

EXPECTATIONS OF TEACHERS

As per Section 33(1) (d) of the Alberta Education Act (Act), The Christ The Redeemer Catholic Separate School Division Board of Trustees (Board) affirms the rights of staff to be provided with a welcoming, caring, respectful and safe learning environment that respects diversity and fosters a sense of belonging, and further asserts that staff shall not be discriminated against as provided for in the Alberta Human Rights Act or the Canadian Charter of Rights and Freedoms, with exceptions related to denominational rights as noted in Board Policy 1, Division Foundational Statements.

Section 196 of the Act states the responsibilities of teachers while providing instruction or supervision. Section 196 (1) (g) states that teachers must; subject to any applicable collective agreement and the teacher's contract of employment carry out those duties that are assigned to the teacher by the principal or the Board.

Therefore, the Board wishes to make clear the following are expected of teachers teaching within Christ The Redeemer (CTR) Catholic Separate School Division. In addition to these expectations, the Superintendent shall develop performance expectations that ensure quality teaching is offered to all students in CTR Catholic.

1. Faith Life:

- CTR Catholic teachers are expected to exhibit to students an example that is consistent with what is being taught. To be credible, the teacher must proclaim Catholic philosophy through actions, both within the school and outside it.
- CTR Catholic teachers are expected to be in good standing with the Church and are expected to be an active member of a parish community.
- CTR Catholic teachers are expected to be knowledgeable about our faith and be able to integrate the teachings of our faith throughout the curriculum.
- CTR non-Catholic teachers are encouraged to continue to practice their own particular faith and to fully support the Catholic foundation of their school.
- The Board wishes to ensure that the teachings and traditions of the Catholic faith are fully embraced in their schools and therefore requires that all teachers carefully consider the Catholicity clause, which is included in their Contract of Employment. Failure to adhere to the Contract of Employment may lead to disciplinary action, up to, and including, termination of the teacher's contract.

2. Teacher Quality Standard:

- CTR Catholic teachers are expected to meet the Alberta Education's Teacher Quality Standard.
- CTR Catholic teachers are expected to meet or exceed the standards in CTR Catholic's teacher evaluation document.

3. Government of Alberta's (2022) Code of Professional Conduct for Teachers and Teacher Leaders:

- CTR Catholic teachers are expected to adhere to the Government of Alberta's (2022) Code of Professional Conduct for Teachers and Teacher Leaders and the Professional Conduct Competency for Teachers and Teacher Leaders Regulation (January 2023).

4. Collective Agreement

- CTR Catholic teachers are expected to abide by the terms of the Collective Agreement.

Approved: February 29, 2020

Amended: April 17, 2025