

	Lloydminster Catholic School Division – Administrative Procedures	
	AP 475 – Catholicity Expectations of Teachers and Administrators	
Related LCSDF AP's	AP 400 – Professional Recruitment and Hiring AP 402 – Administration Recruitment and Hiring	
Form(s)		
References:	<i>The Education Act, 1995</i> sections 85, 87, 175, 231	
Received by the Board: November, 2025		Update: November, 2025

Acknowledging as fundamental principles that:

1. Catholic schools are mandated to provide their students a fully permeated Catholic education that is Christ-centered, an instrument of the Catholic Church, dedicated to development of the student as a whole person, mentally, physically and spiritually; and
2. Teachers and administrators of Catholic schools are expected to be an example of and witness to the theology, philosophy, values and practices of the Catholic Church modeling Catholic teaching to their students.

The following expectations with regard to Catholicity are established for teachers and administrators:

1. As part of the teaching ministry to the students and children of the faith community in each school of the School Division each teacher and administrator shall:

IF CATHOLIC:

- i. Attest that she/he is a practicing Catholic;
- ii. Represent that she/he is capable and willing to teach a fully permeated Catholic Faith both in and outside of formal religion classes, celebrations and exercises;
- iii. Undertake to follow, both in and out of school, a lifestyle and deportment in harmony with Catholic Church practices and beliefs which include, among other things, participation in the Sacraments of the Church and living in harmony with the principles of the Gospel and teachings of the Catholic Church;
- iv. Acknowledge and agree that the Board, teacher or administrator may seek the interpretation and assistance of the local Bishop in order to clarify what are the principles of the Gospel and teachings of the Catholic Church;
- v. Provide the School Division with a testimonial from a priest or member of the pastoral team attesting to her/his faith commitment upon request; and,
- vi. Understand and be committed to the responsibility to undertake periodic professional development related to Catholicity and to fully support the spiritual development of students.

IF NOT CATHOLIC:

- i. Recognize that she/he will be teaching in a fully permeated Catholic School setting and be comfortable with and respectful of the teachings and traditions of the Catholic Church;
 - ii. Undertake not knowingly to speak against or act in a manner to disparage the practices and beliefs of the Catholic Church and agree to participate as appropriate in religious celebrations and exercises;
 - iii. Undertake to follow, both in and out of school, a lifestyle and deportment in harmony with the principles of the Gospel and teachings of the Catholic Church;
 - vii. Acknowledge and agree that the Board, teacher or administrator may seek the interpretation and assistance of the local Bishop in order to clarify what are the principles of the Gospel and teachings of the Catholic Church;
 - viii. Provide the School Division with a testimonial from a religious leader of her/his faith attesting to her/his faith commitment upon request; and
 - ix. Understand and be committed to the responsibility to undertake periodic professional development related to Catholicity and to fully support the spiritual development of students.
2. For the purpose of this provision “Catholic” shall mean “a baptized member of the Roman Catholic Church, or one of the Eastern Catholic Churches.
 3. A failure of the teacher or administrator to meet the requirements of Section 1 may lead to disciplinary action, up to and including termination of the teacher’s or administrator’s contract of employment or contract of designation.