



Full Time, Permanent Year 5/6 Teacher - Appointment 2027

Nau Mai Haere Mai, Welcome.

Thank you for showing interest in applying for our position advertised in the Education Gazette. Knighton Normal School is a great place to work.

The Board of Trustees is seeking an enthusiastic, highly competent classroom teacher who is committed to assisting each child attain their potential.

The successful applicant will be expected to work as a member of a dynamic Year 5/6 teaching team who work together with the community in providing quality education for the children of Knighton.

We are seeking to add to our highly effective, caring team so that we can continue to provide high quality education for our learners.

We are looking for a teacher who embraces diversity, who is resilient, is a team player, reflective of their practice, and understands the significance of teaching in a Normal School.

Strengths in literacy and mathematics are essential with experience in working with English Language Learners an advantage.

We have a full time permanent position available.

What is in this pack?

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- Contact Information
- Key attributes, skills and qualities
- General overview of the school
- Teacher Professional Standards
- Roles and responsibilities

Timeline

The Application for Employment form and your CV (with covering letter) should be emailed to applications@kns.ac.nz by Wednesday 16th September 2026.

Timeline for appointment

- Applications close Wednesday 16th September 2026
- Shortlisting completed by Monday 21st September 2026
- Interviews on Wednesday 23rd September 2026 (or by arrangement)
- Successful applicant notified by Friday 25th September 2026
- Position to commence by 28th January 2027

Contact Information

If you would like further information, or would like to arrange for a school visit, please feel free to contact the school on 07 856 5399 or email Andrew Campbell: acampbell@kns.ac.nz

Ngā mihi nui



Andrew Campbell
Tumuaki / Principal

Key qualities, skills and attributes

The successful candidate will have the following key qualities, skills and attributes, or demonstrate the ability and willingness to upskill quickly:

- be able to quickly build strong relationships with staff, students, parents and the wider community
- have acknowledged ability to develop differentiated teaching programmes
- be able to generate warmth, concern and respect for all pupils and an acceptance of the cultural and socio-economic backgrounds of all people
- be committed to te reo and tikanga Māori programmes and Tātaiako
- have highly effective culturally responsive practice
- have a commitment to growing knowledge of the curriculum and the learning process
- have demonstrated an ability in digital technologies or willingness to upskill in this area
- have an understanding of inclusive practice encompassing behaviour and learning needs
- have the ability to analyse data to inform impact of practice and monitor next steps
- be enthusiastic, have a positive attitude and a cheerful disposition.

As a teacher at Knighton Normal, it is assumed that you:

- are supportive of the school, its organisation, our students and each other
- will follow and implement all school policies
- recognise the need to develop and maintain high quality programmes
- are keen to reflect on your practice and to grow professionally
- develop effective systems for planning and preparation that ensures the individual needs of children are met and the curriculum is covered
- are willing to demonstrate aspects of modern classroom practice and provide quality guidance for students from the University of Waikato's Faculty of Education or for colleagues from other schools
- are willing to participate in the corporate life of our school.

General Description of Knighton Normal School

Knighton Normal School is a vibrant, large-scale U7 contributing primary school situated in Hillcrest, Hamilton, serving a rich and dynamic learning community. As one of the most culturally diverse schools in the region, half of our student body are English Language Learners (ELL) representing over seventy different nationalities. Tangata whenua form a vital core of our identity, with Māori learners making up 32% of our total roll. This commitment to bicultural partnership is reflected in our dedicated bilingual unit, Te Hihiri, which spans three classrooms to provide authentic immersion and te reo Māori pathways alongside our mainstream programs.

Our students are capable, friendly, and naturally curious learners who bring immense energy and enthusiasm to our school community every day. They have a genuine love for learning and thrive in an environment where their unique backgrounds and perspectives are celebrated.

Our community is diverse, bringing together families from a wide range of ethnicities, cultures, and global backgrounds. They are deeply supportive of Knighton Normal School, placing high value on education and actively partnering with our teachers to foster a welcoming, success-focused environment for every child.

Our teaching and support staff are friendly, knowledgeable, skilled, and hard-working professionals dedicated to creating an environment where every student thrives. Deeply committed to inclusive education, they actively work to give effect to Te Tiriti o Waitangi across all aspects of school life.

The **Knighton Way** serves as the foundation of our school culture, providing a clear framework for learning and positive behavior across our whole community. It revolves around five core learning dispositions: **Mahi Tahi** (Getting Along), **Whakarite** (Organised), **Whaikaha** (Persistence), **Maiatanga** (Confidence), and **Kairapu** (Inquirer). Intertwined with these dispositions are our Knighton values—**Auahatanga** (Creativity), **Angituu** (Success), **Manawaroa** (Resilience), **Tūrangawaewae** (Belonging), **Whakaute** (Respect), and **Hauora** (Wellbeing).

As a **Normal School**, we are deeply committed to supporting Initial Teacher Education (ITE) by maintaining strong, active partnerships with tertiary providers. Our experienced staff regularly mentor graduate teaching students from the University of Waikato alongside bilingual teacher trainees from local wānanga.

We provide a variety of special programmes designed to further support some of our students with their learning and wellbeing. Our dedicated **Maths Hub** and **Literacy Centre** target foundational academic skills, while our **ELL Hub** provides rich language enrichment tailored specifically for our English Language Learners. To nurture the whole child, our **Hauora Hub** focuses on physical, mental, and emotional wellbeing, complemented by our **Alternative Learning Space**, which offers tailored support and environment options for students who thrive outside the traditional classroom setting.

Teaching Standards

Dimension	Standards
Te Tiriti o Waitangi partnership	Understand and recognise the unique status of tangata whenua in Aotearoa New Zealand. Understand and acknowledge the histories, heritages, languages, and cultures of partners to Te Tiriti o Waitangi. Design teaching and learning experiences that reflect Te Tiriti o Waitangi partnership in New Zealand including affirming for all learners the knowledge, identity, language, and culture of te ao Māori and tangata whenuatanga. Practise and develop the use of te reo and tikanga Māori, including in support of positive engagement with Māori learners and their whānau and communities.
Know the content and how to teach it.	Understand the content. Understand how to enact the curriculum. Understand evidence-informed teaching strategies and practices. Understand how to foster literacy and numeracy as foundational capabilities.
Know the learner and the learning process.	Understand how learning happens. Understand how diverse needs can be met. Understand culturally responsive teaching. Understand own assumptions and beliefs.
Plan for and implement effective teaching and learning.	Set high expectations. Prepare learning experiences that are coherent and well organised. Advance the progress and achievement of all learners. Use and adapt teaching strategies. Enable learning-focused capabilities.

	Māori succeeding as Māori.
Create and maintain supportive and safe learning environments.	Support learners to feel safe to participate in learning. Ensure the learning setting meets diverse needs. Manage the learning setting and promote positive behaviour. Use equipment and technologies appropriately and effectively to support learning.
Assess, provide feedback, and report on learning.	Monitor the extent and pace of learning. Identify progress and respond to learners' needs. Provide constructive and understandable feedback. Communicate assessment information.
Engage in professional learning.	Participate in a continuous cycle of professional growth. Undertake professional learning to improve practice. Engage with colleagues to improve practice.
Engage in productive professional relationships.	Relate effectively with parents/ caregivers and whānau. Cooperate in the interests of learners. Actively contribute to the wider educational setting. Communicate effectively.

Key tasks of Scale A Teacher

Primary Objectives:

- Teach the New Zealand curriculum to a consistently high standard.
- To ensure that children maximise their learning opportunities.
- To ensure education of the highest quality is delivered to the children.
- Provide written evidence of planning of all programmes.
- Support and attend school wide events.
- Monitor student progress for the use of report writing, reporting to parents, reporting to the Principal and BOT, and to provide feedback to children and to further develop classroom programmes.
- Prepare for and actively participate in the staff appraisal process, including self appraising regularly and the receiving and acceptance of professional advice.
- Willing to incorporate and try Innovative Learning Practices and share teaching strategies and programmes with other team members.
- Operate in a professional manner.
- To work with the Principal, school staff and School Board of Trustees, providing, where required, professional and administrative leadership, consistent with the aims of the Charter, schools annual strategic goals and the policies and procedures of the Board of Trustees.
- To work within the spirit of the School's Vision and Values and the Code of Professional Responsibility and Standards for Registered Teachers and Associate Teachers.

School Wide Responsibilities:

- To support the implementation of the school's Charter, Strategic and Action Plans.
- Support all staff members in the implementation of programmes, professional development or changes to our Knighton Normal School Curriculum.

We look forward to hearing back from you.

Ngā mihi nui