



TEACHER ACCREDITATION BOOKLET

2010-2014

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Dear Teachers

In July 1996 the Queensland Catholic Education Commission issued its policy on the accreditation of teachers in Catholic schools. This booklet outlines the implementation of this policy in the Archdiocese of Brisbane.

The policy essentially is premised on the understanding that our professional knowledge and skills as teachers in Catholic schools are not static but continually need to be evaluated and updated. Hence the requirement for accreditation renewal. The enclosed information provides direction and assistance to all teachers who are either seeking accreditation or planning for renewal of accreditation.

The contribution of our teachers to Catholic schools is the main instrument by which the Holy Spirit brings about the Reign of God through our schools' ministry. Through our personal study and inservice participation we can become even more effective instruments of this marvellous challenge as disciples of Jesus Christ.

Thank you for your ongoing contribution to the ministry of our Catholic schools.

Yours sincerely

DAVID J HUTTON
EXECUTIVE DIRECTOR

POLICY AND PROCEDURES

Every registered teacher in a Catholic school in Queensland shall require accreditation to teach in a Catholic school in Queensland.

Every teacher of religion in a Catholic school in Queensland shall require accreditation to teach religion in a Catholic school in Queensland.

Accreditation to teach religion in a Catholic school also includes accreditation to teach in a Catholic school. By fulfilling the requirements to teach religion in a Catholic school, a teacher is also fulfilling the requirements for accreditation to teach in a Catholic school.

Casual teachers will not be required to be Accredited (see Casual teachers - Page 7 of this document).

WHO CAN TEACH RELIGION IN A CATHOLIC SCHOOL?

Attention is drawn to the current diocesan regulation (May 1994) that states:

"Only committed Catholic teachers teach the RE program. Prior approval is to be gained from the Deputy Executive Director, Catholic Schools Religious Education and Curriculum, for another person to do so."

This is not meant in any way to denigrate the contributions of non Catholic teachers to Catholic schools. However, it is saying that teaching religion is more than imparting knowledge and involves teaching with our whole being. An effective teacher of religion, therefore, will be living out their faith and this total witness will be the real teaching tool.

From time to time circumstances may arise where a particular school finds it necessary to request approval for a non Catholic teacher to teach religion. Approval to teach religion in a Catholic school where granted by the Deputy Executive Director to a non catholic teacher will normally discontinue once circumstances change and a Catholic teacher of religion becomes available.

DOES ACCREDITATION TO TEACH RELIGION STATUS AUTOMATICALLY ENTITLE ACCESS TO A RELIGION CLASS?

In addition to the current diocesan regulation above, reminder is given to the current Archdiocesan policy (May, 1994) that:

The Principal ensures that teachers are selected who will effectively implement the religion programme and contribute to the ethos of the school. In other words, religion classes are allocated on the basis of school needs and not merely accreditation status.

GAINING ACCREDITATION

Accreditation was implemented in the Brisbane Archdiocese in 1997. All registered teachers working within the system at that time were granted accreditation on the basis of a recommendation from their principal.

GAINING ACCREDITATION TO TEACH

Teachers seeking accreditation to teach fall into two categories;

- 1. Those who have sufficient background to be granted accreditation to teach in a Catholic school in the Brisbane Archdiocese. This will include registered teachers coming from outside the Archdiocese.**

Registered teachers will be granted accreditation on the basis of evidence of at least twenty five hours of approved professional development over the previous five years in the areas such as Catholic Schooling.

Teachers granted accreditation to teach may seek accreditation to teach religion by fulfilling the requirements listed under that category.

- 2. Those who do not fulfil the requirements noted in 1 above.**

These registered teachers will be granted an “interim accreditation” until such time as they fulfil the requirements in 1 above. Only in exceptional circumstances and with the approval of the Executive Director or nominee will an interim accreditation period exceed five years.

Exceptions to the above arrangements will be at the discretion of the Executive Director or nominee.

It is the responsibility of those teachers granted interim accreditation to teach to ensure that they meet the requirements for full accreditation by the end of the year 2014.

Teachers granted interim accreditation to teach may seek accreditation to teach religion by fulfilling the requirements listed under that category.

GAINING ACCREDITATION TO TEACH RELIGION

Teachers seeking accreditation to teach Religion fall into three categories;

- 1. Those who have sufficient qualification to be granted accreditation to teach Religion in a Catholic school in the Brisbane Archdiocese.**

Registered Catholic teachers will be granted accreditation on the basis of evidence of:

- their Catholicity

- the equivalent of 4 semester units of tertiary studies in the areas of theology, spirituality, Catholic education, or Religious education;
- ability to apply theology and spirituality to the teaching of religion.

A teacher might meet this requirement by completing the 4 religion units within the B Ed at the Australian Catholic University or by completing Certificate IV in Christian Ministry and Theology (Foundations). Another teacher might complete 4 units of the Graduate Certificate Religious Education at the Australian Catholic University.

2. Those registered teachers coming from outside the Archdiocese who have been granted accreditation by another diocese.

For those teachers from other dioceses, accreditation will be granted on the basis of evidence of Accreditation to Teach Religion and evidence of the maintenance of renewal requirements.

3. Those who do not fulfil the requirements noted in 1 & 2 above.

These teachers will be granted an "interim accreditation" until such time as they fulfil the requirements for accreditation.

Only in exceptional circumstances and with the approval of the Executive Director, or nominee, will an interim accreditation period exceed five years.

Exceptions to the above arrangements will be at the discretion of the Executive Director or nominee.

It is the responsibility of those teachers granted interim accreditation to teach religion to ensure that they meet the requirements for full accreditation by the end of the year 2014.

RENEWAL

Accreditation has to be renewed (except in circumstances approved by the Executive Director or nominee) every five years.

RENEWING ACCREDITATION TO TEACH

To renew accreditation to teach in a Catholic school for a further five years, teachers will need to have completed the approved professional development requirements of at least 25 hours over the five years. In effect, this minimum requirement could be met by: 25 hours of tertiary studies or participation in one full day (five hours, excluding breaks) inservice per year for the five years. **(See the section TO TEACH on the page opposite).**

However, if more than 25 hours is achieved in the five year period, the excess cannot be accrued into a subsequent five year period.

RENEWING ACCREDITATION TO TEACH RELIGION

To renew accreditation to teach religion for a further five years, teachers will need to:

- (a) fulfil the requirement of at least 25 hours over the five years of 'participation in professional development activities that support and enhance the religious dimension of education in a Catholic School' (ie the same requirement of teachers who do not teach religion). In effect, this requirement could be met by 25 hours of tertiary studies or participation in one full day (five hours, excluding breaks) inservice per year for the five years. ***(See the section TO TEACH on the page opposite).***

AND

- (b) fulfil the additional professional development requirement of at least 25 hours over the five years focussed specifically on teaching religion in the classroom. Again, a school could provide this during a staff inservice day per year during the five year period. ***(See the section TO TEACH RELIGION on the page opposite).***

Exceptions to the above arrangements will be at the discretion of the Executive Director or nominee. If more than the required hours are achieved in the five year period, the excess cannot be accrued into a subsequent five year period. There will be a common re-accreditation date for all teachers regardless of when they are accredited within the five year period.

DELIVERY OF INSERVICES

For accreditation purposes, inservices could be delivered:

- at an individual school level;
- within a cluster of schools;
- or centrally organised by Brisbane Catholic Education (eg lectures/workshops by a visiting teacher or religion specialist).

The designers of programs to be delivered at these levels would need to ensure that the programs focus on key areas such as the ethos of the Catholic school. Programs focusing on personal development and areas such as stress management would not meet the requirements in this area.

Typical inservice themes for accreditation purposes could include:

TO TEACH

- spirituality of the teacher;
- why Catholic schools?
- RE across the curriculum;
- school as part of Church;
- ethos of Catholic school;
- history of Catholic school in Australia.

TO TEACH RELIGION

- theological input on topics being taught in the teaching of religion program;
- spirituality of the religion teacher;
- programming, assessment and reporting in religion;
- evaluating a religion program;
- teaching methods in religion;
- use of scripture in the teaching of religion;
- Christology, Morality, Sacraments
- Religious Education across the curriculum
- Prayer and liturgy at school
- Catholic education and social justice

PERSONAL ACCREDITATION REGISTER

Each teacher should ensure that their personal attendance register is maintained and validated. A Teacher Log will be forwarded to each teacher with the certificate of accreditation.

NON ATTENDANCE AT ANNUAL ONE DAY INSERVICE AT SCHOOL

Due to illness, etc. some teachers will be legitimately unable to attend an inservice provided at their school. In such cases, teachers could, in consultation with their Principal, avail themselves of other equivalent Professional Development opportunities.

BREAKS IN SERVICE

If a teacher has a break of service of more than five years, they will need to begin a new five year renewal of accreditation period. However, if a teacher has accrued, eg ten hours of inservicing after two years, and has a break of service of five years or less, they can accrue these ten hours at the recommencement of their service.

CASUAL TEACHERS

Casual teachers have been exempted from the need to be Accredited. However, it is recommended that they gain and maintain Accreditation so that they maximise their options for the future.

Casual teachers are employed on an intermittent basis to relieve teachers absent from duty or to meet a short term staffing need. Casual teachers are employed for a maximum period of five (5) days in respect to any one engagement.