

RELIGIOUS EDUCATION ACCREDITATION TO WORK, TEACH AND LEAD PROCEDURAL DOCUMENT

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Guidelines for Formation and Tertiary Study for Accreditation to Work, Teach and Lead, Diocese of Wagga Wagga

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INTRODUCTION

Catholic Education Diocese of Wagga Wagga's (CEDWW) *Work, Teach and Lead Accreditation Policy* follows the *Accreditation Framework for Catholic Schools* in NSW. The purpose of Work Teach Lead (henceforth WTL) is to ensure that all CEDWW employees remain current in their knowledge, practice and understanding of the Catholic faith at a level appropriate to their substantive role.

The WTL policy is in direct response to the challenge laid out in the NSW/ACT Bishops' Pastoral Letter, [*Catholic Schools at a Crossroads*](#) (2007) that our schools:

- are truly Catholic in their identity and life
- are centres of 'the new evangelisation'
- enable our students to achieve high levels of 'Catholic religious literacy' and practice
- are led and staffed by people who will contribute to these goals.

Structure

A	Accreditation to Work in Catholic Education
B	Accreditation to Teach in a Catholic School
C	Accreditation to Lead (non-RE) in Catholic Education
D	Accreditation to Teach Religion in a Catholic School
E	Accreditation for Senior Leadership in Catholic Education

Accreditation at each level requires **professional and spiritual formation hours**. Category D and E also require **tertiary study**.

OUTCOMES

The *Accreditation Policy* will enable Catholic Education Diocese of Wagga and Catholic school and college communities to:

- respond fully to the Bishops of NSW and ACT invitation and mandate to work, teach and exercise leadership in Catholic Education on their behalf
- ensure the attainment of academic knowledge and skills in the areas of religious education and Catholic school leadership
- use accreditation status under this Framework as one of the criteria to assist with the selection of staff for teaching or leadership positions in Catholic education
- respond to the changing needs and culture of Catholic education
- recognise, promote and affirm appropriate forms of professional learning relevant to working, teaching and leadership in Catholic education
- provide opportunities for all staff to become familiar with and to be immersed in the culture of Catholic education
- nurture the spiritual formation, faith development and ongoing professional growth of all staff
- assist staff to meet the accreditation requirements appropriate to their respective roles
- ensure that, in keeping with contemporary professional practice, all staff maintain currency of their accreditation status through appropriate professional support and development
- provide and monitor Provisional Accreditation to staff who are working towards full accreditation
- recognise that many employees bring to their school communities an array of gifts and a depth of Catholic faith and knowledge that far exceeds the minimal requirements of an accreditation structure. This *Accreditation Framework* is not intended to deny or minimise their contribution in any way.



Overview of Accreditation Categories

The Five Accreditation Categories

Individuals may be given appropriate Accreditation to Work, Teach and Lead if they:

- complete the following requirements OR
- are able to establish equivalence and relevance with other courses OR
- have relevant accreditation from other dioceses.

Expectations for Teachers of Religious Education and Leadership in a Catholic School

It is expected that all teachers of Religious Education are practising Catholics who display a demonstrable commitment to the teachings of the Catholic Church in the areas of faith and morals, who regularly participate in Sunday Eucharist and generally, in the life of the parish community. In special circumstances, teachers from other Christian denominations may be granted provisional accreditation to Teach Religious Education by the Director in consultation with the Parish Priest.

It is expected that all Secondary Studies Coordinators, Secondary Administration Coordinators, Primary Coordinators and CSO Education Officers must have a strong commitment to the Catholic ethos and to the Vision and Mission of the Catholic School. In some situations, Principals may need to appoint non-Catholic staff to a Student Coordinator or Primary Coordinator position. This appointment must be approved by the Director of Schools in consultation with the Bishop.

All Senior Leaders in a Catholic school must be Catholic and must display a demonstrable commitment to the teachings of the Catholic Church in the area of faith and morals along with regular participation in Sunday Eucharist and, more generally, in the life of a Parish Community. In special circumstances, teachers from other Christian denominations may be granted accreditation for Senior Leadership by the Director of Schools in consultation with the Bishop.



Category	Target Group	Minimum Requirements	Currency	Provisional Accreditation
Category A Accreditation to Work in a Catholic School and the Catholic Education, Diocese of Wagga Wagga	Support Staff in schools and relevant CEDWW staff	Catholic/committed to Catholic Ethos 6 hr Orientation Program	15 hours over 5 years	N/A
Category B Accreditation to Teach in a Catholic School	All teachers	Catholic/committed to Catholic Ethos 12 hr Catholic Teacher Formation Program	30 hours over 5 years	N/A
Category C Accreditation for Leadership in a Catholic School and the Catholic Education, Diocese of Wagga Wagga	Directors of Learning & Teaching /Curriculum Coordinators, Heads of Department /Subject Coordinators, Year and Pastoral Care Coordinators, Primary School Coordinators, (REC) CEDWW School Service Officers	Catholic/committed to Catholic Ethos 24-hour Catholic Leadership Formation Program	45 hours over 5 years	4 years max
Category D Accreditation to Teach Religious Education	Teachers of Religious Education	Catholic Teachers working in a category D role prior to December 2011. 6 Units Undergraduate (RE/Theology); OR 4 Units Postgraduate (RE/Theology)	45 hours over 5 years	4 years max
Category E Accreditation for Senior Leadership	Assistant Principals, Principals, Religious Education Coordinators, CEDWW Team Leaders, F&C EO , Assistant / Director of CEDWW	Catholic Minimum 4 Units Postgraduate study in Catholic Leadership / Theology (additional to Category D)	75 hours over 5 years	4 years max

1. Accreditation Cycle

1.1. Overview

All CEDWW employees are required to comply with the WTL policy while working in our Diocese. This means that employees must gain hours every year in keeping with this policy. All Staff, school and central-office based, employed by CEDWW fall under the provisions of the *Wagga Wagga Accreditation to Work, Teach and Lead in Catholic Education Policy*. (WTL Policy) A central feature of this policy is the 5-year maintenance provision.

1.2. Maintenance Cycle

As indicated on the overview, Staff at each category have differing maintenance requirements according to their substantive role.

CEDWW records maintenance hours using PHRIS. Each employee is responsible for signing the sign-on sheet at each registered activity. It is the employee's responsibility to regularly check their PHRIS account under [My Learning and Supplemental Learning](#) to keep track of their WTL accreditation category, maintenance cycle and hours.

School and CEDWW employees are on various cycles of Accreditation - depending on the employee's start date in the organisation.

- A teacher employed within the first six months of the annual school year will commence their 5-year maintenance cycle at the beginning of January of that same year.
- A teacher employed after June will begin their maintenance cycle the following school year;

Regardless of the starting month for each employee, the five year accreditation cycle ends in December five years hence.

When Employees commence a new role they must alert wtl-accreditation@ww.catholic.edu.au regarding the possible change to their category and the recommencement of their cycle.

1.2.1. Part-time Employees

Part time employees are granted an additional 2 years to attain the hours required for their Accreditation Category.

1.2.2. Casual Employees

Casual employees may enroll and attend formation events however, casual employees are not required to maintain WTL hours. For professional reasons, casual employees are encouraged to keep a record of attendance.

1.3. Re-Accreditation

Each employee who successfully completes the maintenance provision in the 5-year period will be re-accredited and issued with a new accreditation certificate.

Employees identified by the CEDWW who are at risk of not completing the accreditation maintenance provision will be first notified by their Principal/Manager and then CEDWW.

1.4. Provisional Accreditation

School and CEDWW staff members who were issued with a “Provisional” Accreditation Certificate (Category C, D and E only) will be required to demonstrate that they have completed the requirements to become fully accredited at that level.

Within Category D, early career teachers will be supported in their first *2 years of employment* to undertake their NESA Proficiency accreditation and a further year to hone their skills in the classroom before commencing further tertiary studies. Their work in Provisional Category D will be supported by PD, online modules and coaching in preparation for tertiary study.

Within Category E, new employees have a year of grace to familiarise themselves with the role and to research the study options that best suit their context. They are expected to commence study in semester one of their second year.

Once the employee has successfully completed the requirements to move from “Provisional” to “Accredited” a new accreditation certificate will be issued and their maintenance period will commence from the following year.

If the employee has not completed the requirements to move from “Provisional” to “Accredited” within the given time-frame (see overview p.2) he/she will be asked to meet with his/her Principal or Manager and CEDWW Leadership and a remedy for the situation will be determined, such as, enrolling in the appropriate course or stepping aside from the position.

1.5. Roles and Responsibilities

Employees accredited at Category A, B, C, D or E are responsible for maintaining their accreditation by meeting the requirements set out in the WTL policy by the end of their maintenance period. Throughout their maintenance period employees must ensure that they continue to meet the hours according to their category by completing applicable professional and spiritual formation events.

1.5.1. Employees

The WTL policy requires that employees are responsible for:

- Holding appropriate accreditation or gaining this within the specified period.
- Signing the sign-on sheets at each formation event
- Keeping track of their hours on PHRIS
- Notifying WTL of any changes to their accreditation status or conditions of employment
- Inform WTL of any leave or extension to a maintenance cycle.
- Enrolling for WTL PD usually through PHRIS from 2021 onwards.

Please Note: Teachers accredited to teach Religious Education prior to 31 December, 2011 will need to undergo further tertiary study should they seek a leadership position (Category E).

1.5.2. Religious Education Coordinator (REC)/Mission Leader (ML) and CEDWW Faith and Care Team

This policy requires that REC/ML and Faith and Care team are responsible for:

- Collaboration with the Principal/Manager to identify the needs of employees for professional and spiritual formation
- Recording WTL PD in the Annual Improvement Plan (AIP) focus area: Catholic Life.
- Planning and registering PD formation experiences to meet the requirements of the WTL categories for all employees.
- RECs and/or Mission leaders are expected to organise ONE staff/faculty meeting per term with an explicit RE professional learning and/or faith development focus. These meetings will normally equate to 1 hour of currency.

1.5.3. Principal/Manager

This policy requires that principals/managers are responsible for:

- Ensuring that any individual employed is accredited at the appropriate category.
- Attesting to the accuracy of CEDWW records annually for each cycle of maintenance.
- Ensuring compliance of all employees in maintaining their currency of accreditation.
- Validate any changes to an employee's status, category or leave of absence.
- *All principals* are required to offer one Spirituality Day per year for their staff.
- *Principals of Primary schools* are expected to schedule 1 staff meeting per term with an explicit RE professional learning and/or faith development focus. These meetings will normally equate to 1 hour of currency.

1.5.4. CEDWW

This policy requires that the WTL Committee are responsible for:

- Validating WTL PD applications
- Monitoring the records of WTL PD via the corporate body PHRIS
- Provide PD formation experiences to meet the requirements of the WTL categories for employees.
- Issuing accreditation certificates for employees at appropriate categories on initial employment and at the end of maintenance cycles.

1.6. Interruptions to Maintenance Cycle

1.6.1. Leave of Absence

Employees can take a leave of absence from accreditation to put their maintenance time frame on hold for a period if circumstances simply preclude them from meeting the requirements. Employees must advise WTL in advance of their leave of absence, or retrospectively apply to WTL for a leave of absence. Requests are to be submitted in writing by the employee to the WTL committee via wtl-accreditation@www.catholic.edu.au.

A leave of absence can be approved for a minimum of 1 year and a maximum of three years. An employee's maintenance time frame is on hold for the duration of a leave of absence and automatically resumes at the end of the leave of absence. When a leave of absence is approved, the employee's maintenance timeframe will simply be extended by the length of the leave of absence, visible on the individual's PHRIS account.

1.6.2. Applying for an extension of the maintenance period

Staff members who have been limited in their opportunity to meet the requirements for maintenance by the end of their 5 year cycle can apply to WTL for an extension at any time. Requests are to be submitted in writing by the employee to the WTL committee via wtl-accreditation@www.catholic.edu.au. The WTL committee will approve requests on a case-by-case basis and, if approved, determine the length of time for the extension.

Grounds for an extension of a maintenance period include:

- child-rearing responsibilities
- home or carer responsibilities
- illness or misadventure
- undertaking further teaching-related study
- other applicable professional or individual circumstances.

1.6.3. Failure to complete professional development requirements

If an employee does not complete the maintenance provision by the end of the 5 year cycle (and has not requested and been granted an extension) they will be contacted in writing by the CEDWW and their Principal or Manager informed.

1.6.4. If the employee is not willing to comply with the requirements of the policy and guidelines then appropriate meetings and action will be taken by CEDWW.

1.6.5. Appeals

Where CEDWW Leadership decides that an employee has not maintained their accreditation, the employee may appeal in writing to WTL committee via wtl-accreditation@ww.catholic.edu.au for a review of the decision. This review will be processed by CEDWW leadership in collaboration with the employee's principal/manager.

2. Professional and Spiritual Formation

The (CEDWW) *Work, Teach and Lead Accreditation Policy* enables CEDWW to register WTL Professional Development (PD) conducted by CEDWW employees, external and parish providers. All Professional Development and spirituality days that have been planned explicitly for Formation and Religious Education can be registered with WTL. It is important that CEDWW employee course/program facilitators have a clear understanding of the purpose of the offering aligned with school and system AIP.

WTL registered courses are evaluated internally by the WTL Committee. Where appropriate, WTL PD is also to be registered with New South Wales Education Standards Authority (NESA).

2.1.1. APPLICATION TIMEFRAME

4 weeks prior to the PD being conducted, an application form must be shared with both wtl-accreditation@ww.catholic.edu.au and (if necessary) nesa-accreditation@ww.edu.au Please note, you will need to ensure you send an **editable copy** of your application otherwise the process will be held up. The principal must approve the application and all sections of the PD application must be completed.

Guidance and support from the Faith and Care team for the development and delivery of WTL PD will be provided. On approval, courses will be uploaded to PHRIS. You will receive notification via the WTL email of the course/program title and number that has been registered.

2.1.2. ADVERTISING

It is important that the PD is not advertised as being registered with WTL until the course/program has been approved and uploaded to PHRIS and the relevant personnel, at CEDWW and /or schools have been notified that this has occurred.

When advertising PD, that has been registered with WTL, the following information **MUST** be included in material sent to teachers:

- Course/program title to enrol on PHRIS
- Date/s of each session
- Venue
- The number of hours a teacher will be “credited” towards their WTL PD

2.1.3. DELIVERY

Upon commencement of the professional development (registered to PHRIS) course facilitators announce:

- The course is registered with WTL
- Where relevant, which specific Australian Professional Standards for Teachers will be addressed
- Clear instruction to teachers that their signature must be on the sign on sheet for their attendance to be validated
- wtl-accreditation@ww.catholic.edu.au will validate teacher participation
- Within 21 days of the completion of the course/program the course facilitator must forward the sign on sheet to wtl-accreditation@ww.catholic.edu.au in order for the course to be validated and hours accrued. Should this form not return within 21 days, your course may not be validated.

2.1.4. WTL AND NESA PROFESSIONAL DEVELOPMENT

In circumstances where the WTL PD has an explicit focus on the growth and development of teaching practice, such as in the Religious Education Key Learning Area, the PD should also be NESA registered.

In such cases advice should be sought from the NESA in-school contact and a dual PD applications should be submitted: the WTL PD application to wtl-accreditation@ww.catholic.edu.au the NESA PD Application to nesa-accreditation@ww.catholic.edu.au

2.1.5. APPLICATION FORMS AND SIGN-ON SHEETS

2.1.5.1. Applications

Faith Formation Professional Development Application: See [HERE](#)

Dual Professional Development Application - WTL and NESA: See [HERE](#)

2.1.5.2. Sign-on Sheets

Faith Formation

Single Session Sign-on Sheet: See [HERE](#)

Multiple Session Sign-on Sheet: See [HERE](#)

Dual WTL & NESAs

Single & Multiple Session sign on sheet: See [HERE](#)

2.1.6. GLOSSARY

WTL applications work on the following definitions:

Meeting: Less than 3 hours

Course: More than 3 and less than 10 hours

Program: more than 10 hours

Session: Multiple meetings within a course or program

Individual Identified Hours (Supplemental Learning): Professional

Development/Formation that reflects experiences that contribute to and extend an individual's professional learning/formation and practice.

2.2. OPTIONS FOR MAINTENANCE ACCREDITATION

2.2.1. Quick Reference Guide - Normal Allocation of WTL Maintenance Hours

Activity	Maintenance Hours
School and CEDWW organised staff meetings, retreats, spirituality and faith-formation experiences	6 hours annually for the school spirituality day
	16 hours for connections retreats
	Minimum of 1 hour quarterly
Formal postgraduate study in Theology, Religious Education, Catholic Leadership, Canon Law and Governance.	15 hours per unit
External retreats and Conferences	On application to WTL Committee

Pilgrimages	30 hours upon application
Service activities with faith-based organisations	Upon application to WTL Committee
Parish-based activities	10 hours per year upon application

2.2.2. Spirituality Days

Whilst an individual employee may accrue the required number of hours for their category prior to the conclusion of the five year maintenance cycle, it is an expectation that the employee would attend the annual staff spirituality day or retreat for their particular school or the CEDWW if it is within the employee's working hours/days.

Normally one staff spirituality day equates to 6 hours of currency.

2.2.3. Staff Meetings

Given the centrality of Catholic mission and identity in the life of our schools, regular staff and faculty meetings are an essential means of ensuring a systematic, whole-school coordination of the faith-life in our schools. Moreover, these meetings are an important forum for the articulation and implementation of the explicit faith elements within each school's AIP.

These meetings will normally equate to at least 1 hour of currency.

2.2.3.1. Primary Schools

Primary school principals or RECS are expected to schedule ONE staff meeting per term with an explicit RE professional learning and curriculum enrichment or Faith development focus.

2.2.3.2. Secondary Schools

RE KLA leaders and/or Mission leaders in secondary schools are expected to schedule ONE department/faculty meeting per term with an explicit RE professional learning and curriculum enrichment or faith development focus. Whilst it is understood that these meetings will occur concurrently with other faculty meetings, it is essential that the Religious Education faculty are ALL in attendance for these quarterly meetings.

2.2.4. School and CEDWW Professional Development

These experiences are to be registered and approved by the WTL Committee four weeks prior to the event using the application to register PD for Work, Teach on the [Registering PD Website](#).

A CEDWW formal sign-on sheet should be used to record staff attendance at the event. The sign-on sheet is to be emailed to wtl-accreditation@www.catholic.edu.au within 21 days of the event. CEDWW events may also use PHRIS enrolment procedures from 2020 onwards
See: PHRIS Enrolment Procedures

2.2.5. Individual-Identified Professional Development (Supplemental Learning)

Individual-Identified Professional Development can include opportunities undertaken in or outside a school/system that contributes to employees' professional learning. Employees may record Individual Identified Professional Development that includes, but is not limited to: workshops, seminars and conferences, professional reading, parish programs, retreats, pilgrimages etc. Individual Identified Professional Development should clearly reflect experiences that contribute to and extend an employee's professional learning/formation and practice, as they pertain to the faith life of the school.

2.2.6. Retreats and Conferences

Unless organised or endorsed by CEDWW the external retreat or conference is to be registered and approved by the WTL Committee at least four weeks prior. The number of currency hours allocated for the external retreat or conference are determined upon approval.

Where attendance at the external retreat or conference is not organised by the CEDWW the employee must provide evidence to the CEDWW from the organiser of their attendance. A short (250 word) reflection on the employee's learning as a religious educator or leader in Catholic education may also be required. This reflection will be submitted to the WTL Committee via wtl-accreditation@www.catholic.edu.au

Currency hours are given on completion of the retreat or conference.

2.2.7. Pilgrimages

Unless organised or endorsed by the CEDWW the pilgrimage is to be registered and approved by the WTL Committee at least four weeks prior. The number of currency hours allocated for the pilgrimage are determined upon approval.

Where the pilgrimage is not organised or endorsed by the CEDWW the employee must provide evidence to the CEDWW from the organiser of their participation. A short (250 word) reflection on the employee's learning as a religious educator or leader in Catholic education may also be required. This reflection will be submitted to the WTL Committee.

Currency hours are given on completion of the pilgrimage. Normally pilgrimages accrue 30 hours toward the maintenance of currency of Accreditation. Attending WYD as a Wagga diocesan pilgrim - 24 hours.

2.2.8. Service activities and Immersions with faith-based organisations

Unless organised or endorsed by the CEDWW the service activity or immersion is to be registered and approved by the WTL Committee at least four weeks prior. The number of currency hours allocated for the service activity or immersion are determined upon approval.

Where the service activity or immersion is not organised by the CEDWW the employee must provide evidence to the CEDWW from the organiser of their participation. A short (250 word) reflection on the employee's learning as a religious educator or leader in Catholic education may also be required. This reflection will be submitted to the WTL Committee via wtl-accreditation@ww.catholic.edu.au

Currency hours are given on completion of the service activity or immersion.

2.2.9. Parish-based activities

Unless organised or endorsed by the CEDWW the Parish-based activity is to be registered and approved by the WTL Committee at least four weeks prior. The number of currency hours allocated for the parish-based activity are determined upon approval.

Where the Parish-based activity is not organised by the CEDWW the employee must provide evidence to the CEDWW from the organiser of their participation. A short (250 word) description on the employee's learning should be written by the employee, Parish Priest or course facilitator and submitted to the WTL Committee via wtl-accreditation@ww.catholic.edu.au

2.2.9.1. Mass, Reconciliation and Parish Life

School and Parish-based activities may include celebration of Mass and the sacrament of Reconciliation. However, as Mass attendance and the celebration of the sacrament of Reconciliation are regular features in the life of a Catholic, the celebration of the sacraments alone do not contribute to the maintenance of currency of accreditation. However, currency hours are given annually for ongoing Parish-based activities. They can include but are not limited to: Lector, Extraordinary Minister of the Eucharist, Music Ministry, Lenten programs etc. If the individual provides an overview of their contribution to parish life they will receive ten hours per year.

3. Tertiary Study

3.1. Overview

It is obviously imperative that CEDWW leaders are able to effectively lead a faith community with the necessary background, knowledge and professional commitment to the Vision and Mission of the Catholic School. Similarly, Teachers and leaders of Religious Education must be able to confidently and coherently understand and articulate the Catholic Faith that they may educate the next generation of Australian Catholics. To ensure that this is the case, the WTL policy advocates further study in a Catholic Tertiary institution for Category D and E accreditation.

CEDWW recognises relevant undergraduate or postgraduate study as professional development for maintenance of accreditation purposes. In order to record relevant further undergraduate or postgraduate study against professional development requirements, employees must submit an academic transcript to WTL: wtl-accreditation@ww.catholic.edu.au as evidence of successful completion. The unit/s must fall within the areas of Missiology, Theology, Scripture, Religious Education, Catholic Leadership, Canon Law, Governance and Liturgy/Prayer.

The unit, course or program is to be approved by the WTL Committee prior to enrolment. The higher education provider must be affiliated with the Catholic Church. In order to facilitate their WTL accreditation and the reimbursement for costs incurred, candidates for Categories D and E must register their tertiary enrollment by submitting an [Application for Study Form](#).

The employee must provide evidence to the CEDWW from the higher-education provider of successful completion of the unit of study.

If the unit will contribute toward the employee gaining accreditation at Category D or E the employee may also be granted maintenance hours upon successful completion.

3.2. Crediting

Successful completion of one unit of Tertiary study provides a teacher with **15** hours towards maintenance of accreditation. (Crediting)

Individuals are responsible for providing evidence to CEDWW on completion of their study.

3.3. Study Leave and Reimbursement

CEDWW provides reimbursement to support teacher's study. From 2020 onwards the rate of reimbursement will be at 75% per completed unit. This reimbursement automatically applies to full time contracted employees upon the successful completion of each unit in

the area of Theology / Religious Education / Catholic Leadership studied with a recognised Catholic provider. Reimbursement for long-term contracted employers will be determined upon application. CEDWW will reimburse at this rate up to 8 units per person to obtain accreditation D and E. (Each Grad Cert. is made up of 4 units). Those undertaking a Masters pathway for Category E are therefore only eligible to have 4 units reimbursed if they have already had a grad cert reimbursed by the diocese. Applications for study reimbursement must include proof of completion and receipt of course payments made by the applicant.

Study leave of one day per unit per semester is offered for those undertaking Accreditation to Teach Religion (Category D) and Accreditation for Senior Leadership (Category E).

Requests for study leave must be approved by the principal utilising PHRIS code 7106 - (Accreditation to Work Teach Lead) and an Application for Study Leave form submitted.

3.4. Work Teach and Lead: Possible Postgraduate Study options

3.4.1. Category D and E

The course recommendations provided in this document are simply courses that CEDWW can confidently recommend as fulfilling the study requirements of the WTL policy. It is incumbent upon all teachers to research their choices and work directly with their chosen institution.

Institution	Course Offerings
ACU	<p><u>Graduate Certificate in Theological Studies</u>. This course gives graduates in other disciplines a basic foundation in Christian theology, as well as allowing Theology graduates the opportunity to extend their knowledge in specific areas. (WTL D, E)</p> <p><u>Graduate Certificate in Leading the New Evangelisation</u>. The program specialisation is structured as a flexible set of two core units, with two electives from the full range of programs within theology and education degrees. The course will prepare educators for leadership roles within Catholic schools, as well as for further study in religious education or theology at either a Masters or Doctoral level. WTL D, E)</p> <p><u>Grad Cert In Mission and Culture</u> The program specialisation is structured as a flexible set of two core units. (As Above). This course provides participants with the necessary space to “think theologically” around their participation in and support for the mission-cultural alignment of their organization.</p> <p><u>Graduate Certificate in Religious Education</u> Emphasizing foundational theological insights while simultaneously promoting authentic educational practice, the course is a unique, integrating and inclusive award, with a structure and content that is responsive to emergent questions and contextual need. (WTL D)</p>

BBi	Graduate certificate in Religious Education The course features content firmly linked to everyday work practices in contemporary classrooms. Through the course, students will gain critical skills in order to teach an effective religious education curriculum in your local context and to meet the unique challenges of a pluralistic society. Graduate Certificate in Theological Studies This course is designed to strengthen your practical understanding of the mission and identity of a Catholic institution.
Campion College	Graduate Certificate in Religious Education (Primary) Designed to serve the dual purpose of preparing students to teach religious education while also developing the knowledge base of anyone already teaching religion in a primary setting.
Notre Dame University	Graduate Certificate in Catholic Thought A through exploration of “the human person” and “the good life” designed to ensure a deeper understanding of the richness of the Catholic intellectual tradition. Graduate Certificate in Religious Education Designed to equip students with a profound understanding of the essential elements of Catholic teaching – the mystery of salvation through Christ, the nature of Revelation and sacramental theology.

3.4.2. **Whilst you may choose to obtain two Post Grad Certs for accreditation E, you may wish to follow a Masters pathway. Please refer to suggested courses below.**

Institution	Course Offerings
ACU	Masters of Theology , Masters of Religious Education
BBi	Masters of Religious Education , Masters of Theology
Notre Dame University	Master of Education (Religious Education) A one-year, full-time degree that provides an in-depth understanding of Catholic theology and religious practice for those wishing to develop their leadership skills and qualifications in a Catholic faith setting.

References

- [New South Wales Education Standards Authority- Maintenance of Teacher Accreditation Policy](#) - January 2018
- Pell, George, & Catholic Education Office (Sydney, N.S.W.), (issuing body.) (2007). [*Catholic schools at a Crossroads: pastoral letter of the Bishops of NSW and the ACT*](#). The Bishops of NSW and the ACT with assistance from the Catholic Education Office, Sydney.
- [NCEC Framing Paper](#) (2018)
- [Work Teach and Lead Policy](#) (2020)