

HEAD OF REGIONAL OUTREACH SERVICES	
NAME	
TENURE	<ul style="list-style-type: none"> • 1 FTE • Permanent • Start Date:
PLACE OF WORK	Christchurch or Auckland
DEPARTMENT	Regional Outreach Services
REPORTING TO	Director, Education Services
DIRECT REPORT(S)	<ul style="list-style-type: none"> • Deputy Head of Regional Outreach Services • NZSL Services Lead
FUNCTIONAL RELATIONSHIPS	<ul style="list-style-type: none"> • Executive Leadership Team • Senior and Middle Leaders • Regional Outreach Leaders
TRAVEL	National as required
PURPOSE OF THE ROLE	<p>The Head of Regional Outreach Services provides strategic direction, leadership, and operational oversight for Outreach teachers and the NZSL Services team throughout the motu. Ensuring that Deaf and Hard of Hearing (DHH) learners, regardless of location, have equitable access to high-quality teaching, learning, language, and wellbeing support, the position leads the implementation of national best practice for Direct and Indirect Service delivery, providing for alignment with the Ko Taku Reo Strategic Plan, Annual Implementation Plan, and ERO recommendations, and driving initiatives that improve learner outcomes, language acquisition, and engagement with whānau and communities.</p> <p>They are accountable for leading a diverse and nationally dispersed team of professionals, managing resources effectively, embedding consistent systems and processes, and modelling culturally responsive leadership that reflects Te Tiriti o Waitangi.</p>

KEY ACCOUNTABILITIES	
Teaching and Learning Leadership	<ul style="list-style-type: none"> • Ensure Outreach teaching and support is consistently high quality, culturally responsive, and aligned with the NZ Curriculum, Ko Taku Reo Pedagogy Handbook, Deaf Studies Guidelines, and Ka Hikitia principles • Lead and monitor implementation of best practice guidelines for Direct and Indirect Service delivery, evaluating effectiveness and updating as required • Embed adaptive and differentiated teaching practices, supporting RTDs to work effectively with mainstream teachers and whānau to meet learner needs • Ensure NZSL services team are integrated into planning, teaching, assessment, and reporting in both Outreach and wider school services • Oversee development, delivery, and evaluation of NZSL learning programmes, including NZSL Checklist implementation • Ensure the NZSL Checklist and other assessment tools are embedded in planning, teaching, assessment, and reporting, with progress tracked for individual learners • Monitor achievement data, ensuring Outreach contributes to school-wide targets, including accelerated progress in reading, writing, and maths, and improved attendance rates.
Whānau, Parent, and Community Engagement	<ul style="list-style-type: none"> • Lead implementation of the Outreach Engagement Strategy to strengthen authentic, culturally appropriate connections with parents, whānau, and the Deaf community • Ensure targeted resources and guidance are provided for parents and caregivers at different stages of their tamariki development • Administer and analyse in conjunction with other senior leaders, regular parent satisfaction surveys, using feedback to inform service improvements • Build and sustain strong partnerships with Māori, Pasifika, Deaf, and other cultural communities, embedding their perspectives into service design and delivery.
Service Equity and Access	<ul style="list-style-type: none"> • Develop and oversee systems to measure equitable access to teaching and learning across Outreach services nationally • Use tools such as the student-needs reference matrix at caseload reviews to ensure service levels are responsive to changing learner needs • Identify and address variability in service delivery between regions, ensuring consistent and high-quality practice.

Professional Learning and Development	<ul style="list-style-type: none"> • Lead development, coordination, and monitoring of PLD for Outreach staff, external teachers, and adults supporting DHH learners • Collect and analyse PLD participation data to target learning opportunities that address identified needs and gaps • Ensure PLD builds staff capability in NZSL (including Māori concept signs), Deaf culture, adaptive teaching strategies, new curriculum expectations and cultural responsiveness.
Data-Driven Improvement	<ul style="list-style-type: none"> • Establish and maintain robust systems for gathering, analysing, and using data to inform decision-making, service planning, and improvement initiatives • Track and report on learner progress, wellbeing, and service engagement at regular intervals • Support a culture of reflective practice, using data to guide coaching, mentoring, and professional conversations with staff.
Strategic Leadership	<ul style="list-style-type: none"> • Align all aspects of Outreach services with the Ko Taku Reo Strategic Plan, Annual Implementation Plan, and national priorities for DHH education • Ensure that Regional Outreach Services abides or meets all legislative, contractual and regulatory obligations and requirements (resourcing notice, for instance) • Collaborate with other Heads in the teaching and learning team to ensure alignment, cohesion, and shared accountability for school-wide targets • Contribute to the design and delivery of pathway models from Early Years through to post-secondary transitions, ensuring Outreach is an integral part of the learner journey.
PERSON SPECIFICATION	
Qualification(s) and Technical Skills	<ul style="list-style-type: none"> • Teaching or Education degree • Full NZ Teacher Registration • Conversational NZSL (advanced NZSL capability desirable) • Full NZ Driver's License
Experience and Knowledge Profile	<ul style="list-style-type: none"> • 10+ years teaching experience • 5+ years experience managing a large team in, ideally, a specialist education context • Experience with DHH or Special Education in New Zealand • Experience in NZ Education sector • Proven ability to lead service-wide change and improvement initiatives

	<ul style="list-style-type: none"> • Experience in data analysis for educational improvement and decision-making • Understanding of Te Tiriti o Waitangi, culturally responsive practice, and community partnership development • Able to unpack, implement and monitor the recommendations of the ongoing ERO recommendations.
Key Competencies	<p>Decision Quality / Sound Judgement Makes good decisions based on a mixture of data, analysis, experience and good judgement. Is sought by team members for advice, approval where applicable, and solutions</p> <p>Planning Accurately scopes out timeframe, difficulties in tasks, resources required, sets objectives and goals, breaks down work into process steps and tasks; develops schedules and task/people assignment with thresholds for decision-making; reviews and measures performance and costs against goals and evaluates outcomes</p> <p>Problem Solving / Analytical Skills Anticipates and adjusts plans for problems with pragmatism and a solution focus using rigorous logic; probes all probable sources and looks beyond the obvious for answers</p> <p>Peer Relationships and Collaboration Professional relationships that provide for collaboration, consultation and professional growth. Excellent communication skills both written and verbal; builds excellent rapport, checks assumptions and open to the ideas of others</p> <p>Interpersonal Savvy Excellent time management with ability to prioritise and multi-task. Reliable and efficient, adaptable, dynamic and articulate</p> <p>Professional Integrity and Trust Accountable, reliable and transparent. Builds and maintains trust with direct and kind communication. Consistently takes personal and full responsibility. Authentic reflective practice.</p>

SIGNED:

DATE:

(enter name)

Head of Regional Outreach Services

Ko Taku Reo Deaf Education New Zealand
Position Description



(enter name)

Director Education Services