

# ***TO WORK, TEACH & LEAD*** **FREQUENTLY ASKED QUESTIONS**

**1. To whom does the Accreditation Policy *To Work, Teach and Lead in Catholic Schools of the Archdiocese of Sydney* apply?**

This Policy applies to all who are employees of systemic Catholic schools in the Archdiocese of Sydney.

**2. When did this policy come into effect?**

The policy came into effect on January 1, 2012.

**3. Is this policy used in other dioceses?**

Yes. This policy was developed for use across all dioceses of NSW and the Archdiocese of Canberra-Goulburn.

**4. Are all staff expected to meet the Accreditation requirements that are outlined?**

Yes. Accreditation requirements apply to all employees. Each school is expected to monitor the fulfillment of these requirements for Categories A-C, and issue the relevant certificate. This should be done by the school principal. Accreditation requirements for Categories D-E are managed by the RE & E team.

**5. Who monitors currency requirements?**

Each school is expected to monitor currency requirements for Categories A-D. Currency requirements for Category E are monitored by the RE & E team.

**6. Where can principals access Accreditation certificates for categories A-C?**

All Accreditation certificates can be downloaded from the CEO Intranet Document Centre.

**7. Do teachers who do not teach Religious Education need accreditation to teach Religious Education (Category D)?**

No. The completion of a qualification in Religious Education/Theology is not a prerequisite for employment in Catholic Systemic Schools in the Archdiocese of Sydney. All teachers however are required to obtain and maintain Accreditation to teach in a Catholic School (Category B).

**8. Can a teacher who is not Catholic teach Religious Education?**

It is generally expected that all teachers of Religious Education are Catholic and demonstrate a commitment to the teachings of the Catholic Church in the area of faith and morals, along with regular participation in the Sunday Eucharist, and more generally, in the life of the parish community. In special circumstances teachers from other Christian denominations, notably the Orthodox Tradition, may be granted Provisional Accreditation.

**9. Who grants Provisional Accreditation?**

The Director of Religious Educator and Evangelisation. This only occurs once the teacher has received the endorsement of his/her Principal and Parish Priest.

## **10. How long does this form of Provisional Accreditation last for?**

This particular form of Provisional Accreditation is linked to the teacher's employment at a particular school. Once the teacher moves to another school, he/she will need to reapply for Provisional Accreditation. Furthermore, should there be a change of Parish Priest during the tenure of the teacher's employment, the Principal will need to ensure that the new Parish Priest is also supportive of the staff member teaching Religious Education.

## **11. Is there another form of Provisional Accreditation?**

Yes. Provisional Accreditation also applies to teachers and system leaders who are yet to satisfy the specific Accreditation requirements of Categories D-E. Provisional Accreditation is granted for a maximum of **four years**.

## **12. Can an employee meet Category D and E Accreditation requirements concurrently?**

No. An employee must firstly meet Category D requirements prior to undertaking any further study in order to meet Category E requirements.

The completion of some Master degrees would enable employees to gain both Category D and E Accreditation.

The first four units of a Master degree in Religious Education and Arts (Theological Studies) would satisfy the Category D requirements, while the remaining four units would satisfy the Category E requirements.

The same rule can also be applied for an eight unit Graduate Diploma in RE or Theological Studies.

## **13. Do all Master degrees have eight units?**

Requirements do vary according to the degree. Typically, the Catholic tertiary institutions ACU and UNDA do offer eight unit Master degrees in Religious Education and Arts (Theological Studies).

## **14. Will Master degrees always be eight units?**

No. As per the Australian Qualifications Framework (AQF), changes to post-graduate studies requirements will take effect from January 1, 2015.

Essentially, from this date many Master degrees will require the **successful completion of 12 or 16 units of study**. The requirement will be determined by the 'alignment' of the Master degree to any undergraduate studies that have been completed. To be eligible for the current eight unit Master degree format at least one unit of study must be completed by the end of the 2014 academic year.

**15. Will the Catholic Education Office continue to support students undertaking further post-graduate studies in Religious Education and Theology?**

Yes. Currently the CEO provides financial support to all teachers undertaking further study in Religious Education and Theology. Currently, all employees are eligible for the reimbursement of their tuition fees for all but their first unit of study in a Master degree program.

Given the increased number of units required under the amended AQF this may possibly change. Employees would be given a minimum of 'three months' notice of any proposed change.

**16. Does the Catholic Education Office recognize studies in Educational Leadership for the purpose of Category D & E Accreditation?**

Yes. It is to be noted however that these subjects must be endorsed prior to being undertaken and the subjects must have a distinctive religious link. Teachers should check with the RE & E team prior to undertaking these studies as not all subjects meet the Accreditation requirements.

**17. Who should I speak to at the Catholic Education Office regarding Accreditation issues and further study?**

All enquiries regarding the Accreditation policy should be directed to:

[ree.accreditation@syd.catholic.edu.au](mailto:ree.accreditation@syd.catholic.edu.au)

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