

KILDARE EDUCATION MINISTRIES POLICIES

Foundations – Principles and Values



Kildare
EDUCATION
MINISTRIES

Kildare Education Ministries (KEM) policies are, first and foremost, a public expression of Kildare Ministries (KM) vision for education:

Where all people are valued, where all creation is recognised as sacred, and where hope, justice and courage are our hallmarks.

They are the practical enactment of Kildare Ministries prophetic mission:

To respond to the changing needs of our world by building inclusive communities through the provision of education.

OVERVIEW

In 2014, canonical and civil authority was transferred from the Brigidine Sisters to Kildare Ministries, and Kildare Education Ministries was established. One of KEM's key roles was to develop governance structures and blueprints for operation. KEM policies are those operating guidelines – for KEM, and for all KEM schools. Formulated gradually, in accordance with the needs of the time, they are practical documents that keep KEM and KEM schools compliant with all statutory requirements established in law.

But KEM policies are more than guides for prudent operation and management of risk: **they are instruments of cultural transmission** – working ways of passing on the values and principles that have inspired educators since Daniel Delany refounded the Brigidine order in 1807. **Policies are the litmus tests of KEM's aspiration.** They exist to keep KEM and KEM schools true to their stated ideals and core values, to doing what they say they will do.

KEM's earliest policies spelled out their ethical base and scriptural warrant – the Biblical sources, Gospel values and philosophical principles that have animated the work of Brigidine educators over the centuries. KEM honours that heritage, and is committed to keeping it alive and reflected in all our works. Each KEM policy now contains a succinct statement of the Principles and Values relevant to that particular policy. The intention is not to dilute KM's and KEM's groundwork, but to focus its application.

This Foundations document should be read alongside every KEM policy because it points to the fundamentals – the ethics, scriptural inspiration, and philosophical reflection – that underpin a prophetic way of living and of educating. It honours the dedication and intellectual integrity of generations, and, more recently, of the first authors of each individual KEM policy.



Pic 1. Brigidine Cross with lantern

CORE VALUES

Fundamental to every KEM policy are Kildare Ministries (KM's) core values:

<p>COURAGE</p> <p>Speaking and acting with integrity</p>	<p>WONDER</p> <p>Celebrating all that is good with joy and gratitude</p>	<p>JUSTICE</p> <p>Making the needs of the vulnerable paramount</p>
<p>HOSPITALITY</p> <p>Welcoming all</p>	<p>COMPASSION</p> <p>Walking with and having empathy for all</p>	<p>HOPE</p> <p>Bringing a sense of purpose</p>

THE INVITATION 'TO COME AND SEE'

KEM policies contain an implicit invitation 'To Come and See', to experience the transformative power of education within a community of hope and wonder.

Two disciples [one was Andrew, the brother of Simon Peter] followed Jesus. Jesus turned round, saw them following and said, 'What do you want?' They answered 'Rabbi', - which means Teacher, - 'where do you live?' 'Come and see', he replied; so they went and saw where he lived, and stayed with him the rest of that day.

(John 1:38-39)

Inclusiveness is a key dimension of the message of Jesus. He welcomed everyone - saints and sinners, people of different races, religions and status, those ostracised by society as well as the rich and powerful. KEM policies are designed to mirror the inclusiveness and richness of Jesus' welcome.

I have come that you may have life, and have it to the full.

(John 10:10)

LEADERSHIP

KEM policies spell out expectations about leadership that are markedly different from the leadership norms of contemporary society. They emphasise Servant Leadership:

*Whoever wants to be a leader among you must be your servant,
and whoever who wants to be first among you must be ready to serve.*
(Matthew 20:26-27).

Collegiality and **Subsidiarity** are contemporary ecclesial watchwords. KEM seeks to make them common practice. KEM policies insist upon **collaborative** and **distributive** forms of leadership so that wisdom may be shared and new leaders emerge – among teachers and students. KEM policies recognise that students have a vital role to play as contributors, not as recipients only. Their voices must be heard if our schools are to be models of inclusion, integrity, courage, inspiration and commitment to the common good.

RAISE YOUR EYES TO THE MOUNTAINS



Pic 2. Kildare Ministries Cross

If Kildare Ministries' Core Values are the ground of KEM's policies, then KM's Living Justice, Living Peace Charter is an invitation to expand the scope and ambition of education so that it becomes a preparation for life – a full life committed to justice and peace.

All KEM's policies align with the Charter's challenge to **Learn with Wonder, Lead with Courage, and Live with Compassion.**

So read KEM's policies and KM's Living Justice, Living Peace Charter antiphonally – as complementary voices in a joint endeavour.

THE LIVING JUSTICE LIVING PEACE CHARTER



Walking In Solidarity
Jesus chose to take the side of the poor and seek the relief of their suffering. By his actions he challenged the structures and assumptions that were oppressing people.

Seeking Change
Jesus was radical in his challenge of injustice. He changed hearts giving hope for a more just, equitable and peaceful society.

Healing Creation
We have a mission to create a life of peace and dignity for all human beings while protecting our planet and its diversities and wonders.

Inviting and Welcoming All
Jesus was consumed by an urgency to break down the barriers that separated people. He embraced the marginalised, recognised their dignity and accepted their right place in society.

LEARNING WITH WONDER

Learning with Wonder reminds us of the beauty, complexity and fragility of creation. It challenges us to search for meaning, truth and peace.

LEADING WITH COURAGE

Working for Justice is difficult and complex. Society protects the privileged and to move against this current takes discernment, courage, and resilience.

LIVING WITH COMPASSION

Living with Compassion recognises our common humanity and sacred dignity. It is intentionally reaching out and embracing those who are suffering, irrespective of their social or personal identity.

**What more do we need to ask?
What more do we need to learn?**

What understanding and creative leadership will we require?

What compassionate responses will have an impact on justice and peace?

LEARNING WITH WONDER	Who is suffering in our local and global communities?	How will our leadership disrupt patterns of injustice?	What compassionate responses will relieve suffering and provide equity?
LEADING WITH COURAGE	What changes are required to bring about justice and peace?	How will our leadership influence others to bring about necessary change?	What compassionate responses will have lasting impact?
LIVING WITH COMPASSION	What needs to be healed, protected and sustained in creation?	What forces will we need to contend with to heal, protect and sustain creation?	What compassionate responses are needed to heal, protect and sustain creation?
LEARNING WITH WONDER	Who needs to be clearly seen and truly listened to?	What kind of leadership can influence others to seek out and listen to the marginalised?	What compassionate responses will make the marginalised visible and restore their peace and dignity?