



Catholic Education
Board Management

Catholic Education Board of Management

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Policy for promotion of Teachers in Catholic Schools

Need for the Policy

In order to fulfil the Archdiocesan goals for education, the Catholic Education Board of Management makes every effort to employ qualified teachers who are practicing Catholics and who are witnessing their faith by active participation in the communal life of the parish, and by a personal lifestyle that reflects the teaching of the Church. However, there are occasions when Catholic teachers with appropriate qualifications and experience are not available for specific positions. This situation occurs most often in secondary schools. At such times other suitably qualified and experienced teachers have to be hired.

Having been accepted into a Catholic school, it is the natural expectation of teachers that they be considered for promotion to higher offices for which they qualify by virtue of experience and qualifications. At present, the Archdiocesan policy requires that only practicing Catholics be appointed to offices of Vice Principal or Principal in Primary and Secondary schools. This is supported by the Concordat of 1960 and by Teaching Service Regulations. Denominational Boards make recommendations to the Teaching Service Commission for filling vacancies in these offices and subject to specified criteria, the Commission effects appointments.

The situation differs for filling of the offices of Dean, Head of Department and Senior Teacher. According to Minutes of a meeting between the TSC and Association of Denominational Boards dated May 16th 2012, the Teaching Service Commission has decided that its proposals for filling of these offices will be sent to the respective Boards to indicate whether they have any objection to the appointment of candidates. This decision is on the basis that the Concordat of 1960 offers no guidelines for these offices.

In December 2012 there were approximately 364 non-Catholic teachers and 446 Catholic Teachers in the 22 Catholic Secondary Schools of T&T.

In the five Assisted Secondary Schools under the purview of the CEBM there is a total of 105 non Catholic Teachers and 81 Catholic Teachers. Details are shown in table 1 below.

Table 1: Teachers in CEBM managed Assisted Secondary Schools (December 2012)

School	Catholic Teachers	Non-Catholic Teachers
Presentation College Chaguanas	17	23
Presentation College San Fernando	17	33
Belmont Boys Secondary	18	17
Matelot Community College	4	7
St Benedict's College	25	25
Total	81	105

With a staff of so many non-Catholic teachers, filling the promotional offices of Head of Department and Dean with *Practicing* Catholic teachers often presents challenges. The Teaching Service Commission has indicated a preference for promotion to these posts from within schools. There are several scenarios: The criteria for promotion include qualifications, experience and performance. It may happen that the teacher who best satisfies the criteria is not a practicing Catholic or even Catholic. There may be no Catholic teacher who meets the criteria. Though there may be Catholic teachers who meet the criteria, they may be so junior that they lack the moral authority to supervise their peers and/or their promotion may give rise to resentment and divisions among the staff.

Where the Board objects to the appointment of the candidate proposed by the TSC, the post often remains vacant. The most senior qualified teacher is normally appointed to act in a vacant post. This person may, or may not be (i) Catholic teacher and/or (ii) the most competent. This is not in the best interest of the school, defeats the purpose of the objection and is somewhat unfair to the teacher who will not be appointed though performing the duties.

While a plan to staff schools with competent Catholic teachers who practice their faith is being developed, we must deal with the existing situation in a manner that is fair to the persons who provide their services, often with admirable competence and dedication in our schools.

The following is a policy proposed for doing so.

Philosophical underpinning

The Goal of Catholic Education

The goal that the Catholic school sets for itself is to lead children and youth to encounter the living Jesus Christ, Son of the Father, brother and friend, Master and merciful Shepherd, Hope, Way, Truth and Life, and thus to experience covenant with God and with human beings. It does so by aiding in building the personality of the students, having Christ as their reference point for mindset and life.

The Church “establishes her own schools because she considers them a privileged means of promoting the formation of the whole man, since the school is the center in which a specific concept of the world, of [humanity], and of history is developed and conveyed.”¹

Teaching staff of other Faiths

There are occasions when Catholic teachers with appropriate qualifications and experience are not available for specific positions. At such times other

¹ Congregation for Catholic Education, *The Catholic Schools*, 1977, n. 8).

suitably qualified and experienced teachers have to be hired. It is important that when such occasions occur candidates of other faiths/denominations be made aware of the expectations of all teachers in Catholic schools.

Non-Catholic teachers who work in the Catholic Schools of dioceses of the Antilles Bishops' Conference are required to meet the following conditions:

- the school as a Catholic school has as its aim the provision of education enlightened by faith as taught by the Catholic Church such that the school's students can grow in their knowledge, love, and practice of the Catholic faith;
- the School is to be a Catholic community and center of Catholic life and worship;
- the conscience of the teacher does not prevent him/her from assuming employment in the school in accordance with the agreement;
- the teacher will at all times demonstrate a respectful and sympathetic sensitivity to the aims and nature of the school and to the Catholic belief and practices of the school; and
- practice a lifestyle that meets the expectations held for teachers that are of the Catholic faith.

Hiring of Professional Teaching Staff

With respect to character and religious training the applicant must:

- a) display exemplary character and a faithful commitment of religious obligations;
- b) display a willingness to teach the religious education programme as approved by the Bishops of the Antilles Conference; (Primary Schools only)
- c) be willing to take necessary steps to upgrade or maintain a level of religious knowledge and understanding appropriate to a teacher in a Catholic school; and
- d) be willing to provide opportunities in teaching at all levels for the inclusion of gospel values.

Selection of teachers for Promotion to Head of Department and Dean

The following order of faith preference is proposed where candidates satisfy TSC criteria for promotion:

1. Practicing Catholic
2. Catholic
3. Anglican/Methodist/Presbyterian/ / Lutherans/ Episcopal/ African Methodist / Ethiopian Orthodox/ Moravian

4. Other

The Catholic Education Board of Management will recommend and/or support candidates for promotion to Head of Department and Dean in this order. This has several advantages:

- The Best teacher for the post can be appointed
- Teachers are rewarded for their performance
- Teachers can gain seniority which is then applied to applications for the next promotional level (Vice Principal) outside of the Catholic school system (Government Schools)
- There is an opportunity to evangelize, since the teacher, having imbibed Catholic values will continue to live them in government schools

The CEBM will indicate that it does not object to the appointment of a non-Catholic teacher for the posts of Dean, or Head of Department only on condition that the teacher agrees to the following conditions:

- the conscience of the teacher does not prevent him/her from further employment in the school in accordance with the agreement;

- the teacher will at all times demonstrate a respectful and sympathetic sensitivity to the aims and nature of the school and to the Catholic belief and practices of the school; and
- practice a lifestyle that is respectful of expectations held for teachers of the Catholic faith.