



BDSAC Principal Selection and Appointment Policy 2016

Developed: July 2012
 Ratified: May 2013
 Updated: November 2016

RATIONALE:

...In consequence of the principle of participation and co-responsibility, the various groupings which constitute the educational community are...to be associated in decision-making concerning the Catholic school and in the application of decisions once taken...(The Catholic School, n.70)

The more the members of the educational community develop a real willingness to collaborate among themselves, the more fruitful their work will be...(The Religious Dimension of Education in a Catholic School n.39)

The role of Principal is a ministry of the Church and is critical to fulfilling the mission of the Church in Catholic education. In light of the importance of this ministry, the process of selecting and appointing a principal will:

- support and guide school communities in their process of discernment
- encourage an approach in which Church principles and values underpin processes and decision-making
- respect the uniqueness, traditions and particular governance arrangements of each school
- support and develop leadership capacity for participants
- encourage opportunities for leadership reflection, growth and commitment for participants

DEFINITION:

Governing Authority: the one who holds canonical and civil authority and/or ownership of a school. In most cases this will be the priest who has responsibility for the local parish.

POLICY STATEMENT:

The processes for appointing principals in diocesan and parish schools in the Diocese of Ballarat will reflect the diocesan commitments to subsidiarity and rigour in professional processes.

PRINCIPLES:

- 1.0 The Bishop of Ballarat exercises his responsibilities for the integrity of parish and diocesan schools through ratifying the appointment of principals.
- 2.0 Responsibility for the governance of each Catholic school rests with the Governing Authority.
- 3.0 The appointment of a Principal is by the Governing Authority in consultation with the school community, supported by the Catholic Education Office.

- 4.0 Respect for the dignity of each applicant requires appointment processes that are procedurally fair and observe confidentiality.
- 5.0 The nominee of the Director of Catholic Education acts as the executive officer for the selection panel and is a member of the panel.
- 6.0 The Principal Selection Panel makes a recommendation to the Governing Authority for appointment based on discernment and consideration of all available information.
- 7.0 Principal selection processes will observe Standard Four of the Victorian Government's Ministerial Order 870, with regards to screening applicants to reduce the risk of child abuse by new personnel.

REFERENCES:

Procedures for the Selection and Appointment of Principals in the Diocese of Ballarat, 2016

CECV Recommended Conditions for Secondary Principals Nov 2014

CECV Guidelines on the Employment of Staff in Catholic Schools 2016