

A photograph of four students in Kristin school uniforms walking along a path. Three girls and one boy are visible, all wearing teal pinstriped blazers, white shirts, and patterned ties. The girls are also wearing grey pleated skirts. They are walking towards the camera, smiling. The background shows lush green trees and a clear sky. A large, thin white circle is superimposed over the center of the image, framing the text.

Working at Kristin

APPLICANT PACK



Kristin

EARLY LEARNING - SENIOR SCHOOL



An environment
to open minds
that open doors.

Letter from the Executive Principal



Kia ora Applicant

On behalf of the Kristin community, a very warm and friendly welcome to you. Thank you for your interest in Kristin, one of New Zealand's leading educational institutions. Our school has a wonderful tradition of progressive and innovative practice, with a strong focus on the holistic development of the whole child, based upon our founding Christian values. Our school is non-denominational and open to all students and staff (regardless of their faith), and we celebrate the vibrancy and diversity of our humanity.

We recognise it is a privilege to be a member of the Kristin community, which means that for students, alumni and staff of this community comes the responsibility to take up our opportunities and develop ourselves in order that we may give back to our wider community and world, and make it a better place. This effectively is the essence of what it means to be "Future Ready". To ensure our students graduate with the qualifications, knowledge, skills and dispositions for their personal future pathways.

The appointment of quality staff is the most important decision for a school, because it is the quality of the people and relationships in a school that makes it so successful. Research confirms that it is the teacher who has the greatest influence

on a child's learning and achievement in school. Therefore, we seek to attract and appoint the best staff, both in terms of their experiences, skills, synergy with our school, and passion to make a real and positive difference in the learning and development of our students.

It is an absolute pleasure to be part of this special community, where we are committed to creating a successful learning environment for our students and staff, and enjoy such a great place to work, live and grow together. I welcome your interest in becoming part of this outstanding school community, and look forward to your application.

Kind regards

Mark Wilson
Executive Principal

Progress with vision, integrity and love



“The best teachers
are those who show
you where to look,
but don't tell you
what to see.”

INTRODUCTION

Kristin is an independent, coeducational campus with over 1600 students from Early Learning to Year 13. Based in Albany, on Auckland's North Shore, Kristin enjoys over 50 acres of park-like grounds.

Kristin was started by parents in 1973 following the closure of the only independent school on the North Shore. Founding parents enriched the school with the principles it still adheres to today; “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”.

SCHOOL VALUES

- A passion for learning
- Determination to achieve excellence
- Willingness to be innovative
- Respect for oneself and others
- Loyalty to, and pride in Kristin
- Traditional Christian values demonstrated through honesty, trust, respect, kindness, selflessness, spirituality and hope.

Progress with vision, integrity and love

DUAL ACADEMIC PATHWAYS

Kristin offers dual pathways with both National Certificate of Educational Achievement (NCEA) and International Baccalaureate, a well-reputed international programme. Year 12 students are offered the choice of either NCEA Level 2, or to begin the two year IB Diploma programme. 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.

To be truly successful, students need to build a well-balanced foundation; they need to develop resilience, maintain positive relationships and nurture an understating of the world around them. In the Middle School our innovative positive education and mindfulness programmes equip students with essential skills to assist their learning and development. Positive teacher-student relationships support and encourage a culture of mutual respect and learning, values that are reflected in the wider school community.

Our results speak for themselves:

2019 NCEA RESULTS

- 94% Overall Pass Rate across Levels 1, 2 and 3 with 79% of students achieving Merit or Excellence endorsements.

2019 INTERNATIONAL BACCALAUREATE DIPLOMA RESULTS

- Three students placed in the top 2% of IB Diploma candidates worldwide.
- 19% of cohort achieved 40 points or more, qualifying them as NZ IB Top Scholars.
- Kristin's average Diploma score was 35 points, compared to the world average of 28.5 points.



“The best way to
predict your future
is to create it.”

ABRAHAM LINCOLN



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. So the newly introduced 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).

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.

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.

As a member of the Global Alliance for Innovative Learning (GAIL), Kristin encourages students and teachers to collaborate and learn from each other. Opportunities exist for students and teachers to take part in exchanges within the international network, along with attending conferences.

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. Other activities include field trips for academic exploration and assessments along with cultural trips including a Year 6 expedition to Beijing, a Year 9 community service project to Samoa, an Economics excursion to Vietnam or an adventure in the mountains of Ladkha, India.

ENHANCED LEARNING

Kristin offers the best of pedagogical support for teachers and students, with a highly qualified Enhanced Learning team dedicated to providing support for special education needs, including our gifted and talented students. Equipped with specialist diagnostic tools and experience, this team can provide an accurate diagnosis of each student and create 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 3-week term break in April and July and 2 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

EXPECTATIONS

Our community is a hive of activity, providing the best faculties and opportunities available to make the students’ experience unforgettable. To enable this, it is expected that all available staff attend Camp Week. This occurs in Week 4 for the Senior and Middle Schools and various other times throughout the year for Year 3 to 6 in the Junior School. Along with Camp Week there are many co-curricular cultural and sporting activities on offer, and a minimum staff contribution of 40 hours is expected throughout the year to realise all these activities.

Professional learning is prioritised over ten days throughout 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 two days dedicated to faculty or individual learning plans.

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 run by the Principals.

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 subsidised school fees, free flu vaccinations, gym membership, wellness activities, massages and corporate discounts, including health insurance.

Junior, Middle and Senior School teachers are rewarded competitively above the PPTA State Salary Scale, recognising Kristin’s commitment to attract and retain the best for its students.

In recognition of long service, Kristin offers Sabbatical Leave for Teachers or Long Service Leave for Support and Administration staff, after 10 years of continuous service.

APPLICATION PROCESS

All applications are to include your curriculum vitae and covering letter. These are to be submitted online together with your completed Application form available at www.kristincareers.nz

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

Rebecca Isted – Director of Human Resources

Phone: +00 64 9 415 5097

Email:risted@kristin.school.nz

All applications will be acknowledged by email.

Contact

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

Rebecca Isted
Director of Human Resources
PO Box 30087
Albany, Auckland

t: +64 9 415 9566
e: risted@kristin.school.nz

www.kristincareers.nz