

## Senior Leadership Positions in Catholic Schools in Queensland

A position statement of the Queensland Catholic Education Commission – April 2015

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### 1. Introduction

This position statement presents the collaboratively discerned views of the Queensland Catholic Education Commission (QCEC) and Catholic schooling authorities regarding the religious dimension for senior leadership positions in Catholic schools in Queensland and the qualifications required to fill these positions.

The QCEC is committed to supporting Catholic school authorities in their work of employing appropriate senior leaders within a broader context that respects the history, beliefs and mission of the Catholic Church.

Each Catholic school authority is encouraged to use this position statement to frame employment policies and procedures which are socially just, equitable, inclusive and educationally sound, to suit its particular context.

### 2. Definitions

- 2.1 Senior leadership positions may include the following – Principal, Deputy Principal, Assistant Principal, or equivalent. For the purposes of this position statement Business Managers, Accountants or equivalent are not the focus of this position statement.
- 2.2 Qualifications for senior leadership positions will normally be at Australian Qualifications Framework (AQF) Level 8 or AQF Level 9. AQF Level 8 includes Bachelor Honours Degree, Graduate Certificate and Graduate Diploma and Master Degrees. Qualifications should normally include any or some of Theology, Scripture, Christian Leadership, Religious Education, Liturgy and Spirituality.

### 3. Rationale

Those appointed to positions of senior leadership in Catholic schools are called to excellence in their service of Church, the school community and society.

As the Congregation for Catholic Education stated in *Educating to Intercultural Dialogue in Catholic Schools: Living in Harmony for a Civilization of Love*, “Catholic schools’ primary responsibility is one of witness. In the various situations created by different cultures, the Christian presence must be shown and made clear.” (2013, n. 57; cf. Code of Canon Law, can. 803 § 2).

The following principles underpin senior leadership in Catholic schools in Queensland:

- Ongoing commitment to formation of self and others in the ministry and mission of the Catholic Church.
- Effective educational leadership, modelled on the person and the Gospel of Jesus Christ, is central to the unique ethos and successful functioning of the Catholic school.
- Christian leadership is a hallmark of Catholic school communities.

The policy statement of the Queensland Catholic Education Commission, *Formation for staff members in Catholic schools in Queensland* and *A guide to develop a framework for staff formation in Catholic schools in Queensland* support Catholic school authorities in implementing ongoing formation of staff and seeking to ensure that all staff members participate in formation experiences to assist them to grow in understanding of their ministry as part of the mission of the Catholic Church.

#### **4. Position Statement**

Those appointed to senior leadership positions in Catholic schools in Queensland model their leadership on the person and teaching of Jesus Christ. This is supported by professional learning, formal study and formation.

#### **5. Implications**

- 5.1 This document will provide a guide to achieve consistency of practice as each Catholic Schooling Authority develops and maintains a policy on the qualifications, professional learning and formation required for senior leadership positions.
- 5.2 These requirements will be reflected in selection criteria, position descriptions and contracts.
- 5.3 Catholic schooling authorities may negotiate with applicants who do not meet these requirements to ascertain ways they can fulfil the requirements in an appropriate manner and timeframe.

#### **6. References**

Congregation for Catholic Education, (2013) *Educating to Intercultural Dialogue in Catholic Schools: Living in Harmony for a Civilization of Love*, n. 57; cf. Code of Canon Law, can. 803 § 2.

Queensland Catholic Education Commission (2012) *A guide to develop a framework for staff formation in Catholic schools in Queensland*

Queensland Catholic Education Commission (2010) *Formation for staff members in Catholic schools in Queensland*

**Endorsed Commission meeting 21/04/2015**