TUAKAU COLLEGE

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Pou Kaha Learning Coach / Specialist Teacher

Job Description

Position Title: Pou Kaha Learning Coach (or Specialist Teacher - Pou Kaha Programme)

Reports To: Deputy Principal

Location: Tuakau College

Purpose of the Role

Pou Kaha is Tuakau College's innovative onsite alternative learning programme designed to support students who require a different educational pathway to experience success. The programme provides a strengths-based approach that reconnects students with learning, develops confidence and wellbeing, and equips them with the skills, knowledge and attitudes required for future success.

The Pou Kaha Learning Coach will build positive and restorative relationships with students, whānau and staff while designing and delivering programmes that address academic, behavioural, social and emotional needs.

This role requires an experienced educator with expertise in literacy and numeracy intervention, differentiation, assessment for learning, restorative and culturally responsive practice, and engagement of students who have experienced limited success in mainstream education.

Key Responsibilities

Learning Programme Development

- Develop and implement a Foundation programme and provide scope for Individual Education Plans (IEPs) or Personal Learning Plans to support remediation or acceleration.
- Establish personalised learning goals in partnership with students, whānau and relevant staff.
- Monitor, review and report on student progress regularly.
- Maintain accurate records of interventions, achievement and engagement.

Assessment and Data Analysis

- Conduct diagnostic assessments in literacy and numeracy.
- Analyse assessment information to identify learning gaps and barriers.
- Use evidence-based interventions to accelerate student progress.

- Track and evaluate programme effectiveness through achievement and engagement data.

Teaching and Learning

- Deliver highly differentiated literacy and numeracy programmes for students operating significantly below curriculum expectations.
- Implement effective remedial and intervention programmes.
- Adapt curriculum content to ensure accessibility while maintaining high expectations.
- Incorporate project-based, experiential and culturally responsive learning opportunities.
- Support students to develop learning habits, self-management, resilience and confidence.

Student Engagement and Wellbeing

- Build strong relationships that promote trust, belonging and engagement.
- Support students to identify strengths, interests and future aspirations.
- Create a learning environment that is safe, inclusive and supportive.
- Foster student agency and ownership of learning.

Behaviour Support

- Utilise restorative practices to address behaviour concerns.
- Develop positive behaviour support plans where appropriate.
- Support students to develop emotional regulation and problem-solving skills.
- Work collaboratively with deans, SENCO, attendance services and external agencies.

Whānau and Community Partnerships

- Develop strong partnerships with parents, caregivers and whānau.
- Maintain regular communication regarding student progress and wellbeing.
- Connect students and families with relevant support services when required.
- Work collaboratively with iwi, community agencies and external partners.

Pathways and Transitions

- Assist students to identify future education, training and career pathways.
- Support successful transition back into mainstream classes where appropriate.
- Prepare senior students for pathways beyond school.

Person Specification

Essential Skills and Experience

The successful applicant will demonstrate:

- Proven success working with students who are disengaged from learning.
- Strong knowledge of literacy and numeracy intervention strategies.
- Experience conducting diagnostic assessments and using assessment data to inform teaching.
- Expertise in differentiated teaching and learning.
- Experience developing and monitoring Individual Education Plans.
- Strong classroom management skills grounded in restorative practice.
- Exceptional relationship-building skills.
- Commitment to culturally responsive and inclusive practice.
- Understanding of trauma-informed approaches to education.
- Ability to work collaboratively within a multidisciplinary team.
- Current New Zealand teacher registration and practicing certificate.

Desirable Experience

- Alternative Education experience.
- Learning Support Coordinator, SENCO or specialist intervention experience.
- Knowledge of Structured Literacy approaches.
- Understanding of Positive Behaviour for Learning (PB4L).
- Experience working alongside Māori and Pacific learners and whānau.
- Experience supporting students with neurodiverse learning needs.

Key Attributes

We are seeking someone who:

- Believes every student can succeed.
- Is resilient, flexible and solutions-focused.
- Can think creatively about learning and engagement.
- Demonstrates patience and empathy.
- Has high expectations and refuses to give up on young people.
- Builds mana and confidence in others.
- Lives the values of respect, relationships and restorative practice.