



## Rationale

This is a statement concerning the Catholic education employers' expectations about standards as they apply to the professional and witness responsibilities of any staff member.

Catholic education is called to provide a climate where the dignity of the human person is valued and affirmed and where community is developed with a profound relationship between the Gospel and culture.

The principles have been derived from a reflection on the documents of the Church namely:

- 1965 *Declaration on Christian Education*
- 1977 *The Catholic School*
- 1982 *Lay Catholics in Schools: Witnesses to Faith*
- 1988 *The Religious Dimension of Education in a Catholic School*
- 1998 *The Catholic School on the Threshold of the Third Millennium*

Inspiration and direction for all staff members is derived from the following points taken from an address by John Paul II given to Catholic Educators, September 12, 1984:

**The Church looks upon you as co-workers with an important measure of shared responsibility. To you it is given to create the future and give it direction by offering students a set of values with which to assess their newly discovered knowledge. The changing times demand that educators be open to new cultural influences and interpret them for your pupils in the light of Christian faith. You are called to bring professional competence and a high standard of excellence to your work. Your responsibilities make demands on you that go far beyond the need for professional skills and competence. Through you, as through a clear window on a sunny day, students must come to see and know the richness and the joy of a life lived in accordance with Christ's teaching, in response to His challenging demands. To teach means not only to impart what we know, but also to reveal whom we are by living what we believe.**

We are called to meet the challenge in paragraph 19 of *The Catholic School on the Threshold of the Third Millennium*:

**We must remember that teachers and educators fulfil a specific Christian vocation and share an equally specific participation in the mission of the Church, to the extent that 'it depends chiefly on them whether the Catholic school achieves its purpose'.**

## Contractual Principles

Each staff member has an indispensable role to play in contributing to Catholic education. It is required of all staff members employed in Catholic education that they:

- recognise and accept that the Catholic school is more than an educative institution as it is a key part of the Church, an integral element of the Church's mission;
- be qualified for the position and meet all registration, accreditation and other requirements of the State and Church;
- be committed to participation in regular on-going professional development;
- accept and support the Catholic educational philosophy, policy and practices of the school;
- develop and maintain an adequate understanding of those aspects of Catholic teaching that touch upon their areas of responsibility;
- strive by their service, performance of duties and personal example to inculcate in students an appreciation and acceptance of Christian teaching and values;
- avoid, whether by word, action or known lifestyle, any influence upon students that is contrary to the teaching and values of the Church community in whose name they act.

**BEFORE EMPLOYMENT THE APPLICANT MUST READ, UNDERSTAND AND ACCEPT,  
AS AN EXPLICIT TERM OF CONTRACT, THE REQUIREMENTS OF  
THE STATEMENT OF PRINCIPLES FOR EMPLOYMENT IN CATHOLIC SCHOOLS**