



Marist College Ashgrove Teacher Accreditation Policy

The policy intent is to assist with the ongoing authenticity of Marist College Ashgrove as a Catholic College in the Marist tradition. This intent can be realised when members of the College participate in spiritual formation and theological education which helps fulfil their specific responsibilities. To facilitate this the College will fully fund studies undertaken in order to meet the qualification requirements appropriate to categories C, D and E (Middle Leaders, Religious Education Teachers and Senior Leaders respectively). Two days funded study leave will be available for each tertiary course unit contributing to accreditation in Categories C, D and E. In addition, the College will provide opportunities for staff to meet the accreditation requirements for category A (Accreditation to Work in a Marist School) and Category B (Accreditation to Teach in a Marist School). In these circumstances study leave or reimbursement of university fees will not be available.

Staff will be responsible for committing to the qualification and currency requirements appropriate to their College role. Advertisements for RE Teacher, Middle Leader and Senior Leader positions identify the respective minimum qualifications as a selection criterion and an applicant's capacity to address that criterion will contribute to the employment panel's deliberations.

Implementation Summary

Category A (Teachers and school officers)

1. The induction of new teacher and school officer staff will continue to incorporate the topics listed but that there be one or two recall events for school officers in their first year at the College (teachers who attend the Marist Teachers orientation day would have fulfilled the 3 hours of initial induction).
2. The current practice of providing Marist spirituality training to school officers and teachers will be continued. This will enable teachers and school officers to meet the MSA currency requirements of a minimum of 15 hours over a period of 5 years on topics such as the mission of the Catholic School, fundamentals of Catholic teaching and values, what it means to work in a Catholic school, Introduction to Marist spirituality and Marist education, the vision, priorities and practices of the school.

Category B (Teachers)

1. From 2019 teachers new to the College will be required to attend 7 PD breakfasts (or similar) during their first year to assist them in covering the topics listed in Category B. Other staff are welcome to attend.
2. An annual staff formation day will be held for all teachers. This will enable teachers to meet the MSA currency requirements on topics such as the mission of the Catholic School, fundamentals of Catholic teaching and values, what it means to work in a Catholic school, Introduction to Marist spirituality and Marist education, the vision, priorities and practices of the school and the place of scripture and sacraments in Catholic life.

Category C (Middle Leaders)

1. The preferred intention is for Middle Leaders to undertake at least 4 units of post-graduate study in theology, religious education, and/or Catholic school leadership in the first four years of their contract. Middle Leaders will be supported to complete this study through two days funded study leave for each unit of tertiary study. The College will also reimburse (up to 4 units maximum) the course fees for courses in theology, religious education or Catholic school leadership which have been successfully completed by Middle Leaders.
2. If Middle Leaders do not wish to undertake 4 units of post-graduate study in theology, religious education and/or Catholic school leadership they may in the first four years of their contract either:
 - a) elect to undertake the REAP training and assessment offered by Brisbane Catholic Education.
 - b) Participate in the four day ACU Masters level unit *Marist Educational Leadership*, facilitated by Br John McMahon
 - c) Complete either the Footsteps I or II programmes by fully participating in the sessions and submitting to a line manager a 1500 word reflection of how the learning will impact upon their practice in their middle leadership role
 - d) Successfully, complete one pre-approved Master's level unit of theology, religious education or Catholic school leadership. This may include submitting and passing relevant ACU assignments associated with either Footsteps 1 or 2.
 - e) Participate in retreats run by the Marist Centre Brisbane or other Catholic agency for a minimum of 20 hours and then submit to a line manager a 1500 word reflection of how the learning will impact upon their practice in their middle leadership role.

Middle Leaders will be supported to complete tertiary study options through two days of funded study leave for each unit of study. The College will also reimburse the course fees for courses successfully completed in a), b) and d) above. With the exception of c) above, the College will not fund travel or accommodation costs associated with middle leaders working toward their accreditation requirements.

Following the initial attainment of accreditation, Middle Leaders will be required to maintain currency by ensuring that, over a five year period, they undertake at least 15 hours of documented personalised formation in theology, Christian spirituality, missiology, scripture, faith formation of staff, liturgy or Catholic life and culture, Catholic social teaching, Religious Education, Catholic values across the curriculum, culture of Catholic schools, Marist spirituality or Marist education. This 15 hours is in addition to the formation required each 5 year period for teachers in Marist schools.

Category D (RE Teachers)

Teachers can meet the qualifications requirements to teach Religious Education through undergraduate studies which include a minimum of six approved units in Religious Education and/or Theology **or** a minimum of four postgraduate units in Religious Education or Theology. Those who have (prior to 2014) undertaken the Foundations (Certificate IV in Theology) course through the Institute of Faith Education will not be required to undertake further studies in order to be qualified for Category D.

The qualifications of teachers transferring from other schools will be considered and their suitability will be confirmed on appointment.

Following the initial attainment of accreditation, teachers of Religious Education will be required to maintain currency by ensuring that, over a five year period, they undertake at least 15 hours of documented personalised formation in theology, Christian spirituality, missiology, scripture, faith formation of staff, liturgy or Catholic life and culture, Catholic social teaching, Religious Education, Catholic values across the curriculum, culture of Catholic schools, Marist spirituality or Marist education. This 15 hours is in addition to the formation required each 5 year period for teachers in Marist schools.

As part of their employment, primary school teachers are required to teach religious education. This is integral to their position as a teacher at Marist College Ashgrove. Primary school teachers will therefore be expected to have completed or be prepared to complete their qualifications to teach religious education at their own expense.

Category E (CLT, not including the Business Manager)

If members of the College Leadership Team do not already hold a Masters degree which includes at least 4 units of Theology, they will be facilitated to attain the appropriate level of qualification. Currency provisions may be met through attendance at Marist events and/or through study or conferences (related to Catholic schooling, Theology, RE etc).

Following the initial attainment of accreditation, Senior Leaders in Marist schools are required to maintain currency by ensuring that, over a 5 year period, they undertake at least 75 hours of documented formation. This 75 hours includes the hours of formation required in each 5 year period for teachers in Marist schools. The additional hours would consist of attendance at relevant conferences, additional personal formation or formal tertiary studies.

Records and Certification

Studying toward appropriate qualifications will be monitored by the Head of Staff Services and staff will receive acknowledgement on attainment. Currency requirements will, where possible, be recorded on the individual teacher's record of Continuing Professional Development (on the Queensland College of Teachers' website or on their own personal record). When undertaking a formative or summative review records and certificates maintained by the role holder will be requested by the College to confirm that currency requirements have been met.