

KO TAKU REO

Deaf Education New Zealand

Job Description / Performance Agreement

NAME:

POSITION: NZSL@School Support Advisor

TENURE: Permanent

RESPONSIBLE TO: NZSL Services Manager

DIRECT REPORTS: None

DIMENSIONS OF
RESPONSIBILITY: Professional Leadership
Professional Relationships and Values
Professional Knowledge in Practice

DESCRIPTION:

The NZSL@School Support Advisor will have proven up-to-date expertise in, and passion for maximising the NZSL@School resource so that Deaf akongā who use NZSL (New Zealand Sign Language) in Outreach School settings experience educational and social success. They will be highly relational and responsive to the needs of stakeholders in understanding the impact that NZSL can make for students. They will act as conduits to ensure local schools and Outreach School Services are empowered and supported to access the most appropriate NZSL@School related services which will meet the individual needs of our students.

SIGNED _____
NZSL@School Support Advisor

DATE _____

SIGNED _____
NZSL Services Manager

DATE _____

DIMENSIONS OF RESPONSIBILITY

Dimension One – NZSL@School Support Advisor

The NZSL@School Support Advisor provides support and connection with and for local schools and Outreach School regarding NZSL@School services.

Criteria	Key Tasks/Indicators
Comprehensive knowledge of the roles and resources available to support DHH (Deaf and Hard of Hearing) akongā in accessing the curriculum through NZSL. Working knowledge and experience with the learning, access, social and well-being needs of DHH akongā and their whanau needs. Builds genuine and collaborative relationships with all stakeholders. Support the NZSL@Services application process.	• Act as point of contact for queries and guidance for stakeholders using and receiving NZSL@School resource support. • Works to share an understanding and identification of the specific learning and access needs of DHH akongā and their teams. • Where appropriate, support stakeholders through NZSL support systems and resources • Supports stakeholders in building true collaborative practices that connect local schools, Outreach School, and NZSL-related services. • Is involved in checking applications are complete and gathering data when needed.

Dimension Two – Professional Leadership

The NZSL@School Support Advisor leads professionally, in alignment with the strategic direction and in a manner that improves learning for all ākonga.

Criteria	Key Tasks/Indicators
Professional leadership throughout the organisation is effective, functional, and based on integrity and respect.	• Builds and role models trusting relationships through active listening, caring for others, and demonstrating personal integrity. • Assists in the development and delivery of professional learning for staff. • Conducts themselves with exemplary practice and is a role model to others. • Effectively manages the delicate balance between supporting and challenging others. • Encourages and participates in professional conversations that help teachers to share expertise and strategies that improve student learning and achievement. • Is open and responsive to professional conversations and feedback. • Empowers and encourages staff in their personal and professional growth, ensuring they feel supported in their roles.
All departments, teams and individuals within the organisation support the strategic direction to align practice with the best interests of learners, staff, and the community.	• Drives and models behaviours in a way that articulates, supports, and furthers the organisation's mission, vision, and strategic direction. • Collaborates with the NZSL Services Manager to ensure teaching and learning practices and programmes align with the strategic direction of the organisation. • Works collaboratively with colleagues to embed the strategic direction into all areas of the organisation. • Reviews how personal and departmental practice aligns with the mission, vision, and strategic direction, suggesting improvements and implementing change.

	• Ensures goals are guided by the Annual Plan and development plan, and that these are regularly reviewed. • Encourages all members of staff to recognise and fulfil their statutory responsibilities for all pupils.
Leadership in change management is evident throughout the organisation.	• Leads and drives a philosophy that recognises the importance of ongoing innovation and change. • Ensures changes are implemented smoothly in a way that is most likely to lead to the adoption of new practices. • Is a subject-matter-expert in their area of responsibility, enabling any change to be informed by best practice and communicated effectively. • Understands and harnesses that change on a large scale invariably needs a team approach to leadership. • Competently communicates the rationale for any change and encourages conversations, ensuring all staff feel heard in relation to their concerns and questions. • Leads and supports staff development that results in positive and meaningful change. • Has knowledge of the ongoing conditions needed to support shifts in teaching practice. • Monitors and assesses the impact of the change and adjusts when needed.
A proactive approach to problem solving is adopted by all, as they take steps to work through problems to create solutions.	• Explicitly checks own assumptions. • Relates the problem to the wider vision and values of the organisation. • Actively seeks the interpretations of others. • Anticipates obstacles and how they could be overcome. • Identifies and reports any risk to appropriate people in a timely manner.

Dimension Three – Professional Relationships and Values

The NZSL@School Support Advisor engages in appropriate professional relationships and demonstrates commitment to professional values.

Criteria	Key Tasks/Indicators
Professional and effective relationships are established that focus on the learning and wellbeing of all ākonga.	• Leads and engages in ethical, respectful, positive, and collaborative professional relationships, based on bi-lingual pedagogy with: • Ākonga • Teaching colleagues, support staff and other professionals • Whānau and other carers of ākonga • Agencies, external stakeholders, groups, and individuals in the community • Leads a team-focused ethic and contributes to the cultural life of the organisation. • Fosters a climate of trust, modelling collegiality by working in partnership with other staff. • Transparently relays relevant information to other staff in a clear and concise manner as needed. • Represents the organisation and participates as a member of internal and external committees and organisations. • Ensures whānau and other carers are included and regularly informed in the life of the organisation. • Creates opportunities to foster whānau engagement with the organisation.
There is commitment to promoting the health, safety and wellbeing of all persons within Ko Tāku Reo Deaf Education New Zealand.	• Promotes and leads inclusivity throughout the organisation, ensuring all learners feel they belong.

	• Takes all reasonable steps to provide and maintain an environment that is physically, socially, culturally, and emotionally safe. • Takes all reasonable and practical steps to ensure the health and safety of self and others. • Collaborates and co-ordinates outside agencies and teams to foster the pastoral care of ākonga. • Complies with any reasonable health and safety instruction, policy or procedure and ensure that all hazards, risks, and incidents are reported according to protocol. • Participates in any required emergency response or exercises to ensure that essential services can be maintained.
There is respect for, and commitment to best practice around all heritages, languages, and cultures, including Bilingual Bi Cultural pedagogy.	• Takes responsibility for growing others' confidence in culturally responsible practice, as well as their own. • Acknowledges and respects the languages, heritages, and cultures of all. • Leads and demonstrates commitment to the bicultural partnership in Aotearoa and a commitment to understanding of Te Tiriti o Waitangi. • Leads and strengthens best practice of Bilingual Bicultural pedagogy. • Develops understanding and use of tikanga and te reo Māori. • Has a good understanding (or is committed to developing an understanding) of Deaf Culture. • Is committed to improving the use of NZSL throughout the organisation. • Appreciates, respects, and affirms others and works effectively with all to create a positive and collaborative culture.

Staff are committed to ongoing learning, engaging in both formal and informal professional learning and development in their professional practice.	• Commits to developing personal skills in the use of NZSL. • Engages in the appraisal process for self, ensuring a regular cycle for review, ensuring documentation is complete, self-reflection is engaged, and that there is progress towards and/or achievement of performance indicators. • Identifies professional learning goals in consultation with colleagues and communicates these to the appraiser when establishing performance expectations. • Identifies and initiates learning opportunities to advance personal professional knowledge and skills. • Participates responsibly in professional learning opportunities within the learning community.
Any additional tasks and/or responsibilities are completed, as requested by the NZSL Services Manager.	• Ensures all tasks are completed efficiently and to a high standard. • Is professional in their appearance and manner, positively representing themselves and the organisation to ensure positive perceptions from the internal and external community. • Performs additional duties in an efficient manner, to the required standard and within a negotiated timeframe.

Dimension Four – Professional Knowledge in Practice

Fully registered teachers ensure their professional knowledge and understanding to build a stimulating, challenging and supportive learning environment that promotes learning and success for all ākonga.

Criteria	Key Tasks/Indicators
Learning programmes are appropriate, current, and well suited to ākonga.	• Conceptualises, plans, and implements appropriate learning plans.

	- Clearly articulates the aims of their teaching, gives sound professional reasons for adopting these aims, and implements them in their practice. - Through their planning and teaching, demonstrates their knowledge and understanding of relevant content, disciplines, and curriculum documents.
The learning environment is collaborative, supportive, and inclusive.	- Actively promotes an inclusive learning environment. - Demonstrates effective management of the learning setting. - Incorporates successful strategies to engage and motivate ākonga. - Fosters trust, respect, and cooperation with and among ākonga.
Teachers are subject-matter-experts and have excellent knowledge and understanding of how Deaf/HH ākonga learn.	- Demonstrates in practice their knowledge and understanding of ākonga learning. - Enables ākonga to make connections between their prior experiences and learning and their current learning activities. - Provides opportunities and support for ākonga to engage with, practice and apply new learning to different contexts. - Encourages ākonga to take responsibility for their own learning and behaviour. - Assists ākonga to think critically about information and ideas and to reflect on their learning.
There is an effective response to the diverse language, cultural experiences, and the varied strengths, interests and needs of all.	- Responds effectively to the strengths, interests, and needs of all individuals and groups of ākonga. - Demonstrates knowledge and understanding of social and cultural influences on learning, by working effectively in the bicultural and multicultural context of learning in Aotearoa New Zealand.

	• Selects teaching approaches, resources, technologies and learning and assessment activities that are inclusive and effective for diverse ākonga. • Communicates assessment and achievement information to relevant members of the learning community.
The bicultural context of Aotearoa New Zealand is respected and promoted through teaching and learning.	• Works effectively within the bicultural context of Aotearoa New Zealand. • Practices and develops the relevant use of te reo Māori me ngā tikanga-a-iwi in context. • Specifically, and effectively addresses the educational aspirations of ākonga Māori. • Displays and actively promotes high expectations in learning for Māori ākonga.
Assessment data is utilised to inform programmes and inform school-wide best practice in teaching and learning.	• Analyses and interprets relevant national, local, and school assessment data. • Analyses data at a pupil, cohort, and whole school level. • Researches and inspects evidence to inform policies, practices, expectations, targets, and teaching methods. • Leads and participates in coordination around production and review of school policy and guidelines on assessment. • Identifies plans to assist with putting in place individual pupil programmes. • Identifies individual programmes needed to meet the needs of all pupils and advise the Director of Teaching and Learning of priorities for expenditure and human resources. • Monitors pupil progress on a termly basis from teacher's ongoing assessments against key learning objectives, providing appropriate staff with summary information. • Communicates assessment and achievement information to relevant members of the learning community.

Critical inquiry and problem solving is utilised by teaching staff in their professional practice.

- Systematically and critically engages with evidence and professional literature to reflect on and refine practice.
- Responds professionally to feedback from members of their learning community.
- Critically examines their own beliefs, including cultural beliefs, and how they impact on their professional practice and the achievement of ākonga.

Qualifications / Experience

Required

- Teaching Degree/Diploma
- Current Teacher Registration
- Coaching and mentoring experience
- Proficient in NZSL
- Proven strengths in literacy
- Proven experience working with external stakeholders e.g. SENCOs, Learning Support Co-ordinators

Professional Competencies

- Experience and a proven track record in successfully leading staff
- Experience within Deaf and Hard of Hearing or Special Education settings
- Experience with, and awareness of, Deaf Culture and the Deaf community
- Knowledge:
 - of the New Zealand Education sector
 - and understanding of the core business of lifting student achievement and wellbeing
- Skill in:
 - systems, strategic planning, implementation, and reporting
 - organisation and time management
- Excellent
 - interpersonal skills, and diplomacy
 - communication skills
- Skill and competence in IT
- Ability to:
 - support and lead change
 - the big picture and work with details
 - think strategically, communicating and influencing at all levels
 - build and sustain high trust relationships through distributive leadership
 - lead and motivate a team and build leadership capability
 - anticipate problems and to be proactive in problem solving
 - work well under pressure

Personal Attributes

- Leads the organisation's guiding principles of 'Grow, Excel, Choose and Belong'
- Is motivated to develop a world leading service for Deaf and Hard of Hearing learners and whānau
- Demonstrates principles of equity and access in action
- Optimises quality and efficiency in work
- Respects diversity
- Is self-motivated and self-directed, taking personal accountability for work
- Understands personal strengths and limitations
- Is innovative and creative
- Is friendly, positive, and approachable
- Demonstrates initiative, energy, and vitality
- Can engage with families/whānau in a positive and respectful way that promotes quality relationships based on learner outcomes