

# Working at Kristin

Applicant Pack







## Thanks for considering Kristin

A message from the Executive Principal



Nau mai, Haere mai, ngā manuhiri tūārangi

On behalf of the Kristin community, a very warm welcome to you. Thank you for your interest in joining Kristin, Aotearoa New Zealand's leading independent educational institution.

The vision of our founding families for a holistic approach to education built on Christian values that nurtures both the head, the heart and the spirit of our tamariki (children) just as strongly today as it has for over 50 years. Kristin's legacy of progressive and innovative practice ensures that through our holistic wholehearted education our learners' intellect and character are developed so that they are Future Ready. We ensure our students graduate with the qualifications, knowledge, skills and dispositions for their personal future pathways.

At Kristin, we embrace all beliefs and celebrate the vibrancy and diversity of our humanity. Our non-denominational community empowers all members to honour each other's identities, histories, and values. As a Kristin Dove, you'll be part of an inspiring international education network, connected to nature and committed to wellbeing.

Come and visit our beautiful Kristin and see for yourself our difference – small class sizes, specialist staff, master educators, skilled clinicians and talented operations staff who work collaboratively in exceptional learning spaces, including our own native forest, to personalise learning.

We recognise it is a privilege to be a member of the Kristin community, which means that for students, alumni and staff we hold a responsibility to take up opportunities to develop ourselves in order to give back to our local, national and international communities and make our world a better place.

At Kristin we do what we love – we play, we inquire, we empower our young people to find their passions, we facilitate learning, we give to our community, we grow personally and professionally. If you join our Kristin community and become a Dove, you'll be part of a positive community where progress with vision, integrity and love drive our visionary spirit.

I look forward to welcoming you into our Kristin whānau and what will be the most outstanding professional journey of your lifetime where you will shape the future, one student at a time.

Noho ora mai rā, nā

**Kim Green**

Executive Principal  
MEd, BEd, BSocSc, DipTch (Sec), Dip  
Management.





“There is a feeling  
that the staff are  
cared for and  
supported at  
this school.”

Year 1 Teacher

## Introduction

Kristin is an independent, co-educational, International Baccalaureate (IB) World School with more than 1,800 students from Early Learning to Year 13. Based in Albany, on Auckland's North Shore, Kristin enjoys over 50 acres of park like grounds. The Junior, Middle and Senior Schools are all situated on the Albany campus, each following the philosophy of Kristin while creating their own distinctive character, relative to the age group of its students. Kristin is non-denominational and was founded by parents who wanted the school to live abiding by traditional Christian values.

### Vision Statement

To provide our students with an exceptional all-round education that prepares them to be responsible global citizens who think creatively, reason critically, communicate effectively and learn enthusiastically throughout life.

### Progress with Vision, Integrity and Love

Our four core values are taken from our motto and illustrate our founding Christian values:

#### Progress

Continually growing and developing as well-balanced lifelong learners.

#### Vision

Having a sense of direction and purpose, building on our innovative founding families' aspirations for personal and collective excellence.

#### Integrity

Being honest and of strong moral principles to make a supportive difference in our world.

#### Love

From a strong self, able to affirm and compassionately serve others and our environment.



## We offer dual pathways so our students can choose the best road for them

### Dual Academic Pathways

Kristin's Senior School students choose to follow either the International Baccalaureate (IB) Diploma Programme or NCEA pathway in roughly equal numbers, and the 2024 results are evidence of the strength of both programmes of study at Kristin. Both pathways offer a broad range of subjects to suit students' interests and future tertiary goals.

As New Zealand's leading IB school, Kristin has a proven record of success with this internationally recognised curriculum framework.

As the first school to introduce the IB Diploma Programme to New Zealand in 1989, Kristin now offers three IB programmes spanning the years from Kindergarten through to Year 13. This inquiry-based model of teaching and learning encourages students to make their own connections across many fields of study, from traditional academic disciplines to new ideas and innovative concepts. The pass rate has averaged 97% over the past five years.

Kristin's NCEA results also demonstrate the excellent level of academic achievement by Kristin students. With an overall NCEA pass rate of 94%, 71% with Merit or Excellence across Levels 2 and 3 in 2024, Kristin's commitment to the national qualification is celebrated throughout the school. Across all students, 97% of students were awarded University Entrance (UE).

Our results speak for themselves:

### 2024 NCEA Results

- 95% overall pass rate across Levels 2 and 3 with 71% of students achieving Merit or Excellence endorsements.

### 2024 International Baccalaureate Diploma Results

- 100% pass rate.
- 25% of our IB candidates gained scores of 40 points or more, qualifying them as New Zealand IB Top Scholars.
- Kristin's median Diploma score was 36 points, compared to the world average of 31 points.



"There are some teachers here that I will remember my whole life, they genuinely care about me and my future."

*Year 13 Student*





Senior School production of Grease.

## At Kristin, we understand the benefits of Education beyond the classroom

### Performing Arts

Our award winning productions enable students to gain practical experience within a fully functional, educational theatre environment. Excellent music, drama and dance programmes are offered across the three schools with co-curricular performance events, speech, drama and music tuition that enable students to discover and pursue their passions alongside their academic goals. Kristin produces three productions a year for each of the Junior, Middle and Senior Schools.

### Sport

Sport at Kristin is much more than a pastime and healthy activity; it is a context in which our students can experience success and failure, realise their dreams and aspirations, and are able to strengthen their teamwork skills and camaraderie in pursuit of their goals.

Kristin offers over 20 sporting codes and supports clubs so that students have the chance to gain experience in a range of disciplines. We recognise that elite-performance pathways are vital for students to compete at highest levels. Our Sports Academy provides opportunities for athletes in Year 6–10 to access customised development programmes, offered in partnership with the AUT Millennium and the Athlete Development Academy (ADA).

### International Education

Every student at Kristin is part of a rich and diverse international community. The IB philosophy encourages students to consider their place in the world and to engage with other cultures and languages. Mandarin Chinese and te reo are taught throughout the Kindergarten and Junior School, and our Language Faculty offers Chinese, Spanish, and French to Middle and Senior School students.

### Education Outside the Classroom (EOTC)

Taking students outside of the comfort of their classroom is a key feature of Kristin. It encourages students to embrace situations and challenges to promote personal growth and development, team building, leadership and a greater sense of community.

EOTC activities include Camp Week which is a highlight for students in Year 3 to 13 who embark on adventures across New Zealand. To enable this, it is expected that all teaching staff and some support staff attend Camp Week. This occurs in Week 4 of Term 1 for the Senior and Middle Schools and various other times throughout the year for Years 3 to 6 in the Junior School. Other activities include field trips for academic exploration and assessments along with cultural trips.

### Co-Curricular Activities and Facilities

Our community is a hive of activity, providing the best facilities and opportunities available to make the students' experience unforgettable. There are many co-curricular cultural and sporting activities on offer, and a minimum staff contribution of 40 hours, for teachers, is expected throughout the year to realise these activities.



**Inclusive Learning**

Kristin offers the best of pedagogical support for teachers and students, with a highly qualified Inclusive Learning team dedicated to providing support for neurodiverse learners. This experienced team can provide an individualised education plan to support the student and teacher to succeed.

**Little Doves Early Learning Centre**

Kristin is excited to offer early childhood education to our community. This state-of-the-art facility provides a pathway into our successfully established Kindergarten, with the ability to care for 75 babies and toddlers. This facility allows for our new parents to return to work with the convenience and knowledge their little one is in safe hands.

**Environment**

Feedback from staff, students and visitors affirm that our school campus is exceptionally beautiful, and in pristine condition. A highly energetic team keeps our grounds and facilities maintained to the highest standard.

**School Operations**

Kristin Junior to Senior School has 37 term weeks, with a three-week term break in April and July and two weeks in October.

Junior School’s day is 8.30am – 3.10pm

Middle and Senior Schools’ day is 8.30am – 3.20pm

There is a 7-day timetable, with 6 periods per day. 42 periods per cycle for a full-time teacher would give you 34 contact periods and 8 non-contacts. Periods 3 and 4 are a double period. Teachers are expected to teach across Middle and Senior School.

A sample timetable for a full-time Science teacher:

DAY 1	DAY 2	DAY 3	DAY 4	DAY 5	DAY 6	DAY 7
Year 10	Year 13 Bio	Year 9 Sc		Year 11 Sc		Year 12 Bio
Year 12 Bio	Year 10 Sc	Year 13 Bio	Year 9 Sc	call	Year 11 Sc	Year 9 Sc
Year 9 Sc	Year 12 Bio	Year 10 Sc	Year 13 Bio	Year 9 Sc		Year 11 Sc
Year 9 Sc	Year 12 Bio	Year 10 Sc	Year 13 Bio			Year 11 Sc
	Year 11 Sc	Year 9 Sc	Year 12 Bio	Year 10 Sc	Year 13 Bio	Year 9 Sc
Year 9 Sc		Year 11 Sc	Year 9 Sc	Year 12 Bio	Year 10 Sc	Year 13 Bio

**Beginning Teachers**

Kristin welcomes applications from beginning teachers and is committed to their ongoing personal and professional development. Support is provided by way of a comprehensive induction, buddy, mentor and beginner teacher support programme.

Beginning teachers start on a 0.8 load for the first year and then increase to a 0.9 load for their second year, allowing plenty of time to reflect on your practice.

**Employee Benefits**

Kristin offers many benefits for staff, including a values-based welcoming community with an inspirational founding story and small, nurturing class sizes. Other benefits include subsidised school fees, a staff recognition programme, amazing facilities and grounds, and wellbeing support with free flu vaccinations, gym membership, onsite physio and EAP.

**Professional Learning**

Kristin is committed to professional learning and development of all staff by providing regular ongoing professional learning, staff conferences and support for post-graduate studies.

Professional learning is prioritised over the year. Five days start the year in Week 0, the week before students start the school year, along with three days in the first term break and other days as needed.

**Application Process**

All applications are to include your curriculum vitae and cover letter. These are to be submitted online together with your completed Application form available at **[www.kristincareers.nz](http://www.kristincareers.nz)**

If you have any questions with regards to working at Kristin School, please contact:

**Rebecca Isted – Director of Human Resources**

Phone: +64 9 415 5097

Email:[risted@kristin.school.nz](mailto:risted@kristin.school.nz)

All applications will be acknowledged by email.





If you have any questions regarding working  
at Kristin School, please contact

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