

QUALIFICATION AND STUDY EXPECTATIONS FOR POSITIONS OF SENIOR LEADERSHIP IN CATHOLIC SCHOOLS – Effective Term 3, 2022

Reference	SDS_G031/03/22	Date approved	March 2022
Approved by	Director, School Development Services	Date for review	March 2025

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.

RATIONALE

Senior Leaders in Schools in Townsville Catholic Education participate in a vital ministry in the Church. All leaders in Catholic schools influence staff and students through their personal spiritual lives as well as their professional ability to lead and enhance the Catholic identity and mission of their school and community.

GUIDELINES

The following principles underpin senior leadership in Catholic schools in Queensland:

- Ongoing commitment to 'dialogue' in the formation of self and others in the ministry and mission of the Catholic Church
- As a leader of faith, models the person and teaching of Jesus Christ, which is central to the ethos and successful functioning of Catholic social teaching
- Effective educational leadership reflective of Catholic social teaching
- Effective Christian spiritual leadership is central to the identity of the Catholic school
- Catholic school leaders must foster the religious, pastoral and academic mission of the Catholic school.

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
- have vision and values, knowledge and skills, personal qualities and social and interpersonal skills (AITSL Principal Standard)
- engage in professional learning at a Tertiary post-graduate level.

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, Religious Education, Theology, Scriptural Studies, Catholic Values and Ethics, Spirituality, Leading Evangelisation in Catholic Education.

Requirements for Senior Leadership in our Catholic Schools

Appointments made to Senior Leadership positions require the attainment of the minimum study requirements as described in the table below.

If leadership appointees have not completed their minimum study requirement at the time of appointment, it is expected that appointees would continue to study during their contracted periods until completed. Townsville Catholic Education acknowledges that at times leaders face health, professional and other personal matters that will cause a necessary pause of their study. It is important that in such cases the Education Consultant is aware of these situations. There would be an understanding that these study pauses are temporary and the leader resumes his/her study as soon as possible.

It is important to note that failure to attain minimum requirements in a reasonable time may result in an employment contract not being renewed.

It is also important to note that all Senior Leadership appointments are at the discretion of the Executive Director. In some instances, the Executive Director may appoint an applicant who has not begun their study. In this situation, there will be an understanding that the appointee would begin their study in the second year of their contract.

DEFINITIONS AND REFERENCES

Educating Together in Catholic Schools, (2008) Congregation for Catholic Education

Congregation for Catholic Education, (2013) *Educating to Intercultural Dialogue in Catholic*

Schools: Living in Harmony for a Civilization of Love, n. 57; cf. Code of Canon Law, can. 803 § 2.

QCEC (2012) *A guide to develop a framework for staff formation in Catholic schools in Queensland*

QCEC (2010) *Formation for staff members in Catholic schools in Queensland*

ACCREDITATION FOR SENIOR LEADERSHIP

Target Group	Minimum Requirements	Currency
All Townsville Catholic Education Schools Principals Deputy Principals Assistant Principals	<ul style="list-style-type: none"> Registered teacher who is Catholic and is committed to supporting the Mission of the Church and the ethos of the Catholic School Completion or working towards the completion of eight completed 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 <p><i>N.B.: Master of Educational Leadership from an Australian Catholic University is acceptable for meeting these criteria if 8 units are from either Religious Education, theology, scriptural studies, Catholic values and ethics, spirituality, evangelisation in Catholic Education at AQF Level 8, 9</i></p> <ul style="list-style-type: none"> 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

Please Note: If a Senior Leader was employed under a previous guideline, where selected senior leadership roles only required 4 units of study, there will be no obligation for that senior leader to gain the additional units while in their current role. However, if they were to apply for a new senior leadership position, they would do so under these current guidelines.