

QUALIFICATION AND STUDY EXPECTATIONS FOR POSITIONS OF SENIOR LEADERSHIP IN CATHOLIC SCHOOLS

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| Approved by | Director, School Development Services | Date for review | 20/11/21 |

INTENT

Townsville Catholic Education (TCE) is supportive of Senior Leaders' Professional Development in the area of Catholic Educational Leadership which fosters a knowledge and understanding of the Gospel and the Catholic Tradition to enable them to support, through their teaching and example, the efforts of the school to harmonise faith, culture and life.

SCOPE

Catholic school leadership is to be undertaken in a spirit of Christ-centred values and ethics. Christian leadership embodies a presence that is communal, transformational and service.

GUIDELINES

As a Senior Leader in a Catholic School, you are called to enable the six dimensions of leadership in our Catholic context:

- Faith and Mission Leadership;
- Educational Leadership;
- Staff Leadership;
- Community Leadership;
- Strategic Leadership;
- Organisational Leadership.

Catholic school leaders are people who have vision and values; knowledge and skills, personal qualities and social and interpersonal skills (AITSL Principal Standard).

To lead a Catholic School as a Senior Leader you will have or will engage in professional development at a Tertiary post-graduate level.

Professional formation

One of the fundamental requirements for an educator in a Catholic school is his or her possession or a solid professional formation.

[From Educating Together in Catholic Schools 2008 – Congregation for Catholic Education]

RATIONALE

Senior Leaders in Schools in Townsville Catholic Education participate in a vital ministry in the Church.

All senior leaders in Catholic Schools in the Diocese of Townsville will be highly qualified in study including some or all in Catholic Educational Leadership, Spirituality, Religious Education, Scriptural Studies, Catholic Values and Ethics.

Initial requirements for Senior Leadership in our Catholic Schools.

Senior Leaders, as teachers, must complete five (5) hours of Townsville Catholic Education approved professional development each year to maintain their accreditation to teach in a Catholic School, with a further five (5) hours of professional development each year to teach Religion in a Catholic school over a five (5) year cycle. They will also satisfy tertiary study requirements as set out in the table below. **All Senior Leadership Appointments are at the discretion of the Executive Director.**

Study Sponsorship is available, dependent on available funds. Applications for sponsorship must be made prior to commencing an approved course of study. If an appointee has not completed the relevant study in the areas as stated below or other approved areas and they have been appointed to a Senior Leadership Role, such appointee must complete study as per the terms of contract.

DEFINITIONS AND REFERENCES

If you have questions or require additional information about the procedure, please contact the TCEO School Development Services Directorate.

Appointments may be made to Senior Leadership Positions which require the attainment of the minimum requirements as set out in the table below over the course of the period of the contract. Failure to attain minimum requirements may result in an employment contract not being renewed.

The appointment of a non-Catholic to a Senior Leadership position requires the approval of the Bishop and supported by relevant Clerical References.

ACCREDITATION FOR SENIOR LEADERSHIP

| Target Group | Minimum Requirements | Currency |
|---|--|--|
| Regional or smaller than two stream school Principal, APRE | <ul style="list-style-type: none"> Registered teacher who is Catholic and committed to support the ethos of the Catholic School Desirable that a minimum of four approved units at time of appointment in either theology, spirituality, religious education, mission, scripture and ethics at AQF Level 8, 9 Relevant Church References Confirmed enrolment towards completion of a minimum of eight approved units in either theology, spirituality, religious education, mission, scripture and ethics at AQF Level 8, 9 from Australian Catholic University, BBI-TAITE, University of Notre Dame by the end of their first contract (post appraisal) | 50 hours over a 5 year cycle (25 hours to teach in a Catholic school and 25 hours to teach religion in a Catholic school) of approved PD/formation |
| Rural, remote and schools up to 326 students Principal, APRE | <ul style="list-style-type: none"> Registered teacher who is Catholic and committed to support the ethos of the Catholic School Desired that a minimum of four approved units at time of appointment in either theology, spirituality, religious education, mission, scripture and ethics at AQF Level 8, 9 Relevant Church References Confirmed enrolment towards completion of a minimum of eight approved units in either theology, spirituality, religious education, mission, scripture and ethics at AQF Level 8, 9 from Australian Catholic University, BBI-TAITE, University of Notre Dame by the end of their first contract (post appraisal) | 50 hours over a 5 year cycle (25 hours to teach in a Catholic school and 25 hours to teach religion in a Catholic school) of approved PD/formation |
| Townsville schools with enrolments over 326 or as determined by Executive Director Principal, APRE, APA, APP, APC | <ul style="list-style-type: none"> Registered teacher who is Catholic and is committed to support the ethos of the Catholic School Minimum of four approved units at time of appointment in either theology, spirituality, religious education, scripture and ethics at AQF Level 8, 9 Minimum of eight approved units (including a minimum of four units at time of appointment) in either theology, spirituality, religious education, mission, scripture and ethics at AQF Level 8, 9 from Australian Catholic University, BBI-TAITE, University of Notre Dame Master of Educational Leadership from an Australian Catholic University is acceptable for meeting this criteria if 8 units are from either theology, spirituality, religious education, scripture and ethics at AQF Level 8, 9 Relevant Church References | 50 hours over a 5 year cycle (25 hours to teach in a Catholic school and 25 hours to teach religion in a Catholic school) of approved PD/formation |