

## Selection Criteria

---

Listed below are the selection criteria against which you will be assessed, with sample indicators that could be used to demonstrate the required competencies.

The indicators are intended as a guide rather than an exhaustive checklist.

### 1: Christian witness

Teachers in Catholic Schools are called to teach about the person of Jesus Christ through their words and their actions.

#### Indicators

- Demonstrated and/or observable commitment to Jesus including responses about faith journey, spirituality, prayer life, core values and beliefs
- Personal involvement and participation in the life of a Church or faith community
- Referee reports and written testimonials
- Awareness of and understanding of *The Statement of Principles*

### 2: Understanding of Catholicism

Catholic Schools are distinctive educational institutions established and managed by the Catholic Church to help students and their families learn more about themselves, their community and their God.

#### Indicators

- Knowledge and understanding of the purpose of Catholic schools as demonstrated during practicums and articulated at interview
- Commitment to a world view compatible to and supportive of Christian beliefs and practice
- Catholic family background
- Catholic schooling
- Satisfactory participation in school-level studies in Religion
- Practicums / internship in a Catholic School
- Volunteer work in State School RE, Youth Work or Social Justice activities

### 3: Quality Teaching and Learning

Catholic Schools provide a holistic curriculum that is shaped by Christian beliefs and relevant to the needs of its students.

#### Indicators

- Written application
- University practicum reports
- Demonstrated capacity in curriculum planning, lesson preparation, pedagogy, student and class management (including skills in the use, application and integration of ICTs)
- Understanding of the role of assessment in the learning/teaching process
- Familiarity with relevant syllabi, curriculum policies, work programs and educational trends
- Specialist knowledge in area/s of expertise
- Understanding of the individual needs of learners — physical, social, emotional, intellectual, moral, spiritual
- Willingness to reflect on own teaching practices and seek advice to enhance learning
- Academic results from school and tertiary studies
- Satisfactory participation in appropriate tertiary level study in Theology / Religious Education
- Satisfactory engagement in Religious Education on practicums / internship

#### **4: Interpersonal Relationships**

Teachers in Catholic schools are called to imitate Jesus through their respect, care, compassion and forgiveness of others. This extends beyond the students to their families.

##### **Indicators:**

- Awareness of and understanding of professional relationship issues including Student Protection
- Application of classroom strategies which motivate students and promote enjoyment, achievement and satisfaction in learning
- Ability to develop and maintain routines and procedures that incorporate positive and effective behaviour management strategies
- Evidence of the effective use of a wide range of communication strategies
- Knowledge of and application of inclusive practices
- Ability to work collaboratively with other staff
- Ability to communicate effectively with parents
- Willingness to participate in school activities, committees and planning
- Referee reports and written testimonials, including from previous employment
- Practicum reports

#### **5: Prospects of mobility to teach in an inland centre**

Catholic Education is committed to providing staff for all its schools in the diocese including the eight schools in inland and more remote centres. Catholic Education in the Diocese of Rockhampton has an Industrial Agreement which requires its teachers to accept a transfer to an inland and more remote centre and provide two years of teaching there.

##### **Indicators:**

- Spoken and written commitment to teaching in an inland and more remote centre
- Personal and family background favouring location in an inland and more remote centre
- Preparedness and likely availability to undertake service in an inland and more remote centre