

## Pathways induction – summary of responses

### What do staff need to...

#### Experience

- Belonging/community
- Devotion/worship
- School culture
- Christian Studies being taught
- How worship is presented and the expectations of worship
- The reconciliation process (restorative practice) at the school
- Real situation example – devotion/chapel
- Something of the culture of the school
- The place of worship, prayer and faith development
- An expression of God's love
- Staff devotion
- Prayer (open)
- Class devotion – age appropriate
- The love Jesus has for them
- The feeling of being part of the wider Lutheran family/school/church
- Devotions
- Worship
- God as a God of grace
- A welcome to a Christian place
- A sense of belonging acceptance, value
- This is your place – made to feel welcome and supported
- What a devotion looks like – where to go to for devotions (staff take turns to lead in staff devotions)
- For classroom teachers age relevant devotions
- Chapel – what does it look like? (staff take turns to lead)
- Devotion (a particularly Lutheran term not often understood by other Christian denominations)
- Worship
- OK to ask spiritual questions
- The spiritual dimension of life (awareness)
- Strength of relationships
- Awareness of diverse opinions but aware of the college's spiritual position
- How to run a devotion – staff/student
- A range of examples of devotions – not one way
- That we role model through love and relationships
- Devotion
- Service
- Vocation
- Uplifting worship
- Different types of prayer/devotional time

- A feeling of belonging (acceptance and being supported and helped to grow in their understanding of 'Lutheran school')
- Lutheran culture (partial knowledge)

## What do staff need to...

### Know

- Structure/elements of worship
- Resources – where to locate
- Expectations/responsibilities
- Understanding of Lutheran ethos
- The Christian Studies Curriculum Framework
- The Growing Deep document
- All welcome
- Everyone is still learning
- Everyone's faith journey is different
- We accept each others ideas and thoughts
- Purpose and mission of our Lutheran school
- What does it mean to communicate the faith through their role in the school?
- An understanding of how God comes to us through His love
- An understanding of 'service' – how we serve others
- How our school shares the gospel
- Who to go to for support
- Who their mentor is and what expectation do we have for mentors and mentees
- What is Lutheran: Grace alone, Christ alone...God coming down to us (how is this different to my faith background? – if it exists)
- Lutheran influence on behaviour management
- Church seasons and celebrations
- Who they are in Christ
- They are loved
- They create the energy and Christian atmosphere in their class setting/school/community
- Here for a purpose
- Where Lutheran perspectives of the world sits
- Christian Studies – what/how
- Pastoral care – what this means?
- Restorative Practices in a Lutheran school
- What is distinctive about Lutheran schools
- Difference between devotion and Christian Studies
- What we do (expedient timing), why we do it (takes time)
- Examples of devotion
- Discussions around why/how we do things
- What Lutheran education is and what is is not
- We are all on a spiritual journey
- Everyone is valued
- Some idea of why we are a Lutheran school
- Behaviour management
- Culture of school
- How we speak to one another – expectations
- Grace – a place where grace abounds, Grieger '6 propositions of a Lutheran school'
- Quality of education versus Christianity as per Kahl quote 2000

- Spiritual life of the college framework
- Think of others before oneself (service)
- God has called you here (whether you know it or not)
- Key abbreviations – how the system/organisation works
- Lutheran ethos (values statements)
- Key documents (Growing Deep/Lifelong Qualities for Learners)
- How to answer questions when they arise from students or parents or community Lutheran context and position.
- Why Lutheran schools – who we were, who we are, how we make that visible to our communities
- Why we run student and staff devotions
- Lead a class devotion (colleague devotion)
- Pastoral care practices
- Restorative practices
- Mindfulness and gratitude opportunities
- Service learning
- How to pray
- Resources to help them – eg songs, websites, DVDs, curriculum
- How to study the Bible
- Christian Studies and Bible Apps – eg YouVersion Bible app for kids and staff, Bible reading plans
- Importance of relationships and pastoral care
- What is this thing called 'Lutheran'
- Foundation, history and heritage
- Basic beginnings of theology
- Understanding of self and alignment to theology/church

## **What do staff need to...**

### **Be able to do before the first day with students?**

- Lead worship
- Facilitate worship
- Support students
- Confidently plan devotion – Christian Studies lessons effectively
- Know and understand the fundamental Lutheran beliefs and core values
- Comfortably participate in staff devotions and school services
- Know how to timetable for worship, Christian Studies, expectations
- An understanding of how to plan for worship and Christian Studies
- Lead devotions – plan
- Plan discussions based on Jesus
- Talk openly about their journey/thoughts/questions about Jesus
- The purpose of their role/expectations
- Devotional model – see/explore models
- Devotion
- What prayer looks like
- Have some basic shared resources
- Modelled devotions
- Some idea of devotional life
- Language of respectful dialogue, value of each individual
- Have a devotion
- Rights and responsibilities and goals
- Do a staff devotion/student devotion
- Role of pastor (to ask questions)
- How to ask spiritual questions/facilitate spiritual discussions (to ask questions not always provide an answer)
- Pray with students
- Run devotions
- Have a plan for Christian Studies
- Build relationships
- Give a devotion – help older children lead devotion
- Give a Christian Studies lesson
- Conduct prayer circles/pray
- How to run a class chapel service – operate AV
- Lead class devotions, pray with class etc
- Be comfortable to begin planning and teaching Christian Studies
- Devotion
- Know where resources can be found

## What do staff need to...

### What kinds of support would you like provided for teachers from employment to first day with students?

- Modelling
- Mentor/coach
- Resources
- Formats of inductions (examples)
- Access to Lutheran documentation, mission statements, values, history
- A suggested outline/template for induction which includes key points/information
- Devotional material
- Induction through: Growing Deep, Equip/Pathways, taken through an online/face to face training, clear understanding of expectations and 'what to do' in the classroom
- Devotional resources
- Resources eg online or video that is engaging and informs
- The 'vernacular' of Lutheran schools/church faith
- How it works – our way of doing things (which can and should be challenged) but so it is not a mystery
- A framework for how a day with new staff could be structured – videos, discussion starters
- Website – access devotion ideas relevant to age levels, for classroom, staff devotion resources
- Copy of Bartsch and Grieger to read and refer to – welcome to your journey as a teacher in a Lutheran school
- Integrate into Valuing Safe Communities so all staff are 'inducted' – is this induction to the school or to the role?
- A small guide on working in a Lutheran school – what does Lutheran ethos mean, ways of working, link between theology and education ie because we believe this we act...
- Induction that informs them of where they are and how we are different to the school down the road and an opportunity to feel comfortable with that
- Fluidity to determine a pathways mechanism that is context specific
- Trust from LEA and regional offices that the schools (and their principals and pastors) can deliver pathways with integrity
- Resources to use
- Support from regional office staff (to assist with parts of the induction process)
- Devotional ideas