

PRINCIPLES OF EMPLOYMENT IN NORTHERN TERRITORY CATHOLIC SCHOOLS

1. Introduction

- 1.1 The Catholic school supports the family in helping children to develop fully to their unique personal potential. This development is best promoted in a wholly Christian context where due regard is paid to spiritual and temporal needs allowing for the action of the Holy Spirit.
- 1.2 By taking a position in Catholic education teachers accept an invitation to be deeply involved in the mission of the Church. In addition, teachers are expected to be leaders within the school and to lead through the example of their professional and personal lives.
- 1.3 All staff in Catholic schools are expected to make positive contributions to the development of a Christian community in Catholic schools. Staff should not accept employment in Catholic education unless they can support the aims and philosophy of the school.
- 1.4 All staff in Catholic schools have pastoral and professional responsibilities. They can best discharge their pastoral responsibilities by being examples of the Christian virtues for their students. Their professional responsibilities entail a definite commitment to increasing their professional expertise.
- 1.5 Staff in positions of responsibility have a duty to ensure the continued professional and personal development of the members of the school staff. This is best promoted by organising in-service activities to meet the needs of the teachers within the school, and by encouraging teachers to participate in in-service development.

A high priority should be given to activities and courses, which lead to personal faith development and to increase competence in the transmission of the Catholic faith and culture.

2. Catholic Ethos

- 2.1 The Independent Education Union and the Catholic Education Office acknowledge that staff need to support actively the Catholic ethos of the schools as defined by Church documents and the Roman Catholic Bishop of Darwin. They acknowledge that Catholic schools in the Diocese are part of the mission of the Church.
- 2.2 Each Catholic school in the Northern Territory is thus more than an educational institution: it is a key part of the mission of the Church. Consequently each teacher or school officer is more than an employee: she or he ministers in the name of the Church.

- 2.3 The Independent Education Union and the Catholic Education Office therefore agree that each teacher and school officer has an indispensable role to play in supporting the mission and goals of the schools as a Catholic school.
- 2.4 The Independent Education Union and the Catholic Education Office agree that it is reasonable to expect that all those directly concerned with the care of students in each Northern Territory school will continue to:
 - 2.4.1 espouse the Catholic educational philosophy of the school;
 - 2.4.2 see themselves as being in cooperative partnership with parents, pastors and the Catholic community, working towards the achievement of the school's aims;
 - 2.4.3 avoid any personal action that may influence students contrary to the teaching and values of the Catholic Church in whose name they teach and act;
 - 2.4.4 strive by their teaching and example to develop in students an appreciation of Catholic values and teaching.