

KO TAKU REO

Deaf Education New Zealand

JOB DESCRIPTION

POSITION:	Deputy Principal, Pedagogy and Curriculum
TENURE:	Full-time Permanent
RESPONSIBLE TO:	Executive Principal
Direct Reports	Head of Pedagogy and Professional Development, Head of Curriculum and Resources, Evaluation and Reporting Lead

Internal Relationships: Executive Principal, Executive Leadership Team, Pedagogy and Curriculum Leadership Team, Teaching, Specialist and Support Staff.

External Relationships: Students, parents, whānau and caregivers, Deaf community groups and organisations, relevant Ministry of Education and other education sector agencies, Professional and cultural networks

Position Purpose

The Deputy Principal – Pedagogy and Curriculum contributes to the achievement of Ko Taku Reo's strategic objectives as approved by the Board. This role provides strategic and operational leadership across the Pedagogy and Curriculum Function, encompassing Curriculum and Resources, Pedagogy and Professional Development, and Evaluation and Reporting.

The Deputy Principal leads the design, implementation and continuous improvement of frameworks that promote excellence in Deaf education. The role ensures the development of innovative, inclusive and evidence-based teaching practices that celebrate Deaf culture, embrace bilingualism (NZSL, Te Reo Māori and English), and supports the delivery of equitable learning outcomes for Deaf and hard of hearing students across New Zealand.

Key Accountabilities

Strategic and Organisational Leadership

- Lead development, implementation, and evaluation of Pedagogy and Curriculum in alignment with Ko Taku Reo's strategic plan and values.
- Provide strategic input to the Executive Principal and Executive Team in shaping organisational direction, priorities, and performance outcomes.
- Ensure coherence, quality and innovation across all aspects of Deaf pedagogy, and curriculum and resource development.
- Monitor, evaluate and report on Pedagogy and Curriculum initiatives, ensuring decisions are informed by evidence and best practice.

Leadership of Pedagogy and Curriculum Team

- Lead a high-performing leadership team, providing coaching, professional development, and performance feedback to empower success and accountability.
- Champion cultural and linguistic diversity, embedding NZSL, Te Reo Māori and English throughout the school's culture, curriculum, and operations.
- Foster an inclusive environment that values Deaf culture and supports staff and students to thrive in a bilingual, bicultural context.

Health, Safety and Wellbeing

- Lead a positive and proactive culture of safety, health, and wellbeing across all areas of responsibility.
- Model behaviours consistent with Ko Taku Reo's values and promote wellbeing as integral to educational excellence.

Engagement and Collaboration

- Build and maintain strong, respectful relationships with the Deaf community, whānau, schools, education partners, and professional networks.
- Represent Ko Taku Reo in national and international education forums, contributing to thought leadership in Deaf education.
- Collaborate with the Executive Team to ensure alignment and coherence across organisational priorities.
- Advocate for Deaf and hard of hearing learners, ensuring their perspectives and experiences inform learning design and delivery.

Operational Excellence

- Ensure effective systems, processes and resources are in place to support high-quality curriculum delivery across the organisation.
- Maintain oversight of compliance, performance, and reporting requirements within the Pedagogy and Curriculum Function.
- Manage budgets and resources responsibly to achieve strategic and operational outcomes.
- Monitor progress and impact through robust data collection, evaluation, and reporting frameworks.

Any additional tasks and/or responsibilities are completed, as requested by the Executive Principal:

- 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 negotiated timeframes.

Person Specification

Qualifications and Experience

- Registered teacher with a current practising certificate. Proven senior leadership experience within the education sector, ideally deaf education and in a bilingual, bicultural or specialist education environment.
- Demonstrated experience in curriculum leadership, pedagogical innovation, and professional learning.
- Deep understanding of Deaf culture, NZSL, and bilingual education principles.
- Knowledge of Te Tiriti o Waitangi and a commitment to bicultural practice within Aotearoa New Zealand.
- Familiarity with the New Zealand Curriculum, Te Whāriki, and inclusive education frameworks.

Skills and Attributes

- Strategic thinker with the ability to translate research and innovation knowledge into practice.
- Authentic and empathetic communicator who builds trust and collaboration.
- Strong cultural competence and commitment to inclusive leadership.
- Demonstrated ability to lead high-performing, multidisciplinary teams.
- Commitment to student wellbeing, staff development, and continuous improvement.

SIGNED _____
Deputy Principal, Pedagogy and Curriculum

DATE _____

SIGNED _____
Executive Principal

DATE _____