Employment and Review Cycle
for Principals in Mercy Education Ltd Colleges

Leadership in Mercy Education
Central to the mission of a Catholic school is the Principal’s role in establishing and nurturing a community where the Gospel of Jesus Christ is genuinely lived and cherished.

By witness and behaviour the Principal imparts a distinctive character to leadership of the school. An essential element of this leadership in a Mercy school is the preservation and nurture of the Mercy history, tradition and philosophy so that students and staff grow increasingly towards the ideals of the foundress, Catherine McAuley, in their life and work.

Year 1
Induction of the Principal, including participation in the Mercy Ethos Program, Dublin Formation at the earliest opportunity.
Development of agreed leadership goals.

Years following Summative Review
Annual Reflection and Goal Setting
If re-appointed, discussion, articulation and agreement regarding ongoing leadership goals & professional development within the context of the school’s strategic plan.

Years Preceding Formative Review
Annual Reflection and Goal Setting
Discussion, articulation and agreement regarding ongoing leadership goals & professional development within the context of the school’s strategic plan.

Summative Appraisal
A process of reflective review and wider community consultation during the penultimate year of contract. The process will assist any decision for re-appointment.

Re-appointment/non re-appointment
Decision and communication of this is made by the Board before 30 November in the penultimate year.

Years Preceding Summative Review
Continuing Annual Reflection and Goal Setting
In each year, discussion, articulation and agreement regarding ongoing leadership goals, professional development, enrichment leave, all situated within the strategic needs of the school and the personal development needs of the Principal.

Formative Appraisal
A process of reflective review in the middle years of a contract. Identification of strengths and areas for development. Future leadership goals articulated and professional development identified.

Summative Appraisal
A process of reflective review and wider community consultation during the penultimate year of contract. The process will assist any decision for re-appointment.