



Cambridge High School

Haaro ki runga ki te tihi tapu nui o Maungatautari
Taaheke iho ki te au o te awa o Waikato e piko nei ki Te Uru
Kahukura ki runga, Kahukura ki raro, Kahukura tiketike
Tahuti mai ki te kura tuarua o Te Oko Horoi.
Teenaa koutou, teenaa koutou, teenaa koutou katoa.

Thank you for your interest in Cambridge High School. This welcome speaks of standing atop Maungatautari and looking out to the Waikato River as it snakes to the sea. It locates us prominently within the Waikato and welcomes you to our community, Te Oko Horoi (Cambridge).

Established in 1883, our school has a proud tradition of meeting the educational needs of our local community. With a roll of approximately 1800 students, we can offer our diverse school population a wide range of academic, cultural and sporting opportunities. The school combines modern facilities and a progressive education programme with traditional core values and high expectations of student achievement.

Our aim is to offer students the opportunity to reach their academic potential and enjoy personal growth in a safe and positive learning environment. In addition to academic achievement and qualifications, we value highly the development of the competencies and skills that our students need to navigate easily into life beyond school. Our school motto “Fortiter et Recte” reminds us to have the ‘courage to do what is right’ and this is reflected in our REACH values.

Our community is very supportive of the excellent well-rounded education we provide and the range of high-quality opportunities available to our graduates. Our positive results in so many areas of school life reflect the combined effort of the students, staff, parents and Board. We welcome your application and look forward to guiding and supporting you in your journey within our school community.

Ngaa mihi nui

Greg Thornton – Principal





Cambridge High School



Strategic Plan 2021 - 2025



Purpose

To develop our learning community to best prepare students for life beyond school.



Vision

We provide an inspiring, holistic learning experience so students leave school with choices, confidence and a sense of purpose.



Values

Realise your Potential
Me moohio ki too pito mata

Engage with Purpose
Kia uu ki te kaupapa

Act with Integrity
Mahia ki te tika me te pono

Care for People and Places
Manaakitia ngaa taangata me ngaa waahi

Have Courage to Succeed
E riwha ai me niwha



Strategic Priorities

- Personalised and Academic Excellence
- Sport, Culture and Well-being
- Leadership and Development
- Partnerships
- Operations



Culture

We actively reinforce the school's values to build a safe, inclusive and caring environment that encourages and supports students and staff to develop their key competencies, abilities and talents.



Cambridge High School

HEAD OF LANGUAGES FACULTY

REPORTS TO: Principal and CHS Board

RESPONSIBLE TO: Principal and Senior Leadership Team

FUNCTIONAL RELATIONSHIPS: Teachers, HOFs, Deans, Guidance, Parents/Whaanau, Teaching and Support Staff

Overview of the role

This leadership role plays a significant part in realising the Cambridge High School Strategic Plan.

Specifically, this role involves responsibility for three key areas; school-wide curriculum leadership, staff leadership and development and curriculum development within the faculty.

School-wide curriculum leadership

- Work with SLT to support and implement areas of strategic change within the school where they relate to curriculum and pedagogy.
- Work with the SLT and other Heads of Faculty to provide leadership in the development and delivery of CHS curriculum.
- Engage with national change and directives, working with colleagues to implement these changes as relevant to the CHS community.
- Maintain an active connection with national and regional organisations to remain informed of latest developments in your faculty area and how they apply in a CHS context.
- Work with the pastoral team and SLT to align students into subject selections that meet their career aspirations.
- Work with colleagues to continue to review the effectiveness of our school curriculum, focusing on the learning experience and outcomes for our students.
- Foster positive relationships between the school, home and staff, addressing concerns constructively.



Cambridge High School

Staff Leadership and Development

- The personal and professional needs of staff in the faculty are recognised and regular feedback is provided through professional conversations.
- Individuals are provided with opportunities for growth within the faculty and their subject area.
- The Professional Growth Cycle is supported and effectively implemented in the faculty, ensuring alignment with the school Strategic Plan and identified annual priorities.
- Leadership is in line with the school values.

Curriculum development within the faculty

- The curriculum delivered in the faculty needs to continue to be relevant and engaging for students and steps taken to ensure this include:
 - Self-review of courses, including staff and student feedback during the year.
 - Engaging with our Curriculum Design Group processes.
 - Tracking of student progress throughout the year.
 - Review of student performance at the end of the year.
- Maintain a positive profile for your faculty in the CHS community, including with staff, at open evenings and at parent interview evenings.
- Effective financial management of faculty including the resourcing of courses, staff development and initiatives within the faculty.
- Develop localised content to enhance the curriculum and reinforce an understanding of and connection to Cambridge (Te Oko Horoi) and New Zealand (Aotearoa).

Key capabilities for leaders at CHS (selected from the Teaching Council's [leadership capability framework](#)):

Building and sustaining high trust relationships:

- These relationships are based on credibility relating to deep educational expertise, treating others respectfully and through maintaining a high level of self-awareness.
- High trust relationships are built and sustained with stakeholders beyond CHS, so that it can draw on wider knowledge and support.



Cambridge High School

Building and sustaining collective leadership and professional community including:

- Using their deep educational expertise to develop leadership and knowledge within the faculty:
 - drawing on individual and collective strengths.
 - providing opportunities for others to actively contribute to initiatives and extend their knowledge and skills.
 - ensuring that knowledge to improve learning is built and shared.
 - ensuring that problems impeding learning and wellbeing in the area are identified and resolved.

Strategically thinking and planning:

- Takes responsibility for ensuring that CHS's vision, goals, and expectations are focused on continual improvement.
- Works closely with organisational leaders in the review of progress and supports team members in the articulation of the next steps towards improvement.

Evaluating practices in relation to outcomes including:

- Analyses the learner and practice data exploring what this indicates about progress towards vision and strategic goals of CHS.
- Uses this analysis and other reviews with their team to specify actions to improve, and identify the best allocation of resources to achieve this.

Attending to own learning as leaders including:

- Keeps abreast of new evidence and research-based knowledge that could challenge their thinking.
- Uses critical friends to discuss leadership practice and extend their knowledge and capabilities.
- Seeks and uses feedback for continued personal growth.
- Reflects on their own leadership practice.
- Maintains the personal and professional relationships that nurture and stretch them.



Cambridge High School

Embodies CHS values including:

- Realise your Potential. Works with staff and students to create an aspirational learning environment.
- Engage with Purpose. Contributes fully to reviews, meetings and professional development to ensure the faculty interests are well-represented in the leadership of the school.
- Act with Integrity. Upholds the values of the school at all times, contributing constructively to a positive school culture.
- Care for People and Places. Reinforces the value of relationships at CHS and the importance of our connection with the environment.
- Have the Courage to Succeed. Shows courage, determination, hope and resilience in the face of difficulties.

Adept management of resources including:

- Maintains a positive relationship with the key stakeholders in the work of CHS.
- Ensures that staff have the support they need to make meaningful change in alignment with the school strategic priorities.
- Recruits staff who can add to the vision, priorities, and values of CHS.
- Ensures that staff feel valued and are supported to grow their capability.
- Ensures that staff performance reviews are carried out for improvement, not just compliance. Ensures that there are processes in place to manage staff who consistently find it difficult to meet CHS's expectations.
- Seeks and uses expert advice related to resources and their efficient management so that CHS maximises their best use for its vision and goals.
- Uses networks beyond CHS to strengthen our learning environment and contribute to the provision of high quality education regionally and nationally.