

# Which way to the future?

## ACLE 2

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# Which future?



## Possible future developments



- Brain research and classroom practice
- Outcomes-based education
- Technology applications
- Competing with media-based entertainment
- Future role of teachers
- Future professional education
- Schools, community & contextual learning

## Methodology



- Backcasting
- Delphi



**Mike Middleton:**

*Lutheran Schools at  
Millennium's Turn*



- **Challenge ... is to juggle the need to remain 'true' to their calling as Lutheran educational leaders .....**
- **Feeling that profession is not a calling but subservient to other aspects of school .....**
- **We are not an independent private school. We are an independent Christian school.**

## Hedley Beare:



*“Education must concern itself with belief formation”*

*“Beliefs give us the framework to interpret the world ... beliefs produce real outcomes ..... By our choices we bring into existence the very things we believe in .....”*

## Lutheran schools .....



- Central purpose is belief formation
- Teachers have an essential role in mediating belief formation
- By choices made, our schools bring into existence the things they believe in

## Research project (A)



- Interviews with six principals
- Mix of recent and 'old' secondary schools, rural and urban
- Central question: *In a ten-year projection, what are the key issues that need urgent attention?*

### • Three major concerns:



- Staffing
- Learning technologies
- School-church relations

## Staffing issues:



- Proportion of Lutheran teachers declining
- Teaching not attractive to graduates
- Continuing supply of teachers with strong faith
- Funding for PD in Lutheran education
- Adjusting to changing concepts of education
- Recruiting staff from elsewhere
- Expanding leadership pool in future

- Teacher gender balance



## Research project (B)



- 135 participants
- Primary/secondary conference in eastern states
- Question:  
*How would you prioritise the following ways of supporting students in their faith journey?*

### Four options:



- **Effective Christian Knowledge/Life classes as an essential feature of Lutheran schools**
- **Regular and effective Christian life retreats for students (once a term/semester) as an essential feature of Lutheran schools**
- **The presence of many strong Christian teachers and students who have an active faith, effective relations, and participate enthusiastically in various Christian life programs**
- **Regular and effective whole-of-school chapel as an essential feature of Lutheran schools**

## Results



- Item 3 - *the presence of many strong Christian teachers and students* - overwhelmingly favoured

First preference: 80%+


First + second: 92%

## Second questionnaire




- *How would you prioritise the following ways of supporting the professional development of staff in their participation in the Christian life of the school? (use 1 for the highest, and 4 for the lowest priority)*



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- **TOPS (Theological Orientation Program for Schools)**
  - **Mandatory participation in studies in Lutheran education that have a cross-credit value in a post-graduate course**
  - **Theological qualifications as a condition of long term employment**
  - **Regular inclusion of spiritual development units in whole-of-staff professional development programs**
  - **Regular staff devotions with a rotating leadership role**

## **Results**

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- **70% preferred the 'regular inclusion of spiritual development units in whole-of-staff professional development programs'**

## What emerges?



- Importance of teachers with active faith, effective relations, and Christian participation
- Christ is mediated through people, rather than learning about faith
- Need of PD programs that integrate spiritual development units, and staff involvement in school devotions

## Research project (C)



- Workshop for principals and teachers in South-eastern states
- Group work: brainstorming challenges for our schools in next decade

## Dominant concerns:



- Staffing issues (31)
- Maintaining Lutheran ethos (14)
- Technology issues (17)
- Litigation, compliance, accountability (10)
- Crowded curriculum

## Research Project (D)



- **Participants:** Principals in National Conference of all Lutheran secondary schools
- **Method:** 6 step Future Problem Solving:
  - Identify range of problems
  - Select key underlying problem
  - Brainstorm solutions
  - Develop criteria
  - Evaluate solutions
  - Develop an Action Plan

## Sample challenge/solutions



- **Problem:**

*how to create a larger critical mass of leaders and educators to model and enculturate a Lutheran school ethos?*

## Solutions:



- BLEA responsibility for educational ministry
- Stronger staff promotion of recruitment
- Engagement of key educators
- Halt to school growth
- Scholarships/ fund-raising for leadership
- Greater involvement of LCA as a church in outreach through schools

## Preferred solution



- Combination, with focus on development of tertiary institution for educational training
- Key features:
  - Convocation to develop strategic solutions
  - LEA funded teacher training: pre and in-service

## Implementation



- Task force - from concept to action
- On-going conversation



*The more things  
change the more they  
stay the same*