
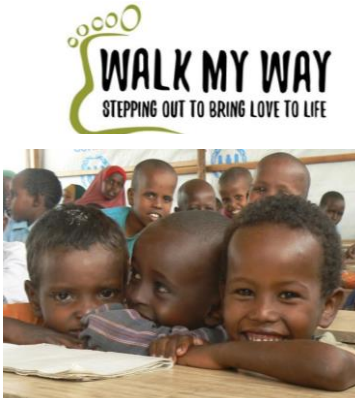


<b>LEA Executive Director [Stephen Rudolph]</b>	
<b>Welcome to new school year</b>	<p>Dear principals</p> <p>On behalf of the Lutheran Church of Australia and the Board for Lutheran Education Australia, I wish to acknowledge the significant leadership and service each one of you brings to your local community. LEA also wishes to particularly welcome principals new to the role, as well as principals who have taken up a new challenge at a different Lutheran school in 2017. Principals new to the role are as follows: Don Walkley, St Pauls College, Walla Walla NSW; Trudy Moala, Grace Lutheran Primary School, Clontarf Qld, Tanya Crooks, Redeemer Lutheran College, Rochedale Qld; Luke Schoff, St James Lutheran College, Hervey Bay Qld; Paul Familiar, Sunshine Christian School, Sunshine Vic, and Daniel Weller, Holy Trinity Lutheran School, Horsham Vic.</p> <p>As each one of us faces unique and similar challenges this year, please keep in mind that achievement and success in a Lutheran school will not be measured alone by test results or university admission scores for our students. The measures of success will also be made up of such things as:</p> <ul style="list-style-type: none"> <li>• How well do we support parents in preparing our students to meet life's challenges?</li> <li>• How strong is their resolve?</li> <li>• How generous is their spirit?</li> <li>• As spiritual leaders, how can and do we shine the light of Jesus to our communities?</li> </ul> <p>May God bless and guide each one of us as we lead, serve and shine together.</p>
<b>International tours</b>	<p>Tours for 2017 and 2018 are planned as follows:</p> <p><b>2017: LEA / LCA International Mission tour to Indonesia</b> 27 March – 1 April 2017 Nevin Nitschke (LCA MI), Dr Neville Highett (BLEA Chair) and Kaye Mathwin-Cox (Principal, Unity College SA) will lead a tour for several Lutheran schools to visit Indonesian Lutheran schools from 26-31 March. Our colleague, Ridwin Purba (National Education Secretary in Indonesia) has organised much of the itinerary and LEA funds up to \$2000 per person to support each Lutheran school participant has been provided from the <i>Adrienne Jericho Memorial Scholarship Fund</i>.</p> <p><b>2018: LEA /LPA Lutherlands Germany Study Tour</b> Arrive Neuendettelsau, Germany Saturday 23 June 2018 Depart Thursday 5 July 2018 (tbc)</p> <p>LEA has been in discussions with our Lutheran Church of Bavaria colleague, Rev Dr Traugott Farnbacher, regarding the tour. Registrations of interest will be sought after ACLE5. Regional staff, Lutheran school principals and other school leaders, together with partners, are most welcome on this tour.</p>
<b>NAPLAN</b>	<p>Last year LEA and NLT contracted Dr Juhani Touvinen to prepare longitudinal NAPLAN reports (2008-2016) for all Lutheran schools. It is expected that principals will receive individual school NAPLAN reports in term 2, 2017. This report will summarise:</p> <ul style="list-style-type: none"> <li>• NAPLAN test results in all domains from 2008-2016</li> </ul>

	<ul style="list-style-type: none"> <li>• Comparison data for each school with its state/territory results, LEA results and all Australian schools results</li> <li>• Gain / decline analysis</li> <li>• Cohort analysis</li> <li>• Priority index</li> </ul> <p>Each regional office will receive its own schools' reports in the hope that these will further promote ongoing discussions about school improvement planning and implementation.</p>
<p><i>Growing deep:</i> School improvement framework (SIF)</p>	<p>LEA acknowledges the collaborative efforts of Kaye Mathwin-Cox, together with ten principals and LEA colleagues, in preparing the SIF which is available on the LEA website (<a href="http://host2.lca.org.au/~growingdeep/home/school-improvement-framework/">http://host2.lca.org.au/~growingdeep/home/school-improvement-framework/</a>). This professional resource is being used by a number of Lutheran schools as a framework which:</p> <ul style="list-style-type: none"> <li>• indicates the positive desire of Lutheran school educators to encourage and demand high professional standards to support improved learning outcomes for our students.</li> <li>• provides for ongoing reflective practice, collaborative planning and professional accountability of each other and for the benefit of our students</li> <li>• is embedded in Growing deep, thus ensuring acknowledgement and application of Lutheran theology as it applies to practice in Lutheran schools in Australia today.</li> <li>• ensures open professional dialogue that encourages deep learning, inclusion and engagement of all learners – teachers and students alike – in the daily vibrancy, challenge and ongoing improvement of all Lutheran schools</li> </ul>
<p>Quality Schools (QS)</p>	<p>NLT met with Dr Peter Cuttance recently to review the 2016 QS process and survey and to discuss the feedback LEA received from principals. The feedback you provided included:</p> <ul style="list-style-type: none"> <li>• distribution of surveys</li> <li>• communication</li> <li>• survey timing</li> <li>• final reports</li> <li>• survey questions</li> </ul> <p>Frank discussions and sharing have endeavoured to improve QS in preparation for 2018. LEA has requested further dialogue with RADII before a commitment is made to next year in the pursuit of longitudinal data to assist ongoing Lutheran school improvement and understanding.</p>
<p>Governance resources</p>	<p>A significant number of Lutheran school governance resources have been placed on the LEA website (<a href="http://www.lutheran.edu.au/school-professionals/governance/">http://www.lutheran.edu.au/school-professionals/governance/</a>) and are easily accessed (password free!). Sincere thanks to Dennis Mulherin and Don Walkley for leading this initiative. The following resources are now available:</p> <p><b>Core business of school council</b></p> <ol style="list-style-type: none"> <li>1 Understanding the core business of a school council</li> <li>2 Knowing the difference between governing and managing</li> <li>3 Policy on policies</li> <li>4 School policy processes</li> <li>5 Risk oversight</li> </ol> <p><b>School council membership</b></p> <ol style="list-style-type: none"> <li>6 Position descriptions of school council officers</li> <li>7 Membership skills and attributes</li> <li>8 Induction process for newly appointed school council members</li> <li>9 Succession planning for school council members</li> <li>10 Confidentiality agreement</li> <li>11 Conflicts of interest</li> <li>12 Code of conduct</li> </ol> <p><b>School council processes</b></p> <ol style="list-style-type: none"> <li>13 Asking the right questions</li> <li>14 Terms of Reference (ToR) for committees</li> <li>15 Decision making models</li> <li>16 Guiding standards for governing by Australian school boards</li> <li>17 Council review pre-reading</li> <li>18 Council performance reviews</li> <li>19 Performance review survey option 1</li> <li>20 Performance review survey option 2</li> <li>21 Performance review survey option 3</li> </ol>

	<p>22 Performance review survey option 4  23 School council professional learning plan  <b>School council documents</b>  24 School council handbook: guide for content  25 Annual forward agenda for school council  26 Annual forward agenda for school council finance committee  27 Sample meeting agenda for school council  28 Principal's report to school council  29 Acronym central  30 Weblinks to access further resources</p>		
<p>LEA National Ministry Conferences 2017</p>	<p><b>Theme: Relationships, Relationships, Relationships</b>  LSA 23-24 February 2017      LEVNT 04-05 May 2017  St Michael's Lutheran Church, Hahndorf      Holy Cross Centre, Templestowe</p> <p>It is hoped that all Lutheran principals will attend one of the upcoming ministry conferences, together with your school ministry team (eg, school pastor, chaplain/s, congregational pastor/s, lay and youth workers, etc). Funding support is still available with relevant information on the LEA website (<a href="http://www.lutheran.edu.au">www.lutheran.edu.au</a> – follow the link on the front page). <b>Registrations still open for the Victorian conferences</b> – click on the link below</p> <table border="1" data-bbox="695 617 1338 690"> <tr> <td data-bbox="695 617 1013 690"> <a href="#">South Australia</a>  Registrations closed </td> <td data-bbox="1013 617 1338 690"> <a href="#">Victoria</a>  Registrations close 21 Apr </td> </tr> </table>	<a href="#">South Australia</a> Registrations closed	<a href="#">Victoria</a> Registrations close 21 Apr
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<p>ACLE 5 registrations now open</p>	<p>The ACLE5 planning committee is excited at the early responses to the ACLE program and the growing registrations. Please continue to plan and take action for your school's ACLE registrations.  More information is available at: <a href="http://acle2017.aomevents.com.au/">http://acle2017.aomevents.com.au/</a></p> 		
<p>Walk My Way</p>	<p><b>Official pre-ACLE action through ALWS</b>  Like to walk before the talk? Prepare for three days of ACLE by spending Tuesday 4 July walking. For 26 kilometres. Down the Lutheran Pioneer Women's Trail in Adelaide. Why? Celebrate Lutheran heritage PLUS support refugee children to go to pre-school in Kenya. \$26 a child. Includes a kick-off breakfast at Hahndorf. 'Welcome Refugee Meal' when you finish. T-shirt. Special gift. Our target: support 5,000 children!</p> <p>Find out more: <a href="mailto:walkmyway@alws.org.au">walkmyway@alws.org.au</a></p> 		
<p><i>The Australian and Living Faith LPS</i></p>	<p>It is great to read about Living Faith Lutheran Primary School (Qld) in Monday's <i>The Australian</i> (pages 5 and 11). An article focusing on effective student engagement and teacher commitment together producing positive outcomes for learning. Congratulations to Jane Mueller (Principal) and Rebecca O'Connell (Director of Learning and Innovation) and the professional team at Living Faith.</p>		
<p>INTASE 2017 Singapore</p>	<p>On 12-13 April the 2017 World Educational Leadership Summit will be held in Singapore. Sir Ken Robinson and Sir John Jones (ALCE5 keynote) are two prominent speakers.</p> <p><b>LEA has leadership funds to assist three Lutheran principals to attend 2017 INTASE.</b> Up to \$2500 per person is available for principals from rural / remote / establishing schools – one per region. If you are interested, please contact Stephen Rudolph (Mobile 0402 344 413, email <a href="mailto:LEADirector@lutheran.edu.au">LEADirector@lutheran.edu.au</a>) by 17 February. LEA will consult with regional directors in the final selection process.</p>		
<p>Exchange with Storck High School, Germany</p>	<p>LEA has received a request from Elke Laubheimer, Head of English at Stork Gymnasium, a rural school situated in the South of Germany near Lake Constance, Munich. Elke wishes to hear from any Australian Lutheran secondary school who would like to begin a school exchange via email partnerships, exchange visits for individual or groups of students. Elke can be contacted at <a href="mailto:glaubheimer@web.de">glaubheimer@web.de</a> with</p>		

	<p>the school's website at: <a href="http://www.stoerckgymnasium.de/">http://www.stoerckgymnasium.de/</a> and further information about Storck including an English video available at: <a href="http://www.stoerckgymnasium.de/index.php/das-sqbs/informationsfilm">http://www.stoerckgymnasium.de/index.php/das-sqbs/informationsfilm</a></p>
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**LEA Director of Formation [Anne Dohnt]**

<p>Welcoming new staff and setting them up for success</p>	<p>As you welcome new staff into your community, it may be helpful to compile a 'start-up list' of resources that will support them in their work. Please make time to show staff the eLibrary and introduce them to people who can support them if they have questions about the spiritual life of the school. The following information could be emailed to all new staff and could form the basis for staff induction in the first term.</p> <p><b>Welcome to Lutheran education!</b></p> <p>We are excited that you have joined the team of over 3400 staff serving students across Australia. It is our prayer, that you will be blessed through the relationships you form and the opportunities to serve in Lutheran education just as we are blessed through your gifts and abilities. We provide the following information with links to resources to help orient you to Lutheran education.</p> <p>Lutheran Education Australia website <a href="http://www.lutheran.edu.au/">http://www.lutheran.edu.au/</a></p> <p>When you become a part of the Lutheran education team, leadership and formation will be a part of your experience. Growing deep, the leadership and formation framework for Lutheran education provides a description of Lutheran education; the Lutheran lens, vocational practices, capabilities, culture and outcomes. <a href="http://host2.lca.org.au/~growingdeep/">http://host2.lca.org.au/~growingdeep/</a></p> <p>The eLibrary contains a range of resources to support your work in the ECE or school</p> <ul style="list-style-type: none"> <li>• <b>Lutheran schools – Why?</b> Pastor James Winderlich <a href="http://elibrary.lutheran.edu.au/assets/Uploads/pr/web/eLibrary/Christian%20Studies/CS%20links/Why%20Lutheran%20schools.pdf">http://elibrary.lutheran.edu.au/assets/Uploads/pr/web/eLibrary/Christian%20Studies/CS%20links/Why%20Lutheran%20schools.pdf</a></li> <li>• <b>Worship and devotions</b> - staff devotion, class or care group devotions, whole school worship <a href="http://elibrary.lutheran.edu.au/elibrary/worship-resources/">http://elibrary.lutheran.edu.au/elibrary/worship-resources/</a></li> <li>• <b>prayer</b> with classes and staff <a href="http://elibrary.lutheran.edu.au/elibrary/worship-resources/whole-school-worship/prayer/">http://elibrary.lutheran.edu.au/elibrary/worship-resources/whole-school-worship/prayer/</a></li> <li>• <b>learning</b> and the vision for all learners <a href="http://www.lutheran.edu.au/assets/Uploads/pr/web/Publications%20and%20policies/Printed%20publications/LifelongQualitiesbookletframework.pdf">http://www.lutheran.edu.au/assets/Uploads/pr/web/Publications%20and%20policies/Printed%20publications/LifelongQualitiesbookletframework.pdf</a></li> <li>• <b>Christian Studies</b> as a subject in the curriculum that has student learning outcomes and is assessed <a href="http://elibrary.lutheran.edu.au/elibrary/christian-studies/">http://elibrary.lutheran.edu.au/elibrary/christian-studies/</a></li> <li>• <b>service learning</b> as a means of teaching and experiencing working for peace and justice in the world <a href="http://www.lutheran.edu.au/teaching-and-learning/service-learning/">http://www.lutheran.edu.au/teaching-and-learning/service-learning/</a></li> <li>• <b>pastoral care</b> <a href="http://elibrary.lutheran.edu.au/assets/Uploads/pr/web/eLibrary/Ministry%20personnel/Developing%20caring%20relationships%20in%20Lutheran%20education.pdf">http://elibrary.lutheran.edu.au/assets/Uploads/pr/web/eLibrary/Ministry%20personnel/Developing%20caring%20relationships%20in%20Lutheran%20education.pdf</a></li> <li>• <b>The story of Lutheran education in Australia</b> <a href="http://www.lutheran.edu.au/sd/index.html#/spread/5">http://www.lutheran.edu.au/sd/index.html#/spread/5</a></li> </ul>
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<p>Leadership Development Program</p>	<p>LDP will continue this year for the 2016 cohort. Mentors are encouraged to continue to support their mentees with regular face to face and electronic meetings. The next opportunity to participate in the LDP will occur later this year when nominations will be called for.</p>
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**LEA Business Manager [Stephen Kroker]**

<p>LEA Sick Leave Emergency Fund (SLEF)</p>	<p><b>School business managers and finance officers please note:</b> The LEA Sick Leave Emergency Fund provides a daily subsidy for accrued sick leave taken by teaching staff during 2016 that exceeds 15 days – the daily subsidy rate for 2016 is \$360. Claims from schools that are members of the Sick Leave Emergency Fund are due by the 28<sup>th</sup> February 2017. The claim form is available on the LEA website. <a href="#">Click here to access</a></p>
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**ACEL  
membership**

The reduced rate for ACEL membership for Lutheran school leaders will be available again this year as part of the LEA / ACEL agreement. Schools will receive an invoice for membership payment in the next month.

**ACLE 5**

Australian Conference on Lutheran Education

5-7 July 2017

