

Specialisation Policy

Relevant Legislation	Education and Training Act 2020 Employment Relations Act 2020
Relevant Government Policy	National Administration Guideline 1
Industrial Relations	Area Schools' Collective Employment Agreement
Responsibility for Policy	Board, Manukura and Risk & Finance (RAF) Committee
Application	This policy applies to all kaimahi with delegated authority to incur expenditure on behalf of Haeata Community Campus.
Current version	November 2021
Next Review Date	November 2023

1. Policy Statement

This policy supports the challenges faced by the Board and senior leadership team of staffing the senior school amid the requirements of specialisation in ako/teaching and learning, curriculum design and programme development that have been envisaged as responses to the demands of “21st century” learning at Haeata Community Campus, an MLE in Urban Area School setting. Research¹ has shown that a kaiako’s educational qualifications positively influence their level of competency and performance. A kaiako’s area of specialisation further influences their level of competency and performance in the teaching of subject specific material. A kaiako’s years of experience also influences their level of competency and performance. There is a significant difference between more experienced and less experienced and more qualified and less qualified kaiako on their level of competencies and performance when teaching at senior levels of the curriculum.

2. Purpose

The Specialisation Policy provides directions and guidelines focussed on ensuring the provision of highly trained and qualified kaiako in the junior and senior school.

3. Parties

This Policy applies to the Board and as well kaimahi employed by the Haeata Community Campus Board who accept the terms and conditions of their respective Collective Employment Agreements; and have a signed letter of offer and a signed letter of acceptance as required by the Employment Relations Act 2000.

¹ Reeves, C., & Robinson, M. (2011). Am I ‘qualified’ to teach? The implications of a changing school system for criteria for teacher qualifications.

4. Definitions

Kaiako/Teachers' qualifications are defined as all the skills required to teach effectively. Such skills include formal education, degree qualifications, experience, subject matter knowledge, pedagogy studies, duration of training, certificate/licensing and professional development.

5. Priorities

In the senior school (NCEA) and Junior School (Diversity)

- The ako/teaching & learning needs of all senior ākonga are the priority when staffing the senior school
- Kaiako/teachers' degree qualifications, experience, subject matter knowledge, pedagogy studies, duration of training, certificate/licensing and professional development will underpin permanent appointment to positions in the senior and junior school
- Kaiako/Teachers' qualifications will have coherence with the subject matter they deliver within all learning programmes in the senior school
- 95% of programmes of ako/ teaching & learning delivered to ākonga in the senior school will be taught by specialist kaiako/teachers.

6. Approval

When the Board approved this Policy, it agreed that no variations of this Policy or amendments to it can be made except with the unanimous approval of the Board. Prior to international travel being undertaken, the traveller must be given a copy of this Policy and be required to sign it off to signify that they have read and understood it. As part of its approval, the Board requires the Manukura to circulate this Policy to all kaimahi and for a copy to be included in the Kura policy manual. The Kura policy manual shall also be made available to ākonga and whānau at their request. The Board requires that the Manukura arrange for all new staff to be made familiar with this Policy and other policies approved by the Board.

7. Policy Review

The Haeata Community Campus Board is committed to sound financial management practices and the prudent management of all assets. This policy will be reviewed as part of the approved cycle of review.

Next Scheduled Review - **November 2023**