

## COMMITMENT TO ETHOS

All staff in the Catholic school have an indispensable role to play in furthering the mission of the Church. It is expected of all employed in a Catholic school that they:

- (a) accept the Catholic educational philosophy of the school;
- (b) develop and maintain an adequate understanding of those aspects of Catholic teaching that touch upon their subject areas and other aspects of their work;
- (c) by their teaching and other work and by personal example, strive to help students to understand, accept and appreciate Catholic teaching and values;
- (d) avoid, whether by word, action or public lifestyle, influence upon students that is contrary to the teaching and values of the Church community, in whose name they act;
- (e) comply with the accreditation policy of the CECV to teach in a Catholic school and other CECV policies;
- (f) be committed to regular ongoing professional development; and
- (g) have and will continue to have the qualifications required by state authorities.
- (h) commit to the principals of child safety as outlined in the St John's Child Safety Policy and Code of Conduct.

## PROFESSIONAL RESPONSIBILITIES

### Knowledge of Subject Matter

- possess knowledge of the curriculum they cover which is:
  - current, comprehensive and correct, to the depth required.
  - sufficient to ensure that appropriate learning materials can be selected or prepared, and explained, and that student understanding of them can be appropriately assessed.

### Instructional Ability

#### *Pedagogic Skills*

Teacher should:

- have competence in the skills required for:
  - planning and delivering classroom instruction which will foster a purposeful progression in learning;
  - the selection and use of an appropriate range of materials and methods;
  - organisation and pacing of instruction; and
  - use of questioning and response to students' questions and comments.
- be skilled in the communication of information, explanations, justifications, expectations, directions and evaluations to students of varying ages and abilities.
- demonstrate:
  - clarity and effectiveness in presentation;
  - sensitivity to varying degrees of student understanding; and
  - skill in fostering student attention, interest and motivation.

## **Classroom Management Skills**

Teachers should:

- have the ability to manage classroom behaviour so that the learning/teaching process occurs with minimum disruption;
- accept responsibility for creating and maintaining an atmosphere of mutual respect among students and teachers;
- provide opportunities for students to develop self-discipline, self-direction and responsibility to others;
- strive to provide students with constructive feedback;
- be guided by principles of justice and compassion in dealing with students;
- create a positive learning environment; and
- clarify and consistently implement school-based classroom rules and consequences for infringement.

## **Professional Attitude and Behaviour**

Teacher should:

- promote student academic excellence;
- exhibit a positive attitude towards students in general and to teaching as a vocation;
- be able to accept criticism constructively and solicit critical evaluation of various aspects of role performance from time to time;
- be helpful to parents, peers and administrative staff in responding to legitimate requests and cooperative projects;
- be willing to assist trainee teachers;

### **Professional Attitude and Behaviour ... continued**

- deal with peers in a professional manner;
- work as a member of a team;
- work consciously to eliminate prejudices related to race, religion, age, gender, political affiliation, family and the like;
- be punctual in the performance of all duties;
- take an active interest in the general life of the College;
- follow up on parent requests for information and feedback about students;
- treat and encourage others to treat school property with care and take personal responsibility for cleanliness of classrooms; and
- adopt professional standards of conduct and language.

## **Professional Ethics**

Teacher should:

- actively contribute towards an open, mutually supportive school environment;
- support the educational goals and programs of the College; and
- respect confidentiality of school information, including student records and of discussions pertaining to such matters.

## **Professional Development**

Teachers should:

- avail themselves of opportunities offered by the school for accessing professional development;
- accept responsibility for maintaining familiarity with contemporary faith perspectives, educational trends including curriculum development and pastoral welfare issues;
- be committed to accessing professional development in their own time and at their own expense; and
- contribute to the professional development of other staff by sharing knowledge ideas and resources.