

RECRUITMENT, SELECTION, AND RETENTION OF TEACHERS FOR CATHOLIC SCHOOLS

The recruitment and selection of teachers shall be primarily the responsibility of the Principal. In addition, others may be requested to assist in the interview. Especially on the secondary level, the Director of Studies and the Department Chairperson of the subject area for which the person is being interviewed should be involved in the interview.

Only those educators rooted in faith, willing to support and practice Gospel values and Catholic teaching, and willing to inspire students through their word and example to accept and live these values and teaching may be hired or retained for elementary and secondary teaching positions in the Diocese of Harrisburg. A letter of recommendation from an applicant's pastor is to accompany his/her application.

General academic requirements for a Catholic school teacher in the Diocese of Harrisburg (Pre-K - 12) are:

1. Bachelor's Degree;
2. Pennsylvania Instructional I certificate or its equivalent from another state;
3. Religion Certification - or willingness to acquire it.

These basic requirements are applicable also to all Substitute teachers.

At the secondary level (7 - 12), every effort should be made to hire teachers who are certified in the subject area in which they are going to teach.

Once educators are hired, they are expected to maintain the quality of their faith commitment and their willingness to uphold the teachings of the Catholic Church. Educators who espouse, by word or action, practices that are contrary to the teachings of the Catholic faith will be dismissed.

Catholic educators, particularly, are expected to fulfill their Sunday liturgical obligations and to otherwise participate in the life of their Catholic faith community. Educators who are not of the Catholic faith community should demonstrate a similar involvement in their own Church.

Policy

Adopted: May 30, 1996

NCD/Bishop of Harrisburg