

LEA  
Strategic  
Plan

2012-2018

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*Lutheran Education Australia ... serving the Australian  
community through Christ-centred education*

October 2012



## Lutheran Education Australia

# Strategic Plan 2012

## 1. Introduction

Lutheran Education Australia (LEA) is established by the Lutheran Church of Australia (LCA) and is responsible to the Church for the **leadership and accountability** of Lutheran education across Australia and for the future of the schools and early childhood centres (ECCs) of the LCA.

LEA provides this **leadership and accountability** through service and leadership to the General Church Council (GCC), the Districts, Regions, Australian Lutheran College, schools and ECCs of the LCA. It functions through consultation with Federal education authorities – government and non-government – and with Lutheran education regions, Lutheran Principals Australia (LPA) and other Church bodies.

This Strategic Plan 2012-2018 has been developed with **broad consultation** and provides the current view of our strategic intent. Shaped by our **understanding and appreciation of Lutheran education and its rich heritage in Australia since 1839**, this LEA Strategic Plan is the result of ongoing and extensive planning, collaboration and professional dialogue with our Church and school leaders.

May God bless us as we implement the goals and the challenges this plan presents.

**Stephen Rudolph**  
**Executive Director**  
**Lutheran Education Australia**

## 2. LEA Vision

LEA will:

- Operate as early childhood centres and schools of the LCA as outlined in the LCA Constitution, the LEA Ltd Constitution and the *LCA and its schools* statement, and aligned with the *Framework for Lutheran Schools in A vision for learners and learning in Lutheran schools*
- Operate early childhood centres and schools where the word of God with the gospel of Christ at its heart informs all learning and teaching, all human relationships, and all activities of the school as outlined in the LCA statement *The Lutheran school as a place of ministry and mission*
- Work collaboratively with all stakeholder groups (\*)
- Be an organisation that is agile and comfortable with change
- Be strategically aligned with the Regions applying a seamless approach and ensuring collaborative use of resources

- Model excellent leadership at management level, supported by a high performing, functional Board
- Be a national system of schools and ECCs
- Maintain and strengthen its Lutheran distinctiveness, celebrating its achievements and heritage
- Establish and maintain meaningful partnerships to promote Lutheran education
- provide leadership and be the accountable body for Lutheran education to LCA, GCC and the Districts

### 3. LEA purpose

LEA's purpose is to:

- a) work together rather than independently
- b) promote, support and advocate for Lutheran education across Australia and, where relevant, internationally
- c) support all schools and ECCs in leadership, formation and governance
- d) be the national voice for education for the LCA
- e) develop policy and programs which enable national consistency across Australia for schools and ECCs
- f) in cooperation with ALC, give theological direction, supporting and equipping staff to understand the Christian faith in their service to students and school communities
- g) support the work of the LCA by ensuring its Strategic Plan aligns with and supports the aims and goals of the LCA Strategic Plan

### 4. Key challenges

#### 4.1 Structural clarity

- a) Clarify and establish a consistent national approach to structures and lines of authority regarding roles and responsibilities of LEA, Regions, GCC, LCA and Districts, so that LEA can provide leadership and be the accountable body for Lutheran education to LCA, GCC and General Synod
- b) Establish a mechanism to support Regions in assisting schools and ECCs as they manage risk, eg, financial, legal, compliance
- c) Establish national standards to maintain transparent accountabilities to LCA and government

#### 4.2 Relationships and communication

- a) Manage stakeholder communications and relationships
- b) Enable and promote open and frequent dialogue between stakeholders and LEA

#### 4.3 Leadership and formation

- a) Identify and grow future leaders
- b) Ensure current leaders are sustained and supported appropriately for the challenges of their roles

- c) Ensure appropriate governance training programs are available for governing bodies of schools and ECCs
- d) Support LPA to become an effective national peak body
- e) Work in collaboration with ALC to provide theological insight and advice for all leadership and formation programs
- f) Ensure formation programs equip leaders and staff for service in Lutheran schools and ECCs

#### **4.4 Sustainability: services, finance, funding**

- a) To ensure that sustainable funding of Lutheran schools and ECCs is planned for and maintained
- b) To ensure that current and future financial risks are managed appropriately and in a nationally consistent manner
- c) Review the services and support provided to schools/ECCs and principals/leaders by LEA and the Regions to ensure that they are appropriate and relevant

*(\*) LEA stakeholders include:*

- *LCA, Districts, Regions and congregations*
- *Schools, ECCs, students and staff*
- *Families and school communities*
- *Australian community*
- *Politicians, governments, national educational peak bodies (including LPA)*
- *ALC and other tertiary institutions*
- *Business partners*

***Adopted by BLEA October 2012***