

**ST. CLAIR CATHOLIC DISTRICT SCHOOL BOARD
POLICIES AND PROCEDURES
SECTION D: STAFF AND VOLUNTEERS**

EMPLOYMENT AND EXPECTATIONS OF ACADEMIC STAFF	POLICY
EFFECTIVE: 2000 12 01 / 2005 05 24 / 2013 04 23	

POLICY STATEMENT:

The St. Clair Catholic District School Board exists to provide the best possible Catholic education for the students entrusted to its care in order to fulfill its Vision and Mission. .

POLICY GOALS:

Through this policy, the Board will:

1. Give preference to qualified and certified Catholic academic staff for hire, advancement and promotion to academic positions within the Board, including academic positions of responsibility and leadership, such as principals and vice principals.
2. Ensure that non-Catholic academic staff employed by the Board respect and promote the Catholic Vision and Mission of the Board in its schools.
3. Ensure that all academic staff meet expectations consistent with the teachings of the Catholic Church, recognizing that failure to do so may result in disciplinary action, up to and including dismissal.

DEFINITIONS:

OECTA/OCSTA Religious Education Part I – This course, approved by the Ontario English Catholic Teachers’ Association (OECTA) and the Ontario Catholic School Trustees’ Association (OCSTA) supports the on-going commitment of Catholic teachers to religious literacy, personal and communal renewal and the building of faith community in our Catholic schools. The foundational component of in-depth scripture study, coupled with faith development, liturgical celebration and ethical studies through the Catholic lens enables teachers to make faith connections within themselves and within their classroom curriculum. The integration of an informed faith with teaching practice enables teachers to support the Ontario Catholic Graduate Expectations in a professional and powerful way.

Belief Statements of the St. Clair Catholic District School Board – The Belief Statements of the Board articulate the foundational principles and convictions of the Board expressed in four main pillars: faith, student success, equity in the delivery of education and public confidence in Catholic education. The document was developed with extensive consultation with all stakeholder groups from November 2010 through April 2012 and was formally adopted by the Board of Trustees on April 24, 2012.

Ontario Catholic Graduate Expectations – The Ontario Catholic Graduate Expectations were developed by the Institute for Catholic Education (ICE) as an expression of what all Catholic students are expected to know, to do and to value when they graduate from secondary school. The Catholic curriculum and resource materials, at all grade levels, contribute to achieving these expectations for graduating students. Teachers in Catholic schools are encouraged to use these expectations to make curriculum decisions concerning program planning, instructional strategies, evaluation and assessment.