

Issues and questions

1. Does the LDP focus only on principals?

Lutheran schools are increasingly recognising the value of distributing leadership throughout the school. Significant leadership is exercised in a wide range of middle and senior management positions in Lutheran schools. In addition, it is important that the classroom teacher can also positively influence the school in the achievement of its mission. A good leader sees an important component of their task as bringing out the leadership potential in others.

The new LEA Leadership and formation framework, *Growing deep* (to be released 2016) identifies key capabilities for the Lutheran school leader. The model of leadership in the policy document is collaborative and inclusive and LDP reflects this emphasis. 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 work
- the greater is the sharing of the leadership load and resilience of the whole leadership structure

The position of principal is critical for the effective functioning of Lutheran schools. The principal is the person who is finally accountable to the school council and to the government. It is the empowering principal who can unleash the creative energies of staff. Lutheran schools need effective principals if they are to be all that they can be.

LDP is a strategic program to build leadership capacity for Lutheran schools, particularly for the position of principal and other formal leadership positions.

2. Is LDP relevant for those who have already completed a postgraduate course of study in education?

A number of staff in Lutheran schools who have completed a post graduate education or leadership qualification either through Australian Lutheran College (ALC) or other higher education institutions, presently serve in formal leadership positions in Lutheran schools. Current educators in this category who desire to become equipped for further levels of leadership are invited to make application to be part of the LDP. Participation in the profiling process will give an opportunity to reflect on and understand more about their leadership profile and provide a basis for ongoing professional development in leadership.

Ongoing development may include study in specific aspects of leadership and/or study at ALC. In addition, involvement in the mentoring and regional workshop aspects of LDP provides the opportunity to develop a deeper understanding of leadership in a Lutheran school.

3. How does LDP assist in career planning?

Through the various components of the LDP participants are assisted to understand more fully the gifts that God has given them. The extensive reflection process of the leadership profiling activity provides feedback about current capabilities and potential for leadership and will identify strategies through which a person can equip themselves for leadership. Formal study confronts a person with theory and leadership dimensions. The mentoring relationship seeks to ground learning in practical experiences and reflect with the participant the relevance of learning to career opportunities. Regional workshops grow an understanding of the scope and needs for leadership in Lutheran schools.

A person who has been part of the program is in a better position in terms of preparation for a significant leadership role and will be better able to articulate how they can best live out their vocation in the context of Lutheran schools. They can feel more confident knowing their capabilities and what they can offer an employer when making application for leadership positions.

Regional directors nurture, inform, encourage, challenge and support graduates and participants of LDP in their quest for leadership opportunities. The reality of employment processes in Lutheran schools is that participation in LDP does not guarantee appointment to a particular position in a particular time frame.

4. **What about teachers of other denominations and LDP?**

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 and can only operate with the support and service of a considerable number of Christians other than Lutherans. Significant leadership at a variety of levels in the Lutheran school is provided by committed Christians from other denominations. Christian educators in the Lutheran school are invited to apply to participate in LDP with the knowledge of the above policy. All participants will gain significant benefits from the leadership program for any position that they hold.

5. **Who should apply to be part of LDP?**

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

6. **What does it mean to be selected for the program?**

A person selected for LDP is deemed to have the potential for leadership and the ability to fill leadership positions in Lutheran schools. The system and the local school will subsidise approved formal study of participants. A commitment to remaining in Lutheran schools and willingness to be mobile within the system are required when selection of candidates is made.

7. **What experiences are included for those selected?**

The selected people will be involved in:

- leadership profiling to generate a personal and professional development plan
- graduate study in educational leadership over two years
- a mentoring program as a component of the graduate study
- regional workshops
- development of a personal Lutheran Leadership Portfolio which comprises the above elements

8. **What are the responsibilities of those selected for LDP?**

- acknowledgement that the system [school, region, national] is allocating significant financial and time resources for the participant to be part of the program
- commitment to participate fully and professionally in course work and other activities
- prompt payment of course fees and any material costs
- a willingness to be mobile and actively seek to serve in formal leadership positions where the needs arise
- ongoing commitment to personal and professional development
- repayment of course fee subsidies for withdrawal part way through the program

9. **Will all those who apply for LDP be selected?**

The plan is to select twenty - four people for each program intake. Priority in the selection process is outlined in the document *Overview and context*.

10. **What if I apply for and am not selected for the LDP?**

A person who has applied for but is not selected for LDP in a current intake can:

- reapply for a subsequent intake
- begin their own post graduate study in leadership in consultation with regional personnel
- seek an independent mentor to assist with development directions

11. **How do I apply to be considered for LDP intake 2016?**

- Read the information available under Leadership Development Program on the LEA website (www.lutheran.edu.au).
- Download an application form and complete the required information as indicated.
 - Send a hard copy of your application to your regional office.

Applications close Monday 2nd November 2015

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