




Prof002	Certificate / Diploma of Reformed Education Policy
Purpose	To ensure that staff involved with teaching the students, i.e. education assistants and teachers, are suitably equipped for the specific requirements of teaching in a Free Reformed School Association (FRSA) school.
Authority	Constitution Art 1.3.1 specifies that education be provided "which conforms to God's Word".
Policy	<p>All full-time staff involved with the teaching of students, i.e. education assistants and teachers, be required to undertake courses to achieve and maintain currency of the Certificate (CRE) and the Diploma (DRE) of Reformed Education respectively.</p> <p>All part time and relief staff involved with the teaching of students, i.e. education assistants and teachers, be encouraged to undertake courses to achieve and maintain currency of the CRE and DRE.</p>
Delegation	Principals
Related Policies	Prof001 Staff Performance and Development
Date approved	March 2018
Next Review Due	October 2020
Review Authority	Management
Keywords	Certificate, diploma; reformed education;

Authorised by:	
Board Chairman	H Dykstra
Date:	March 2018



Who should do CRE / DRE?

Full time education assistants and teachers employed by FRSA, as of 2019, are required to undertake courses and achieve CRE / DRE within 4 years of their employment taking effect.

Part time education assistants and teachers employed by FRSA, as of 2018, are encouraged to undertake courses and achieve CRE / DRE.

Education Assistants and teachers currently employed by FRSA if they do not have a CRE or DRE are encouraged to undertake courses and achieve CRE / DRE.

Relief education assistants and teachers are encouraged to undertake courses and achieve CRE / DRE.

Provisions for teachers (employed by FRSA) doing DRE

Teachers undertaking studies towards DRE who are teaching in an FRSA school, may request time off from regular duties with a view to being able to fulfil the requirements of the REDC.

Principals are entitled to provide up to (the equivalent of) 2 working days (15.2 hours) per DRE unit, to fulfil the requirements of that unit, with the exception of the Practicum unit which can be undertaken as part of the regular professional practice.

This arrangement is not extended to Education Assistants working towards a CRE. The nature of their contracts and the nature of the assessment for DRE units is such that is not deemed necessary.

Impact on Salary

FRSA recognises two salary scales for newly appointed (as of 2019) education assistants and teachers, one for those who are holders of CRE / DRE and one for those that are not.

Those who are not holders of the CRE or DRE receive the regular FRSA salary.

Holders of the CRE or DRE receive 1.05 times the regular FRSA scale.

Maintaining DRE currency

It will be stipulated in the contract for education assistants and teachers, appointed as of 2019, that they must maintain currency of the CRE / DRE.

Currency can be maintained through undertaking a minimum of 2 short (Office of Reformed Education (ORE) arranged or approved courses, equivalent of 8 hours of (ORE approved) professional learning) in a 5-year time span.