

**Appendix A – Policy GCC
Professional and Support Staff Recruiting/Hiring**

**Prince Albert Catholic Schools
Criteria for Employment**

The single most important action a school system can undertake is the recruitment and retention of exemplary staff. Therefore in hiring personnel to continuing, temporary or replacement contracts, the best candidates will be sought relative to the following criteria.

- 1) Preference in hiring is extended to Catholic persons who openly demonstrate the practice of their faith.
- 2) Employees must possess the required standards of academic and professional qualifications.
- 3) Employees are expected to:
 - a) publicly support the school division's philosophy, policies, and programs,
 - b) undertake to follow in and out of school, a lifestyle and deportment in keeping with the principles of the Gospel and the teachings of the Roman Catholic Church,
 - c) take seriously the spiritual dimension of their lives, understanding that this includes identification with a parish and participation in the life of the Church, and
 - d) bring Christ to the school and classroom both through their teaching and example they give.
- 4) An employee's marital status must be in accordance with the requirements of the Roman Catholic Church. Where this is not the case, it is expected that the individual will take the necessary steps to understand and regularize his/her situation.
- 5) All teachers hired have completed or will complete during their first two years of service with the school division, formal training in religious education.
- 6) Teachers are expected to maintain and update their level of knowledge of the Catholic faith. To this end, all teachers are expected to participate in faith education offered by the school division during the course of each school year.
- 7) Any Catholic teacher hired may be required to teach Religious Education.