Professional Profile for Prospective ACEA Teachers

In assessing teacher qualifications for potential employment within our organization, the following criteria are considered:

A degree in a general or specific subject area - preference is given to the following academic training:

- Primary School - A teaching degree in elementary/primary education or a degree in the area of specialization with an education certification.
- Secondary School - A degree in the subject area(s), and teacher certification required. Training in a second discipline will be highly regarded.

In addition, candidates should possess the following criteria:

- Two years of successful full-time experience at an accredited primary or secondary school.
- Superior knowledge of subject area and ability to teach the subject at an appropriate level.
- Ability to recognize, teach and cater to the needs of the individual child.
- A sound knowledge and understanding of current best practices in education.
- Ability to use a variety of methods, strategies, and instructional techniques as well as understand how these fit into the curriculum.
- An understanding of and ability to work with English speaking students in the regular classroom.
- Skills to communicate effectively and positively as a team member in all aspects of school life.
- Ability to work actively to involve parents and community members in the learning process; both inside and outside of the school environment.
- Take active part in staff development opportunities and view themselves as learners too.
- A history of flexibility and adaptability to new situations.
### Overseas Hire Salary Structure, effective 2011-2012 academic year

<table>
<thead>
<tr>
<th>Base / USD$</th>
<th>5% gratuity at the end of each successful 2 year contract</th>
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<tbody>
<tr>
<td>Bonus, Housing allowance</td>
<td>US$1,200.00 payable in 12 monthly instalments same time as salary— Teachers posted At Bishop Michael Eldon School in Freeport US$3,600.00 – payable in 12 monthly instalments same time as salary Teachers posted At St. Andrew’s Anglican School in Exuma</td>
</tr>
<tr>
<td>Contract duration</td>
<td>Initial contract for 2 years, - <strong>first year is probationary.</strong> Subsequent contracts annually for each academic year.</td>
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<tr>
<td>Baggage Allowance</td>
<td>US$100 per employee payable against receipts for incoming goods.</td>
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<tr>
<td>Reimbursement of flight to &amp; from home of record</td>
<td>One way <strong>Economy class</strong> airfare for Employee from Home Country on initial trip when taking up post and one way <strong>Economy class</strong> airfare upon departure when terminating employment.</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>50% payment for Employee and Accompanying Dependents, within guidelines of insurance cover provided by the Authority, with excess deductibles as cost to the employee.</td>
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<tr>
<td>Discount on School Fees</td>
<td>50% school fee for first two dependants who are enrolled at the school.</td>
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<tr>
<td>Professional Development (PD)</td>
<td>Professional Development sessions throughout the school year which all faculty will be expected to participate in. Additionally, New Teachers are expected to attend induction sessions whenever arranged over the course of the first year of service.</td>
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<tr>
<td>Annual leave</td>
<td>To be taken during the school vacation period or as agreed with the Director.</td>
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<tr>
<td>Accommodation</td>
<td>Housing and utilities are <strong>NOT</strong> provided.</td>
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The Anglican Schools of the Bahamas

The Anglican Diocese of The Bahamas, Turks & Caicos Islands (The Anglican Diocese) has been involved in educating the youth of this nation for many years. Next to Parish ministry it is viewed as the largest form of outreach of the Diocese. Despite the many challenges and hurdles that we are facing the Bishop has stated that the Diocese is in the business of education to stay. Today there are four schools governed by the Anglican Central Education Authority (ACEA). St. John's College and St. Anne's School are on the island of New Providence, Bishop Michael Eldon School (formerly Freeport Anglican High School/Discovery Primary School) is on the island of Grand Bahama and St. Andrew’s Anglican School in George Town, Exuma one of the islands of the Commonwealth of The Bahamas. All four schools are coeducational institutions. The Primary Departments of the schools have grade levels Nursery and Kindergarten through grade six. The Secondary Departments have grade levels seven through twelve (St. Andrew’s Anglican School grades 7 through 11).

St. John’s College

In 1947 the Anglican Diocese under the direction of Bishop Spence Burton founded St. John’s College. Being the first secondary school of the Diocese, it was named after the patron saint of the Diocese. The school was located on Market Street north until 1979 when it was moved to its present campus on Bishop Eldon Drive, off Bethel Avenue. The sprawling campus sits on twenty-eight acres of property. Since 1947 St. John’s College has always encouraged its students to achieve academic excellence and uphold high moral standards. The many Bahamians who hold positions of authority and who are making an invaluable contribution to the Bahamas evidence its many successes.

School Crest: The crest holds the Latin Ecce Agnus Dei, (Behold the Lamb of God) the first words uttered by John the Baptist when he saw Jesus, according to St. John’s Gospel.

Motto: Respice, Adspice, Prospice: Look to the Past, Present and Future

School Hymn: “Praise to the Lord the Almighty

St. Anne’s School

St. Anne’s School, located on the eastern end of New Providence Island, began in 1955 as a parochial school. Canon David John Pugh founded the school when he was the Priest-in-charge of St. Anne’s Parish Church, Fox Hill. Recognizing the need for schooling in the Fox Hill vicinity, Fr. Pugh utilized the Old Parish Hall and converted it into three classrooms, and he made use of the rectory’s garage. Thus began the Parish School of St. Anne with twenty-six students and four teachers under the principalship of Canon David J. Pugh. Due to the lack of classrooms and the increasing number of students, some classes had to be taught in the church yard, under the sapodilla and almond trees, and in the church’s graveyard. Over the years St. Anne’s has developed into a flourishing and renowned educational institution. Academically, St. Anne’s School has held its own and has made an invaluable contribution to the Bahamas. The school has built up an enviable reputation in the community for its academic excellence.

School Crest: The Crest St. Anne’s Church (Fox Hill) and the Sapodilla tree where classes were once held.

School Motto: Dei Gratia: By the Grace of God

School Hymn: “Now Thank We All Our God”
Bishop Michael Eldon School

(Formerly Freeport Anglican High/Discovery Primary School)

In the Northern Bahamas, on the island of Grand Bahama, Bishop Michael Eldon School (Freeport Anglican High School and Discovery Primary School) originally known as Freeport High School and re-named Freeport Anglican High School opened its doors in September of 1965. Over the next three years the campus was developed with the addition of more rooms. In 1975 the school was taken over by the ACEA. Fr. Bishop, who had been headmaster at St. John’s College for many years, was appointed principal. Like its sister and brother schools on New Providence the success of the school can be seen in its graduates who have made contributions nationally and internationally. Lady Henrietta St. George founded Discovery Primary School in a cottage in the garden of her Freeport home. In 1991 Lady Henrietta built the new Discovery Primary School on the grounds of Freeport Anglican High School. In 1993 she donated the buildings to the Diocese and Discovery Primary became a part of the Anglican Schools family. Both schools have flourished. In September 2005 the school was renamed Bishop Michael Eldon School after Bishop Michael Hartley Eldon, the first Bahamian Bishop of the Anglican Diocese of the Bahamas and the Turks and Caicos Islands. From 1954 through 1962 Bishop Eldon served as Assistant Master at St. John's College. In 1962 he began his ministry on Grand Bahama Island, where he taught, served as Rural Dean, Archdeacon, probation officer and Chairman of the Grand Bahama Christian Council. Bishop Eldon retired as Lord Bishop of Nassau in 1996.

School Crest: The crest is a shield divided into three sections. One section depicts three birds representing egrets that were once plentiful on Grand Bahama and the indigenous scrub pine; the second has a sail ship with a cross on its sail; and the third has the school’s initials in capitals BMES.

School Motto: Lux Mentis Lux Orbis invenire veritatem: The Light of the Mind, the Light of the World – Discover the Truth

School Hymns: “Immortal, Invisible, God Only Wise” and “Let There Be Peace on Earth”

St. Andrew’s Anglican School

In the Southern Bahamas, on the island of Exuma, St. Andrew’s Anglican School a parochial Preschool was founded 1983. The Primary Department was established in 1995 and the Middle School in 2002. The school is located on the ground floor of the St. Andrew’s Community Center in the heart of George Town, Exuma. The ACEA had assisted in the development of the school since 1993. In 2003 the ACEA increased its involvement in the administration of the school.

School Crest: The crest is a shield divided into three sections. One section has a Blue Marlin; the second has the cross of St. Andrew; and the third has the school’s initials in capitals SAAS.

School Motto: Sapere Aude: Dear To Be Wise

School Hymn: “Jesus Calls us O’er The Tumult”

With St. John’s in the west, St. Anne’s in the east, Bishop Michael Eldon School in the north and St. Andrew’s Anglican School in the south, the Anglican schools by the grace of God will look to the past, to the present, and to the future to enlighten the minds of our youth as they discover the truth and challenge them to be wise through quality education.
Philosophy of Education

All children have a right to be given the opportunity to develop their God given talent and to receive an education which will help them build God’s Kingdom.

Mission Statement

The ACEA offers in a safe environment a well-rounded educational product that fosters the development of students’ spiritual, academic, physical, social, and emotional well-being thereby affording their relevancy and adaptability for future citizenship and life in an ever changing global environment. The ACEA will provide the faculty and staff with all of the tools necessary to accomplish the mission.

Goals and Objectives

In accordance with the philosophy and mission of the Anglican Diocese with respect to education, the goals and objectives of Anglican Education are:

✦ To promote a Christian philosophy of life by engaging students to know God and to have a daily relationship with Him.

✦ To prepare students for Christian service in the church and the wider community.

✦ To produce competent individuals who can compete successfully in all aspects of education and to promote in them a zeal for excellence.

✦ To inculcate in students positive qualities of character that lead to self-discipline, integrity, and good citizenship.

✦ To develop in students a respect for the corpus humanum (human body) as the temple of the Lord, thereby discouraging any form of abuse and encouraging their commitment to realize to the fullest a mens sana (sound mind) in corpore sano (a sound body).

✦ To foster in all students a knowledge of and love for their environment and the wider world in which we live, and to develop in them a sense of responsibility for the preservation of nature.
History & Function of the Anglican Central Education Authority

The Anglican Central Education Authority, which was mandated by the Synod of the Diocese of Nassau and the Bahamas Turks & Caicos Islands is the supervisory body of secular education in Anglican schools in The Commonwealth of The Bahamas. The functions of the Anglican Central Education Authority are defined as follows:

To:

- To establish and direct the overall policy of Diocesan Education;
- To administer staff recruitment and conditions of service;
- develop and expand the physical plants;
- To oversee the finances of the schools;
- To liaise with all church schools and other educational authorities as deemed expedient.

Membership

Established in 1975, the membership of the Anglican Central Education Authority was initially comprised of twelve persons. By Articles of Government, which were revised and approved by Synod 1988, the membership of the Authority was increased to fifteen. The members serve on a voluntary basis with the exception of the Director of Education.

Officers include:
The Chair, The Director of Education, the Deputy Director - Administration & Personnel, the Deputy Director – Curriculum & Supervision, the Chancellor, the Diocesan Financial Comptroller, and the Diocesan Secretary/Archdeacon for Administration plus appointed members.

The Diocesan Bishop in consultation with the Director of Education appoints members.

1. The composition allows for two (2) representatives from Grand Bahama Island and one (1) representative from Exuma to represent the Anglican schools on these respective islands.

2. Membership is for a period of three (3) years (one term) with renewal of membership being granted by the Diocesan Bishop for a second term.

Present members of ACEA:
Bishop Laish Boyd – Diocesan Bishop
Dean Patrick Adderley - Chairman
Venerable James Palacious - Archdeacon for Administration
Mrs. Rubie Nottage - Chancellor
Mrs Sonja Balfour - Diocesan Financial Comptroller
Mr. Andy Gill – Deputy Financial Comptroller
Dr. Judith Tynes-Jones - Director
Mrs. Italia Davies - Deputy Director - Administration & Personnel
Mr. Eward Bethel - Deputy Director – Curriculum & Supervision
Mr. Patrick Davis
Mrs. Ingrid Tynes
Canon Curtis Robinson
Meetings

The Anglican Central Education Authority holds monthly meetings.