**Thread: Professional**

**Subgroup: Individual/Group**

**Foci: 1-5 years**

**Program Title: New Faculty Orientation**

**Contact Person/Office: Charlie Drane**

**School : BC High**

**Program Description:**

**Our new faculty members participate in a three-day orientation in August before they being teaching. Then, during the school year, they meet each cycle (about 20 times) with various members of the school community (Academic VP, VP for Mission and Identity, VP for Student Affairs, Guidance) to introduce them to different aspects of the school. (All new faculty members have the same free period to make this work.)**

**Rationale:**

The transition to a new school can be difficult and for those not exposed to Jesuit education the transition to BC High can be even more daunting. Four of the 10 meetings are with the VP for Mission and Identity so that they get a solid foundation in our Jesuit background.

**Leadership:**

The program was initiated by the Academic Vice Principal with the support of the Principal and President.

**Implementation:**

The Academic Vice Principal coordinates the program and also conducts four of the sessions.

**Processes and Resources:**

Aside from scheduling, the process is straight forward. The resources provided are Jesuit documents and other handouts from the specific presenters.

**Finances:**

Aside from a reception at the end of the August orientation, there are no costs for this program.

**Rewards:**

This program has led to better integration of the new faculty members and better adherence to the school’s policies and understanding of its practices.

**Time:**

**When**

**Length**

The program has existed for about seven years (with modifications made each year). It takes place in August and then throughout the school year. Each session is about an hour long.

**Location**

**Space:**

Various school meeting spaces are used.

**Accountability/Assessment:**

The program is assessed informally in the success of the new faculty members becoming part of the school community. Retention of faculty members has been good, although this program cannot be credited with that alone.