

Code G: Personnel and Employee Relations

POLICY TITLE AND CODE

PROFESSIONAL STAFF - QUALIFICATIONS AND SELECTION: GENERAL
EXPECTATIONS

GHA

STATEMENT OF POLICY

Greater Saskatoon Catholic Schools endeavours to employ staff who is committed to its mission and educational commitment.

RATIONALE

Staff is the primary determinant of a Christ-centered education.

AUTHORITY

- *The Education Act*, Section 231
- Policy Governance Manual
- Catholic Church Documents

GUIDELINES

1. The employment of staff will be decided based on the following:
 - 1.1 Identification with a parish community and participation in the life of the Church;
 - 1.2 Commitment to emulate the Jesus Christ of the gospel narratives as evidenced by their personal example;
 - 1.3 Commitment to the theology of Catholic education;
 - 1.4 Fulfillment of the required standards of academic and professional qualifications;
 - 1.5 Contribution to the life of the school and community in which they are employed; and
 - 1.6 Commitment to ongoing personal and professional development.

PROCEDURES

1. The Catholic school as the center of Catholic life and worship “depends upon teachers almost entirely for the accomplishment of its goals and purposes.” (Vatican Council II) Therefore,

- 1.1 Preference in hiring is extended to Catholic teachers who publicly demonstrate the practice of their faith. The guiding principles and procedures, as defined from time to time, are appended to this policy.
- 1.2 All teachers:
- Have completed or will complete during the first two years of service with Greater Saskatoon Catholic Schools formal training in religious education as outlined in Policy GHB;
 - Are to make a positive contribution to the development of a genuine spirit of Christian community within the school and to participate in the school's religious activities wherein both teacher and students can grow to the full measure of Christian teaching;
 - Are to support the religious program in the school and teach those religion courses as required;
 - Are to abide by the ideals and principles common to members of the Catholic Church and, by word and example, to encourage students to do likewise; and
 - Are to follow both in and out of school a life-style and deportment in harmony with Catholic teaching and principles.

REFERENCES

Statement of Educational Commitment of Greater Saskatoon Catholic Schools:

- To encourage an active partnership with the local Catholic Church
- To provide an identifiable Catholic environment
- To assist parents in their Christian responsibility as primary educators of their children
- To offer formation based on the values of Catholic education
- To make the school a place of evangelization and pastoral action
- To provide opportunities for spiritual growth through prayer, the sacraments, scriptural study, and celebration
- To instill love for and fidelity to the Catholic Church
- To support staff members as witnesses of their faith to students, each other, and the community

FORMS

Selection Process - Teachers

DATE APPROVED

June 28, 1982

DATE AMENDED

April 2004