

# Thames High School

## Te Kura Tuarua o te Kauaeranga



*Kia kōtahi ai te piki ake, kia ikeike rawa ki te taumata*  
**We grow together to achieve one's true potential**

## Deputy Principal / Tumuaki Tuarua

**Full Time, Permanent. 5MU and 1SMA.**

We are seeking an educational leader with a strong understanding of pedagogical, curriculum and pastoral care practices that enhance student wellbeing for success. You are a passionate person with excellent leadership, organisational, interpersonal skills with a sense of humour. You are a leader with vision, energy, an unrelenting focus on student achievement and the ability to support the strategic and professional leadership of the school.

We are a co-educational learning organisation with a proud history of serving our community and offer an broad curriculum and supportive environment. We are committed to a culturally responsive approach to learning, teaching and leadership.

## Person Specification

The tumuaki tuarua / deputy principal will demonstrate and be developing the following capabilities and attributes.

### Key Professional Capabilities:

- Strong leadership skills and proven experience in leading teams and change.
- Strategic Thinking: articulating and planning to improve outcomes.
- Pedagogical Understanding: a deep understanding of learning and teaching, and the foundations of curriculum design
- Understanding pastoral care and processes that enhance student wellbeing for success. Experience with providing pastoral care as well as learning and behaviour interventions for students.
- Culturally responsiveness: including pedagogical and leadership practices, and a strong commitment to Te Ao Māori and Te Tiriti o Waitangi
- Assessment practice expertise: experience in assessment procedures that ensure quality assured assessment.
- Ability to interpret and make use of achievement or other data to lead targeted interventions that improve student outcomes.

- Understand school wide operations, e.g. leadership of, or involvement in school-wide initiatives or processes.
- Able to 'make sense of' policy directions and create a culture of trust and readiness for change.
- Empowers others to flourish, develop teachers' capabilities, understanding the use of evidence (best practice), inquiry skills, adult learning, and social and communication skills.
- Effectively manages the delicate balance between supporting and challenging others, including managing challenging situations and having learning conversations.
- Advanced organisational skills and the ability to manage a demanding workload.
- Uses technology effectively and purposefully.

### Personal Attributes

- Has a passion for working with young people
- Leads with integrity, strength of character and a strong set of personal values and beliefs.
- Is an excellent communicator with a wide range of people
- Holds high expectations and practices fairness.
- A future focused and strategic thinker who is prepared to take risks and accepts challenges
- Thrives on collaboration and working in a team.
- Has an enthusiastic attitude and encouraging manner
- Has a positive outlook and a growth mindset.
- Self-aware, reflective and an intuitive understanding of others.
- Has a sense of humour and perspective.
- Willingness to persevere and work hard.
- Calm under pressure and resilient.
- Demonstrates resilience and strategies to maintain personal wellbeing.

## Applications

- Please submit cover letter, CV and download our [Leadership Teaching Application Form](#) from our website [www.thameshigh.school.nz](http://www.thameshigh.school.nz). We also request that three of your referees complete our [Referee's Report for Position of Responsibility](#).
- Please submit all completed documentation to [traceyreed@thameshigh.school.nz](mailto:traceyreed@thameshigh.school.nz) by Monday 5 September 2022 (4.00 pm)
- Applicant Checklist:
  - Cover Letter
  - Current CV
  - Leadership application form
  - 3 Referee Reports

## Timeline

- Applications are due by 4 pm on Monday 5 September 2022.
- Shortlisting process between Tuesday 6 September – Friday 9 September 2022.
  - Meetings with Senior Leadership Team may be held as part of the shortlisting process and/or prior to School Board interview.
  - Visits are welcomed at any stage of the timeline and can be arranged by contacting the Principal's PA, Tracey Reed  
email: [traceyreed@thameshigh.school.nz](mailto:traceyreed@thameshigh.school.nz)
- Board interviews will be conducted on **Saturday 17 September 2022**.
  - Applicants who are interviewed will be required to make a brief presentation at the interview. The presentation topic will be communicated to those applicants when notified of the interview.
- Starting date for the successful applicant is negotiable but will ideally be as soon as possible in Term 3 2022, and ideally no later than Monday 19 September 2022.