



Whangaparaoa College
NAG 5
Policy: Staff Expectations

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- 1) The following are staff expectations and desirable behaviours. Staff will:
 - a. Uphold [the values of the College](#)
 - b. Foster both positive learning relationships and a positive learning environment
 - c. Work collaboratively to know and grow our learners and staff, interact with other staff/teachers in a spirit of cooperation and mutual support, focussed on helping our learners attain academic success and, more broadly, the life skills necessary for life after college.
 - d. Actively contribute to the success of our key focus areas as per the current [Improvement Plan](#).
 - e. Comply with MOE and legislative requirements.
 - f. (For teachers) Comply with the spirit of code and standards as published by the Teaching Council.
 - g. Comply with the requirements of the staff handbook.
 - h. Ensure that any activities undertaken outside the College shall not reflect poorly on the College, conflict with the broad interests of the College, nor impair their ability to uphold their responsibilities and obligation to maintain positive learning relationships and a positive learning environment.
 - i. Respect that school owned property, equipment and machinery may only be used for school business, on school grounds, during school working hours. Property items may not be used by staff for commercial gain outside of the school. Exceptions to this may be granted occasionally for personal use only, and permission from the Business Manager of Property is required.

2) Remediation

Management will endeavour to remedy situations where staff behaviours are inconsistent with these expectations. Management may address questions of conduct in a variety of ways. This can range from discussion through to formal competency and disciplinary procedures. Such circumstances will follow the appropriate process, which will be conducted in a manner, which as far as possible, will protect the mana and dignity of those involved.

3) Policy Review

- a. We will review and revise this policy as required and within 3 years of its publication date.