



# RAPHAEL HOUSE RUDOLF STEINER SCHOOL



In reverence we welcome the child.  
In love we walk beside their becoming.  
In freedom we release them toward their own path.

*Mā te huruhuru kā rere te manu  
Adorn the bird with feathers so it may fly.*

## Leadership Opportunity Raphael House Rudolf Steiner School Lower Hutt, Wellington

At Raphael House, education is understood as a living journey — one that supports the unfolding of each child's unique capacities in thinking, feeling and willing. Situated in the western hills of Lower Hutt, our school serves children and young people from Class 1 through to Class 12 within a holistic, developmentally grounded learning environment. We seek to nurture not only academic growth, but also resilience, belonging and purpose, so that our students may step into the world with confidence and compassion. Leadership within this context calls for an ability to hold both the individual child and the wider community in view — balancing care with clarity, and vision with practical support.



### **Position: Primary Classes Leadership, including SENCO Support**

Raphael House Rudolf Steiner School is seeking an experienced and committed educational leader to join our **School Leadership Team**.

This is an exciting opportunity for someone who is passionate about Waldorf Steiner schooling, holistic education, student wellbeing, and collaborative leadership within a special character setting.

## About Raphael House

Raphael House is a **state-integrated Rudolf Steiner Area School** located in the western hills of **Lower Hutt, Wellington**.

We offer education from **Class 1 to Class 12 (Year 13)**, guided by the principles of **Waldorf/Steiner** education and grounded in the **New Zealand Curriculum**.

Our approach seeks to:

- Educate the **whole child – head, heart and hands**
- Nurture wellbeing, belonging and purpose
- Support developmental readiness in learning
- Foster creativity, resilience and social responsibility
- Create a learning environment where students can unfold their potential within a connected community

Learning at Raphael House integrates:

- Academic rigour
- Artistic and practical experiences
- Strong pastoral care
- A commitment to inclusion and belonging

We are a **community-focused school** where **collaboration, reflection and shared leadership** are valued. As an **Area School**, we value **coherence across learning pathways** and **smooth developmental transitions** from **Primary** through to **High School**.

## The Role

We are seeking a **Primary Classes Lead** who will:

- Be a member of the **School Leadership Team**
- Provide **oversight of the Primary School (Classes 1–7)**
- Maintain a **whole-school leadership perspective**
- Work closely alongside our **SENCO**
- Contribute to strengthening inclusive and responsive practices



This is a leadership role that balances:

- Developmental understanding of the younger child
- Strategic school-wide thinking
- Practical support for teachers and learners

The Primary years form a vital foundation for:

- Learning capacities
- Wellbeing
- Social development
- Engagement with school life



This role helps ensure:

- Developmentally appropriate curriculum and learning support
- Alignment with Steiner Waldorf NZ national principles, practices and curriculum
- Consistency in practice
- Strong inclusive practice
- Alignment across the school

## Leadership at Raphael House

Leadership here is:

- Collaborative
- Developmentally informed
- Relationship-based
- Grounded in wellbeing and inclusion

Leaders support both:

- Students
- The adults who work with them



## Key Areas of Responsibility

### Primary School Leadership

- Support the pedagogical and pastoral development of Classes 1–7
- Work alongside teachers to strengthen practice and coherence
- Support planning, differentiation and inclusive approaches
- Help ensure alignment between special character and curriculum expectations

### Whole School Leadership

- Contribute to strategic decision-making
- Maintain awareness of transitions across the school (Primary → Middle → High School)
- Support coherence in learning, wellbeing and behaviour approaches
- Participate in leadership initiatives and improvement priorities

### Learning Support & SENCO Collaboration

- Work alongside the SENCO to:
  - Strengthen inclusive practices
  - Support teachers in meeting diverse learning needs
  - Assist with learning support systems and planning
  - Contribute to IEP / Havora planning where required

There may also be some shared SENCO responsibilities depending on experience and interest.

## About You

### Preferred Experience

A strong advantage will be given to applicants who:

- ✓ Have experience and knowledge of **Steiner Waldorf** education
- ✓ Have experience in **Primary teaching**
- ✓ Have a strong interest in **pastoral care**
- ✓ Have experience or interest in **learning support / inclusive education**
- ✓ Are confident working collaboratively with teachers
- ✓ Are able to hold both:
  - developmental understanding
  - and strategic overview



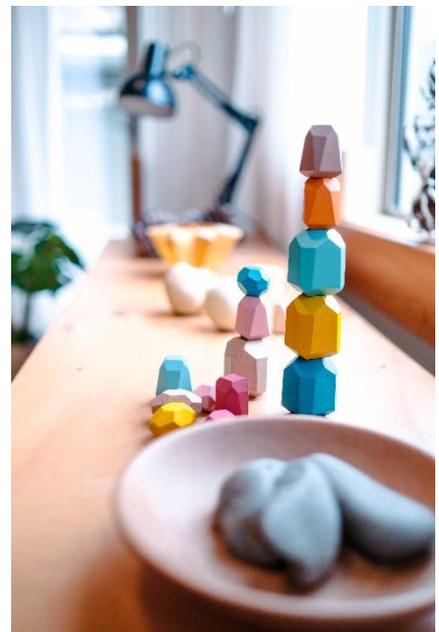
### Personal Qualities

We are looking for someone who:

- Is relational and student-centred
- Can support staff with warmth and clarity
- Values collaboration over hierarchy
- Holds a calm, solution-focused leadership presence
- Is committed to inclusion and wellbeing

### What We Offer

- A deeply values-driven learning community
- Collaborative leadership culture
- Opportunity to shape inclusive practice
- Whole-school leadership involvement
- A chance to contribute to a growing and evolving Area School



**This position attracts a NZ state salary depending on your experience and qualifications and 3 additional Management Units**

## Application Requirements

We invite applications from educators who feel called to contribute to a leadership approach that honours the dignity of childhood, supports the work of teachers, and strengthens the wellbeing of our community. This role offers an opportunity to work collaboratively in service of a shared purpose: creating conditions in which both children and adults can flourish. In the spirit of Steiner education, we recognise that the health of the school lives not only in its structures, but in the quality of the relationships that shape it. We look forward to welcoming a leader who can help carry this work forward with warmth, insight and commitment.

Please submit:

1. A cover letter outlining:
  - Your leadership experience
  - Your interest in primary leadership and pastoral support
  - Your approach to inclusive education
2. A current CV
3. The school application form



Timeline:

- Applications Close March 20.
- Interviews March 25-27
- Position to Begin Term 3 2026. July 20.



**Through imagination we shape possibility.  
Through truth we find our direction.  
Through responsibility we serve the future together.**

*He waka eke noa  
We are all in this together.*