



Section: **School-Personnel**
Policy #: **2150**
Policy: **Teacher Qualification Standard (TQS)
For All Teachers in Diocese**

Date Approved: May 27 2006
Revision Dates: May 23 2009
January 14 2011

Purpose

Teachers hired in the Independent School System do not have access to the provincial TQS; this is available for public school teachers. As such, some teachers have TQS cards acquired prior to employment in the diocese. Other teachers do not. TQS has a committee who looks at teacher credentials and follows a 16-page document to decide teacher grid placement. In addition, TQS does not always take religious education classes at the university level into account.

Definition

Masters – a postgraduate academic degree awarded after the completion of a Bachelors degree. Each university has its own standards for a Masters program: number of credits required, and requirement (if any) to complete a thesis, project and/or exam. A full year of university credits (30 at most universities) equals one year for salary purposes.

Policy

Teachers will be placed on the teaching grid according to the following definitions.

CATEGORY 4

Completed four (4) years of university credits, for example:

- 1) a four (4)-year Bachelor degree not in Education but approved to teach through the Independent Schools Branch
- 2) a four (4)-year Bachelor of Education degree;
- 3) fourth (4th) year standing in an acceptable five (5)-year Bachelor of Education degree program.

CATEGORY 5

Completed five (5) years of university credits, for example:

- 1) a five (5)-year Bachelor of Education degree;
- 2) a four (4)-year Bachelor's degree plus one professional year (which meets the requirements for Professional Certification by the BC College of Teachers);
- 3) a four (4)-year degree plus one completed year (30 credits at most universities) of a two-year Master's degree;
- 4) a four (4)-year Bachelor of Education plus an additional one year of university relevant to teaching.

CATEGORY 5+

Completed six (6) years of university credits, for example:

- 1) requirements of Category 5 plus, one year of university credits, at a level of 300 or higher, relevant to education.

CATEGORY 6

A certified teacher who has completed a Master's degree and/or Doctorate relevant to education.

The Superintendent and Vicar of Education will place staff on the appropriate point on the grid. Any current teacher may request a review with no retroactive salary adjustment.

Contract adjustments for category placement will take place once a year (end of September just prior to the first pay period).

If a teacher expects to complete course work prior to September 1 which would support a new category grid placement, they will notify the School Council in writing by April 1st, before draft budgets are finalized.