

KO TAKU REO

Deaf Education New Zealand

JOB DESCRIPTION

POSITION:	Deputy Principal, Teaching and Learning
TENURE:	Full-time Permanent
RESPONSIBLE TO:	Executive Principal
Direct Reports	Head of Enrolled School, Head of Regional Outreach Services, Teaching & Learning Guidance Lead, Senior Head of School Improvement (FT)

Internal Relationships: Executive Principal, Executive Leadership Team, all teaching, outreach and support staff.

External Relationships: Students, parents, whānau and caregivers, Deaf community groups and organisations, relevant Ministry of Education and other education sector agencies, partner schools, learning networks and professional associations.

Position Purpose

The Deputy Principal – Teaching and Learning 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 Teaching and Learning Function, encompassing the Enrolled School, Outreach School and Services, Teaching Outcomes, and School Improvement.

The Deputy Principal ensures excellence in teaching and learning across all Ko Taku Reo provisions, driving quality, consistency, and continuous improvement in teaching practice. The role supports a cohesive, high-performing network of educators committed to bilingual, bimodal (NZSL and English) and bicultural learning, ensuring every Deaf and hard of hearing learner experiences equitable, high-quality education that reflects their language, culture, and identity.

Key Accountabilities

Strategic and Organisational Leadership

- Lead the development, implementation and evaluation of Teaching and Learning, ensuring alignment with Ko Taku Reo's overall strategic plan and vision.
- Provide strategic input to the Executive Principal and Executive Team in shaping organisational direction, priorities, and performance outcomes.
- Lead the implementation of high-quality teaching systems and frameworks that promote consistent, evidence-informed practice across all provisions.
- Monitor and evaluate progress against strategic and operational teaching goals, reporting on outcomes, impact, and areas for enhancement.
- Lead a high-performing team, ensuring clarity of purpose, accountability, and professional growth across all leaders.

Leadership of Quality Teaching and Learning

- Lead a high-performing leadership team, providing coaching, professional development, and performance feedback to empower success and accountability.
- Promote a culture of reflective practice, coaching, and continuous improvement in teaching quality.
- 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.

School Improvement

- Provide strategic leadership in school improvement planning and review processes to ensure ongoing enhancement of teaching, learning, and student outcomes.
- Oversee implementation of self-review and evaluation systems that drive accountability and improvement across all Ko Taku Reo sites.
- Collaborate with senior leaders to ensure that data analysis, reporting, and review inform targeted interventions and strategic decision-making.
- Support school leaders to establish a culture of high expectations, effective performance, and professional excellence.
- Ensure consistency of practice and continuous improvement across the Enrolled and Outreach schools

Assessment and Reporting

- Oversee the design and implementation of robust assessment and reporting systems that measure student achievement and progress accurately.
- Ensure assessment practices are equitable, inclusive, and accessible to Deaf and hard of hearing learners.
- Lead the development of data-informed approaches that enhance understanding of teaching impact and student learning outcomes.
- Ensure compliance with Ministry of Education reporting and accountability requirements.
- Support staff capability in assessment knowledge, ensuring high-quality use of student data to inform teaching and learning.

Outreach Services and Enrolled School

- Provide strategic oversight and direction for both the Enrolled school and Outreach Services to ensure effective coordination, quality delivery, and equitable access to learning.
- Support the Head of Enrolled School and Head of Regional Outreach Services to implement strong teaching and leadership practices that promote inclusive, culturally responsive education.
- Foster collaboration between enrolled and outreach teaching teams to strengthen transitions, consistency, and shared expertise across settings.

Health, Safety and Wellbeing

- Lead a positive culture of safety, health and wellbeing across all areas of responsibility.
- Ensure all school environments uphold the highest standards of student and staff wellbeing, including safe physical, emotional, and linguistic spaces.
- Model and promote behaviours that reflect the values and culture of Ko Taku Reo.
- Ensure compliance with health, safety, and child protection requirements across all teaching settings.

Engagement and Collaboration

- Build and maintain effective, positive relationships with Deaf communities, whānau, and education partners to enhance learner outcomes.
- Collaborate with the Executive Team to ensure strategic alignment and cross-functional integration

across the organisation.

- Represent Ko Taku Reo in national and regional education networks, sharing knowledge and promoting leadership in Deaf education.
- Advocate for Deaf and hard of hearing learners and staff, ensuring their experiences and perspectives inform teaching design and delivery.

Operational Excellence

- Ensure efficient and effective management of teaching resources, systems, and processes across all provisions.
- Maintain oversight of compliance, performance monitoring, and reporting requirements for teaching operations.
- Ensure effective planning and use of budgets and resources to support teaching excellence and continuous improvement.
- Promote innovation and evidence-informed practice to enhance learning outcomes.

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 in deaf education and in a bilingual, bicultural, or specialist education environment.
- Extensive experience in leading teaching and learning, assessment, and school improvement of Deaf and hard of hearing children and young people.
- Demonstrated expertise in data-informed decision-making and quality assurance in education.
- Understanding of Deaf culture, NZSL, and bilingual education principles.
- Knowledge of Te Tiriti o Waitangi and commitment to bicultural practice within Aotearoa New Zealand.
- Familiarity with the New Zealand Curriculum, Te Whāriki, and Ministry of Education frameworks supporting inclusive education.

Skills and Attributes

- Strategic thinker with the ability to translate vision into effective teaching practice.
- Authentic and empathetic communicator who builds trust and collaboration.
- Skilled in developing and leading high-performing teams.
- Strong cultural competence and commitment to inclusive leadership.
- Demonstrated ability to drive continuous improvement and innovation in education.
- Commitment to student wellbeing, staff development, and educational excellence.

SIGNED _____
Deputy Principal, Teaching and Learning

DATE _____

SIGNED _____
Executive Principal

DATE _____