

## Lutheran Education Australia

### ***Equip* Facilitators**

#### **Rationale**

*Equip* is the course that provides for the accreditation of Christian Studies teachers in Lutheran schools. Lutheran Education Australia (LEA) together with the regions is responsible for ensuring that *Equip* facilitators are well prepared and resourced for the task of delivering *Equip*. The course is delivered regionally by facilitators who have:

- met the selection criteria as listed below, and,
- completed the process for becoming an LEA-accredited facilitator of *Equip*.

#### **Criteria for facilitators**

##### **Personal criteria**

- practising members of the Lutheran Church of Australia (LCA)
- has a Christ-centred spirituality that is characterised by a growing personal faith, an understanding of the Gospel and an integration of faith and living

##### **Professional criteria**

###### **Qualifications:**

- accredited Christian Studies teachers
- post graduate study in theology and education or working towards

##### **Excellence in teaching and learning**

- at least five years' experience in teaching Christian Studies with excellent knowledge of Christian Studies and is passionate about its teaching and learning
- comprehensive knowledge of Christian Studies Curriculum Framework (CSCF), its theology and pedagogy and has demonstrated effective use of these documents in classroom practice
- skill and confidence in working with adult learners; presenting, mentoring, coaching, change management, differentiation
- uses a range of methodologies that promote active learning
- maintains a high level of general knowledge and awareness of social trends, especially those that impact on the lives of learners, and keeps informed through media
- possesses a critical awareness of developments in education and has the ability to assess the significance of trends and their impact on Christian Studies

##### **Ongoing improvement and innovation**

- innovative classroom teacher with demonstrated ability with the implementation of information communications and technologies
- seeks regular professional development opportunities, values professional growth and is responsive to mentoring
- has the capacity to reflect on practice and to adopt changes that lead to ongoing improvement
- proven ability to manage situations where resistance or challenge may be encountered

##### **Strengthening Lutheran identity**

- very good knowledge of Lutheran theological perspectives and their application
- commitment to and understanding of the mission and ministry of Lutheran education as an agency of the LCA
- demonstrated knowledge of and ability to assist in promoting the spiritual life of the school and the Christian Studies program

##### **Community building**

- excellent people skills and the ability to develop positive relationships with others

- effective communication skills
- proven ability to work as a collaborative and effective team member of a learning community and models learning to students and staff

### **Effective organisation and management**

- shows management skills of a high order and empowers others through leadership skills
- capacity to lead and develop staff in Christian Studies at an individual and whole school level.

### **Duties of facilitators**

- Thorough preparation for the delivery of each module
- Energetic, empathetic, insightful delivery
- Relationship building with participants
- Administrative oversight of the program – pre and post-module requirements, eg, journals, the update of Lexicon, certificates of attendance
- Deliver *Equip* according to the guidelines set out in Facilitator Notes and Resources
- Provide ongoing feedback about emerging issues and teaching needs to *Equip* regional manager(s) who advises the regional representative on the Formation working party
- Liaise with regional officers

### **Facilitator accreditation**

1. The *Equip* national manager (LEA Assistant director: formation) accredits all facilitators in consultation with the *Equip* regional manager and on the completion of an application (CV and letters of recommendation-see below), selection and training process.
  - a letter of recommendation from a regional education officer/facilitator to *Equip* national manager
  - a letter of recommendation from their school principal to *Equip* national manager
2. The *Equip* regional manager ensures that the region has an adequate number of accredited facilitators and is responsible for the identification of potential *Equip* facilitators. Facilitators need to meet the criteria, listed above, and meet facilitator accreditation process.

Facilitator accreditation process:

- work with regional *Equip* facilitators in an observation, mentoring, participation and facilitation process
- attend initial national training and orientation sessions (two days)
- as an ongoing accreditation requirement, facilitators are observed, mentored and attend national professional development each year to enhance their facilitator skills.

Depending on the trainee's incoming skills and experience, needs may vary and specific expectations and requirements would be at the discretion of the national and regional *Equip* managers.

### **Supporting documents:**

- *The LCA and its schools*
- *Leadership and spiritual formation framework*
- *Core propositions describing highly effective teachers in Lutheran schools*