
EXPECTATIONS OF TEACHERS

The Board of Trustees (Board) of Christ The Redeemer Catholic Schools (CTR) recognizes teaching as both a profession and a vocation of service within the mission of Catholic education. Catholic educators are called to recognize the inherent dignity and God-given potential of every student and, through their words, relationships, professional practice, and personal witness, to help students encounter the truth, goodness, and beauty of God.

Teachers hold a particular responsibility for creating learning environments in which students are known, loved, challenged, and supported to grow academically, spiritually, socially, and personally. The Board therefore expects teachers to demonstrate professional excellence, sound judgment, integrity, compassion, and fidelity to the Catholic identity and mission of CTR while fulfilling the professional, ethical, contractual, and legislative responsibilities entrusted to them.

As provided in section 33(1)(d) of the *Alberta Education Act* (Act), the Board affirms the right of students and staff to be provided with a safe and caring environment that fosters and maintains respectful and responsible behaviours. The Board further affirms that staff shall not be discriminated against as provided for in the *Alberta Human Rights Act* or the *Canadian Charter of Rights and Freedoms*, subject to the denominational rights and protections applicable to Catholic separate school education and as reflected in Board Policy 01 – 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 CTR. In addition to these expectations, the Superintendent shall establish performance expectations and Administrative Procedures that support high-quality and academically challenging instruction, academic rigour, intellectual integrity, essential knowledge, and compliance with applicable provincial curriculum, professional standards, legislation, and Board policy.

The application of these expectations shall be consistent with the employee protections and religious-instruction exceptions established under the Act.

1. Faith Life:

- CTR teachers who are Catholic 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 teachers who are Catholic are expected to be in good standing with the Church and are expected to be an active member of a parish community.
- CTR teachers who are Catholic are expected to be knowledgeable about our faith and be able to integrate the teachings of our faith throughout the curriculum.
- CTR teachers who are non-Catholic are encouraged to continue to practice their own

- particular faith and to fully support the Catholic foundation of their school.
 - The Board requires teachers to fulfill the Catholic faith-related responsibilities applicable to their position and Contract of Employment and to support the Catholic identity, mission, teachings, and traditions of CTR. 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 teachers are expected to meet the Alberta Education's Teacher Quality Standard.
 - CTR teachers are expected to meet or exceed the standards in CTR's teacher evaluation document.
 3. Code of Professional Conduct for Teachers and Teacher Leaders:
 - CTR teachers are expected to adhere to the *Code of Professional Conduct for Teachers and Teacher Leaders* and the *Professional Conduct and Competency for Teachers and Teacher Leaders Regulation*, as amended from time to time.
 4. Curriculum and Instruction
 - CTR teachers are expected to fully implement courses and programs of study prescribed, approved, or authorized under the *Education Act* and to provide high-quality and academically challenging instruction focused on academic rigour, intellectual integrity, essential knowledge, and the acquisition of knowledge and skills.
 - Teachers shall foster critical thinking and, where appropriate to the curriculum and learning context, provide opportunities for students to consider a wide range of perspectives and ideas, develop understanding and respect for others, and express their own perspectives or ideas in accordance with applicable legislation, the student code of conduct, and the Catholic educational mission of CTR.
 - When delivering education programming that is not prescribed, approved, or authorized under the *Education Act*, teachers shall ensure that the programming is impartial, fair, neutral, and free from personal bias, in accordance with the Act and the constitutional rights, religious instruction, and Catholic educational mission applicable to CTR.
 5. Collective Agreement
 - Teachers are expected to abide by the terms of the Collective Agreement.

Approved: February 29, 2020

Amended: September 26, 2026