednesday 10 October 2024, to: recruitment@gatepa.school.nz

Referee report forms are to be given to your three referees for them to return directly to recruitment@gatepa.school.nz by 3:00pm Wednesday 10 October 2024.