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RELATED DOCUMENTS	Targeted Graduate Recruitment Program Procedure Teacher Education Scholarship Policy Teacher Education Scholarship Procedure Merit Selection Procedure 2019

Purpose

The purpose of the Targeted Graduate Recruitment Program is to ensure that quality Teacher Education Scholarship recipients are retained within the Catholic schools system. The program will offer a three-year full-time permanent appointment for up to five Teacher Education Scholarship recipients in both primary and secondary sectors.

Policy Statement

The Targeted Graduate Recruitment Program ensures that targeted graduates contribute to the development of the quality of the teaching profession in the Diocese of Maitland-Newcastle.

Definitions

Grade Point Average (GPA) is the measure used to summarise academic achievement at the University of Newcastle and is the average result of all the grades achieved throughout a student's degree.

Targeted graduate: High-achieving graduate, as a result of their practicum/internship report, transcript results and interview success.

Scope

This policy targets the current Teacher Education Scholarship recipients who wish to commence as a teacher within the Diocese of Maitland-Newcastle schools.

Guiding Principles

The following practices underpin this policy:

- Up to five full time three-year permanent positions will be offered each year. These permanent positions are only available to Teacher Scholarship recipients of the Maitland-Newcastle Diocese.
- In determining the targeted graduates, the CSO will strongly consider recommendations from university Director of Placements (Primary) and Assistant Director of Professional Experience

(Secondary) regarding strong practicum reports from university supervisors and school practicum supervisors during Year 3 placement.

- Outstanding GPA academic achievement over the 4 years of the Bachelor of Education course.
- The graduate's suitability to be a quality professional in a Catholic school. This may be determined using, but not limited to, interviews with the recruitment program co-ordinator.
- Targeted graduates must be willing to take a 3-year permanent position in any school within the Diocese of Maitland-Newcastle.
- If a targeted graduate accepts a permanent position, he/she will not be eligible to make application to other diocesan schools until the completion of the 3-year contract. This will be included in the condition of contract.
- When the three-year appointments of targeted graduates expire, they are free to remain at their present school or apply for teaching positions across the Diocese
- If targeted graduates resign during their 3-year appointment they will be unable to reapply for teaching positions for a period of three years.

Responsibilities

Assistant Director: Assistant Directors will liaise with Principals of hard to staff schools in the diocese to seek staffing requirements. They are also in the interview process.

Principal: The Principal advises the Assistant Director of the staffing needs of their school and makes themselves available for interviewing targeted graduates for positions on staff.

Education Officer (Teacher Accreditation): The Education Officer will coordinate the program and liaise with universities, Assistant Directors and scholarship participants. They will monitor the targeted graduates over the three years of permanency. The Education Officer will also oversee the Proficient Teacher Accreditation process, providing a mentor from their school and appropriate professional development.

Targeted graduate: Targeted graduates who are currently completing the last or second-last semester of a NESA accredited initial teacher education program through a university in NSW or ACT or Griffith University are expected to:

- Obtain a priest reference prior to the interview
- Attend an interview at the CSO
- Confirm acceptance of the position
- Complete Accreditation to Work, Teach and Lead requirements
- Begin the process of Teacher Accreditation at Proficient level within the first year of appointment.

Budget

An allocation to cover the costs associated with the implementation of this policy will be made annually by the CSO.