



MSEI POLICY 2.0

2.1 INDUCTION PROCESS FOR PRINCIPALS IN MERCY SPONSORED SCHOOLS

1. PREAMBLE

Before taking up the position of Principal in a Mercy school for which the Melbourne Congregation of Sisters of Mercy has responsibility, it is expected that the appointee will participate in, or have had some discussions with the MSEI Chair about, an appropriate Induction program designed to complement his/her experience and understanding of Catholic Education in the Mercy tradition. This induction process will be ongoing and may take a variety of forms.

This policy recognises that other relevant bodies, such as the Diocesan Catholic Education Offices, also conduct induction and ongoing professional learning programs which can be accessed by Principals of Mercy schools.

2. OVERVIEW OF THE INDUCTION PROGRAM

A Mercy induction program would include the following broad areas:

- ◆ Mercy – insights from the Hebrew and Christian scriptures, relevant Church documents, theological writings;
- ◆ Mercy – the charism as it is reflected in the life and writings of Catherine McAuley and the early Sisters of Mercy;
- ◆ The local, national and global Mercy story;
- ◆ The Mercy tradition in education;
- ◆ The role and function of Mercy Secondary Education Inc (MSEI).

3. PROCESS OF INDUCTION

A range of processes or means of induction are available. These may be determined in conjunction with the newly appointed Principal and relevant MSEI personnel, such as the Board Chair, the Executive Officer or the MSEI representative on the relevant School Council. Processes include such things as attendance at seminars and workshops, Principals' meetings, professional reading, mentoring and informal contact with colleagues.

It is a clear expectation that the new Principal will attend the biennial **Mercy Ethos Program** at Mercy International Centre, Dublin, Ireland, at his/her earliest opportunity. Other relevant programs initiated within the Congregation, such as cross-ministry formation programs, are also strongly recommended.

Reviewed: February 2007
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