



Policy: EXPECTATION OF TEACHERS

Effective: October 18, 2010

“You who are professional educators are the ones involved most directly in creating the learning climate within Catholic schools.

Prime responsibility for creating this unique Christian school climate rests with the teachers, as individuals and as a community. The religious dimension of the school climate is expressed through the celebration of Christian values in Word and Sacrament, in individual behaviour, in friendly and harmonious interpersonal relationships, and in a ready availability. Through this daily witness, the students will come to appreciate the uniqueness of the environment to which their youth has been entrusted. If it is not present, then there is little left which can make the school Catholic.”

(The Religious Dimension of Education in a Catholic School,
S.C. for Catholic Education, 1988, paragraph 26.)

“It is not necessary to be free of faults and failures to be faithful to the integrity of the process of Catholic Education. Otherwise, none of us would dare to be involved. However, your example is the one that will have the greatest direct impact on students. We wish to do all we can to sustain you as you carry this great responsibility.

As your Catholic professional associations have recognized, it is only through ongoing faith development that teachers can hope to meet the challenge of this moment – the challenge of forming educational communities of faith.”

(This Moment of Promise, OCCB)

It is expected that Principals and Teachers:

- 1) As a condition of employment, will obtain the OCSTA/OECTA Religious Education Course, Part I, within three years of date of employment.
- 2) Will be Catholic school ratepayers and enrol their children in Catholic schools.
- 3) All Teachers are expected to endorse these statements:
 - a) I am a person of good moral character consistent with the expectations of the Catholic Church.
 - b) I will provide religious instruction in the Catholic Faith using the curriculum approved by the School Board and as requested by the Principal.
 - c) I will infuse gospel values across the curriculum.

- d) I will influence and strengthen the spiritual growth of the students and act as an appropriate role model within the Catholic school community.
- e) I will serve as a role model to students through the witness of our Catholic faith and will respect the dignity and worth of students, parents, guardians, colleagues and community partners.
- f) I will uphold the Board's Catholic philosophy and principles contained in its Mission Statement.
- g) I will continuously pursue the development of my faith life through obtaining additional professional qualifications.

I have read, understand and accept the principles outlined above. I will honor them as an employee of the Superior North Catholic District School Board.

Signature of Employee

Date

<p style="text-align: center;"><u>Cross Reference</u></p> <ul style="list-style-type: none"> • BSR304/AR304 Performance Appraisal of Experienced Teachers • BSR308/AR308 Performance Appraisal of New Teachers 	<p style="text-align: center;"><u>Prior Date Approved</u> April 14, 2008</p> <p style="text-align: center;"><u>Revised Date Approved</u> October 18, 2010</p> <p style="text-align: center;"><u>Board Motion</u> #91/10</p> <p style="text-align: center;"><u>Review Prior To</u> 2015</p>	<p style="text-align: center;"><u>Legal/Ministry Reference</u></p>
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