



**Rationale**

Maintaining and strengthening the Catholic identity and Catholicity of our schools is of paramount importance. It is incumbent upon all employees, particularly teaching staff, to be role models in this area.

**Policy**

As a condition of employment with CISVA, teachers who are hired to teach in our system but have not taken sufficient post-secondary courses in Theology are required to fulfil the "Foundations of the Catholic Faith Program". The course consists of 3 sections, the last of which includes a retreat (with an overnight component). New teachers are required to complete this course of study within the first three years of being hired.

**Procedure**

When offering new teachers a contract, the Education Committee must ensure that the new hire signs the "Memorandum of Agreement for the Foundations of the Catholic Faith Program". Teachers who have already completed a similar program or university level religious studies courses should sign the Memorandum and then apply to the Superintendent's Office with corresponding documentation and transcripts that will determine whether the course(s) taken meets this requirement.

<i>Reference</i>	<i>Approved</i> Board of Directors
	<i>Date Approved</i> Pre – 1996
	<i>Date(s) Revised</i> June 2010 1 November 2016
<i>Cross-reference</i>	