



STAFF EXPECTATIONS – CERTIFICATED

Background

The Division recognizes and endorses certain expectations of professional staff to assist students in achieving their learning potential.

Procedures

For the school and students, in accordance with law, Board policy, the collective agreements, and Division administrative procedures, the teacher is responsible to the Principal for:

1. Achieving the mission and the educational goals established for the school and the Division.
2. Maintaining professional relationships with Division and school staff, students, parents, and other affiliated individuals, groups, or organizations.
3. Providing quality instruction.
4. Teaching courses of study and education programs that are prescribed, approved, or authorized pursuant to the Education Act.
5. Encouraging and fostering student learning.
6. Regular evaluation of student learning and periodic reporting on the results to students, parents, and the Superintendent.
7. Maintaining order and discipline among students while they are in the school or on the school grounds or while attending or participating in activities sponsored by the Division.
8. As part of the teaching ministry to students of the faith community in each school of the Division, and as a condition of employment:

8.1 If Catholic

- 8.1.1 Attests that they are a practicing Catholic;
- 8.1.2 Represents that they are capable and willing to teach a fully permeated Catholic faith both in and outside of formal religion classes, celebrations and exercises;
- 8.1.3 Undertakes 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;



- 8.1.4 Acknowledges and agrees that either the Board or the teacher 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;
- 8.1.5 Has or shall provide the Division with a testimonial from a priest or member of the pastoral team attesting to their faith commitment; and
- 8.1.6 Understands and is committed to the responsibility to undertake periodic professional development related to Catholicity and to fully support the spiritual development of students.

8.2 If Not Catholic

- 8.2.1 Recognizes that they will be teaching in a fully permeated Catholic school setting and is respectful of the teachings and traditions of the Catholic Church;
- 8.2.2 Agrees to avoid speaking against or acting in a manner that would disparage the practices and beliefs of the Catholic Church and agrees to participate as appropriate in religious celebrations and exercises;
- 8.2.3 Undertakes 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;
- 8.2.4 Acknowledges and agrees that either the Board or the teacher 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;
- 8.2.5 Has or shall provide the Division with a testimonial from a religious leader of their faith attesting to their faith commitment; and
- 8.2.6 Understands and is committed to the responsibility to undertake periodic professional development related to Catholicity and to fully support the spiritual development of students.

- 8.3 For the purpose of this provision, “Catholic” shall mean “a baptized member of the Roman Catholic Church or one of the Eastern Catholic Churches.”

9. Fulfill other duties and responsibilities as assigned by the Principal or the Superintendent.

10. The failure of the teacher to meet these requirements may lead to disciplinary action, up to and including termination of the teacher’s contract of employment or contract of designation.



Reference: Section 18, 33, 52, 53, 196, 197, 205, 222 Education Act
Ministerial Order 016/97 – Teaching Quality Standards
Ministerial Order 004/98 – Goals of Basic Education
Guide to Education – ECS to Grade 12
Collective Agreement