

SPIRITUAL DEVELOPMENT – FACULTY

All faculty members shall participate annually in spiritual development programs. The extent of such participation shall be in accord with Diocesan requirements, which recognize varying individual needs and differing local program goals.

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Faculty members are to obtain a minimum of five contact hours each year in the area of spiritual development. Local schools may require more than the minimum five contact hours, especially for teachers who are new to Catholic schools.

Two aspects of spiritual development, communal and personal, shall be kept in mind when planning each year's programs:

1. Communal aspect: A local administrator shall meet with the faculty to discuss and prioritize their spiritual development needs as a community of believers. The administrator provides a plan to meet these needs and determines the requirements for faculty attendance and participation.
2. Personal aspect: An individual faculty member's responsibility for personal spiritual formation may or may not be met by the school's spiritual development plan. If not, the individual is responsible for participating in additional activities to nurture their spiritual growth.

Each local administrator grants approval for the specific program(s) faculty members can count toward fulfilling their responsibility for ongoing spiritual development. Staff members from the Office of Catholic Schools can be consulted if questions arise. A record of contact hours shall be maintained locally in each personnel folder. This responsibility then becomes an item for evaluation by the administrator.

Spiritual development opportunities can be provided in a variety of ways. Some of the possibilities include:

OFFICE OF CATECHETICS

Retreats and in-service programs are offered by the Office of Catechetics upon request. The Office of Catechetics also sponsors a Summer Catechetical Institute.

LOCAL FACULTY MEETING

Periodically a school will schedule a spiritual development activity for a local faculty meeting facilitated by a qualified professional. A session must be at least one hour long in order to be used toward the five contact hour requirement.

PROGRAMS OF SPIRITUAL RENEWAL

An integral part of any Christian's life is the opportunity for personal prayer and renewal. This is especially true for those who work in Catholic education. Retreats and programs of spiritual renewal sponsored by the school for the faculty should encourage this personal reflection and growth.