

*I cope with it because I earnestly believe that God has called me to be in this position and I trust that he will support me and provide me with what he has called me to do. So far he seems to be doing okay. I have had incredible support from the people in this school community, including the leadership of the school and school council.*

## What about teachers of other denominations?

The Lutheran Church of Australia (LCA) has a policy that all Lutheran school principals, deputy principals and heads of sub-schools should be active members of the LCA. Since the Lutheran school is a vital part of the mission and ministry of the LCA it is expected that those who lead them will personally and actively identify with its mission through membership of the LCA. Lutheran schools value the contribution of all staff members. Lutheran schools can only operate with the support and service of a considerable number of Christians from other denominations. Significant leadership at a variety of levels in the Lutheran school is provided by committed Christians from other denominations. All Lutheran school educators are invited to apply to participate in the LDP with the knowledge of the above policy. Each participant can expect to gain significant benefits from the leadership program for any position that they hold.

## What do I need to participate in LDP?

You need a desire to be a learner and enthusiasm for challenges. You will need to enjoy working in a team and have a passion for education, particularly in the Lutheran school setting. You need a sense of adventure for the leadership opportunities that will arise across Australia.

*Sure there are constant challenges, mistakes and disappointments, but the joy and satisfaction one gains from working with others to create an environment where learning, care and friendship are provided so that young people are able to grow in all ways, especially spiritually, far outweigh these.*



*For nearly 30 years, God has blessed my service as I have shared in the leadership of Lutheran schools. School Councils have generously supported both personal and professional development experiences that have enabled me to reflect, refresh and continue serving with revitalised energy and vision.*

*I treasure the many collegial friendships developed through regional and national networks. Knowing that I am supported through prayer, regular conversations and genuine appreciation is simply marvellous.*

Further information about LDP and the application form are available on the LEA website [www.lutheran.edu.au](http://www.lutheran.edu.au). Follow the LDP link on the front page.



[www.lutheran.edu.au](http://www.lutheran.edu.au)



LEADERSHIP DEVELOPMENT PROGRAM

## Leaders in Lutheran schools

- Witness to the Christian faith
- Are committed to the learning, growth and care of students
- Model integrity and honesty
- Motivate others and shape an educational vision
- Develop empowering and trusting relationships
- Display imagination, vision and hope
- Communicate with influence
- Cultivate learning communities
- Coordinate and manage
- Encourage future-oriented thinking and practice

Lutheran schools value and recognise the importance of shared leadership in the ongoing improvement and development of effective learning communities.

Is God calling you to leadership in Lutheran schools?

## What is LDP?

The Leadership Development Program (LDP) is a nation-wide strategic program of the schools, principals, regional and national offices of Lutheran Education Australia to provide leadership for the growing network of Lutheran schools. LDP aims to ensure that Lutheran schools have the leaders required to operate effective schools for the future.

### LDP has four components:

- *leadership profiling*  
Profiling is the first stage of the program and gives participants the opportunity to identify and reflect on significant experiences and achievements in their leadership journey and provide a basis for planning future personal and professional formation
- *graduate study in educational leadership*  
LDP participants will undertake formal study in the two years following their acceptance into the program and will be supported by a 50% subsidy of fees for approved courses. This study will generally be in a special LDP cohort
- *mentoring*  
As a supportive relationship for reflection and growth, mentoring in various forms will be part of the program. Mentoring will commence with reflection on the leadership profile report and support ongoing formation and career planning
- *LEA and regional workshop*  
*This workshop aimed to explore the strength, diversity and organisational structure that underpins Lutheran education through regional and national links will assist participants to understand the commitment needed from leaders in the Lutheran school context*

## What can participants expect to gain from their LDP experience?

- Greater understanding of the nature of leadership and administration of Lutheran schools
- Reflection on their own abilities and how God might be calling them to serve in the context of the Lutheran school
- Achievement of necessary skills and understandings to be an effective leader in the Lutheran school
- Greater level of confidence in leadership capacity

## Why is leadership development important?

Lutheran schools are increasingly recognising the value of distributing leadership throughout the school. Significant leadership is exercised in a wide range of positions, from student leaders, classroom teachers and through to middle and senior management.

Lutheran schools value a model of leadership that is collaborative and inclusive. Shared leadership and positive, empowering relationships are identified as key capacities in the LEA policy document *Leadership Framework for Lutheran Schools*. Developing these capacities within school leaders is critical in the effective functioning of Lutheran schools.

The more people who understand and exercise leadership in the Lutheran school:

- the better the education will be
- the more rewarding all will find their position
- the greater the sharing of the leadership load

The LDP is a strategy to ensure that Lutheran schools have capable women and men available and well-equipped for leadership positions at the various levels. This program is important for the growth of Lutheran schools.

*Leading is about relationships. More particularly it is keeping all your relationships as authentic as possible. If you take ideas of commitment, acceptance, forgiveness and empowerment into your relationship as well, you will do even better.*

## Who should apply to be a part of LDP?

Anyone who feels they have an interest in, and the potential for, leadership in a Lutheran school is invited to make application to be part of the program. Those already in formal leadership positions, other than principal are also invited to apply.



## What about those who have already completed a postgraduate course of study in education?

Applicants who have completed higher degrees will undertake the leadership profiling activity to provide a basis for ongoing professional development and mentoring.

*I believe that the responsibility for leading a Lutheran school community in a productive God-pleasing way can only be fulfilled and managed effectively if the principal shares that responsibility with others in the leadership team. In my opinion the combined talents and abilities of a team, who share common beliefs and values, will always prove more beneficial to the school community and the individuals involved, than the vision and efforts of one principal, no matter how gifted that person may be.*

## I am interested in leadership but am not sure that I would like to take the next step. How could LDP benefit me?

It is an individual decision whether to apply to be part of the program. Do you have a strong desire to serve Lutheran schools as a leader? Talk about your aspirations with trusted colleagues and regional leaders. LDP will be ongoing with a new intake every two years. The program will provide a theoretical framework through further study, learning from experienced mentors and opportunities for reflection on the realities of leadership.