

CATHOLICITY EXPECTATIONS OF TEACHERS AND ADMINISTRATORS

Background

Catholic schools are mandated to provide to their students a fully-permeated Catholic education that is Christ-centered, an instrument of the Catholic Church, dedicated to development of the student as a whole person, mentally, physically and spiritually.

Teachers and administrators of Catholic schools are expected to be an example of and witness to the theology, philosophy, values and practices of the Catholic Church, modeling Catholic teaching to their students.

Definition

For the purpose of this administrative procedure

Catholic shall mean “a baptized member of the Roman Catholic Church, or one of the Eastern Catholic Churches”.

Procedures

As part of the teaching ministry to the students and children of the faith community in each school of the Division, each teacher and administrator shall:

1. If Catholic:
 - 1.1 Attest that s/he is a practicing Catholic;
 - 1.2 Represent that s/he is capable and willing to teach a fully permeated Catholic faith both in and outside of formal religion classes, celebrations and exercises;
 - 1.3 Undertake to follow, both in and out of school, a lifestyle and deportment in harmony with Catholic Church practices and beliefs which include, among other things, participation in the Sacraments of the Church and living in harmony with the principles of the Gospel and teachings of the Catholic Church;
 - 1.4 Acknowledge and agree that the Division, teacher or administrator may seek the interpretation and assistance of the local Bishop in order to clarify what are the principles of the Gospel and teachings of the Catholic Church;
 - 1.5 Provide the Division with a testimonial from a priest or member of the pastoral team attesting to her/his faith commitment; and

- 1.6 Understand and be committed to the responsibility to undertake periodic professional development related to Catholicity and to fully support the spiritual development of students.
2. If not Catholic:
 - 2.1 Recognize that s/he will be teaching in a fully-permeated Catholic school setting and be comfortable with and respectful of the teachings and traditions of the Catholic Church;
 - 2.2 Undertake not knowingly to speak against or act in a manner to disparage the practices and beliefs of the Catholic Church and agree to participate as appropriate in religious celebrations and exercises;
 - 2.3 Undertake to follow, both in and out of school, a lifestyle and deportment in harmony with the principles of the Gospel and teachings of the Catholic Church;
 - 2.4 Acknowledge and agree that the Division, teacher or administrator may seek the interpretation and assistance of the local Bishop in order to clarify what are the principles of the Gospel and teachings of the Catholic Church;
 - 2.5 Provide the Division with a testimonial from a religious leader of her/his faith attesting to her/his faith commitment; and
 - 2.6 Understand and be committed to the responsibility to undertake periodic professional development related to Catholicity and to fully support the spiritual development of students.
 3. A failure of the teacher or administrator to meet the requirements of the above may lead to disciplinary action, up to and including termination of the teacher's or administrator's contract of employment or contract of designation.

Appendix A: The Excellent Catholic Teacher (CCSSA)

Appendix B: Marks of an Excellent Catholic Leader (CCSSA)

(Council of Catholic School Superintendents of Alberta)

Reference: Section 19, 20, 22, 60, 61, 92, 93, 95, 96, 97, 113, 116, 117, School Act
Alberta Human Rights Act
Child, Youth and Family Enhancement Act
Employment Standards Code
Freedom of Information and Protection of Privacy Act
Personal Information Protection Act
Teaching Profession Act
Certification of Teachers Regulation 3/99
Practice Review of Teachers Regulation 11/2010
Practice Review Bylaws