

Senior Leadership Positions in Catholic Schools in Queensland

Position Statement



Introduction

This position statement presents the collaboratively discerned views of the Queensland Catholic Education Commission (QCEC) and Catholic School 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, values 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.

Definitions

- Senior leadership positions may include the following – Principal, Deputy Principal, Assistant Principal Religious Education (APRE), or equivalent. For the purposes of this position statement Business Managers, Accountants or equivalent are not included within this scope.
- Qualifications for senior leadership positions will generally 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 AQF Level 9 Master degrees. Qualifications would include any or some of Theology, Scripture, Christian Leadership, Mission, Evangelisation, Religious Education, Liturgy and Spirituality.

Rationale

Those appointed to positions of senior leadership in Catholic schools are called to witness their personal commitment in their call to live the Gospel message and excellence in their service of 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 ‘Dialogue’ in the formation of self and others in the ministry and mission of the Catholic Church.
- As a leader of faith, models the person and teaching of Jesus Christ, which is central to the ethos and successful functioning of Catholic social teaching.
- Effective educational leadership reflective of Catholic social teaching.
- Effective Christian spiritual leadership is central to the identity of the Catholic school.
- Catholic school leaders must foster the religious, pastoral and academic mission of the Catholic school.

The position 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.

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

Implications

- This document will provide a guide to achieve consistency of practice as each Catholic School Authority develops and maintains a policy on the qualifications, professional learning and formation required for senior leadership positions.
- These requirements will be reflected in selection criteria, position descriptions and contracts.
- Catholic School 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.

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*

Date of publication: August 2021

Next review: August 2026