Employment and Review Cycle for Principals in Mercy Colleges

Year 1
Induction of the Principal, including participation in the Mercy Ethos Program, Dublin Formation Program in Year 1 or Year 2.
Development of agreed leadership goals.

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 2
Annual Reflection and Goal Setting
Discussion, articulation and agreement regarding ongoing leadership goals & professional development within the context of the school’s strategic plan.

Year 3
Formative Appraisal
A process of reflective review in Year 3 of the first contract and Year 9 of a subsequent contract. Identification of strengths and areas for development. Future leadership goals articulated and professional development identified.

Year 4 & 5
Continuing Annual Reflection and Goal Setting
In each year, discussion, articulation and agreement regarding ongoing leadership goals, professional development, enrichment leave, all contexted within the strategic needs of the school and the personal development needs of the Principal.

Year 6
Summative Appraisal
A process of reflective review and wider community consultation in Year 6 of a first contract and Year 11 of a subsequent contract. The process is linked to re-appointment.

Year 7
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.

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

Year 8

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

Year 9

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

Year 10

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

Year 11

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

Year 12

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

Year 13

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

Year 14

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

Year 15

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

Year 16

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

Year 17

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

Year 18

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

Year 19

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

Year 20

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

Year 21

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

Year 22

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

Year 23

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

Year 24

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

Year 25

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

Year 26

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

Year 27

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

Year 28

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

Year 29

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

Year 30

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