

**Recommended wording for Inclusion in Letters of Appointment**

**Teacher accreditation**

**Accreditation as a teacher (At)**

(For teachers who will not be teaching Christian Studies)

As a teacher in a Lutheran school / early childhood service (ECS) you will need to attain *Accreditation as a teacher (At)* status as required by the Lutheran Church of Australia. Accreditation involves your participation in *Connect*, a course designed to develop an understanding of Lutheran education and the theology that underpins it as well as your role and contribution. *Connect* is ideally completed in your first 12-18 months of employment in Lutheran education.

* *Connect:* three-days and delivered over five sessions (Induction, Sessions 1-4) as well as the completion of an ePortfolio.

*Connect* will be recognised by the University of Divinity as one unit in their Graduate Certificate in Education and Theology. Teachers who have successfully completed *Connect* may apply for RPL towards the award.

Accreditation is renewable every five years. To maintain your *At* status will require 25 professional development hours over each five year period and your school will support you with maintaining your accreditation.

**Accreditation as a Christian Studies teacher**

(For teachers of Christian Studies)

As a teacher of Christian Studies in a Lutheran school / early childhood service (ECS) you will need to attain *Accreditation as a Christian Studies teacher (Ac)* status as required by the Lutheran Church of Australia. Accreditation involves your participation in *Connect* and *Equip. Connect* is a course designed to develop an understanding of Lutheran education and the theology that underpins it as well as your role and contribution. *Equip* explores the teaching of Christian Studies. *Connect* and *Equip* are ideally completed in your first three years of employment in Lutheran education.

* *Connect*: three-days and delivered over five sessions (Induction, Sessions 1-4) as well as the completion of an ePortfolio, and,
* *Equip* program: *Equip 1* (three days) and *Equip 2* (three days) as well as the completion of an ePortfolio.

[Note that the Connect program is a prerequisite for Equip 1 & 2]

*Connect* and *Equip* will be recognised by the University of Divinity as three units in their Graduate Certificate in Education and Theology. Teachers who have successfully completed *Connect* and *Equip* may apply for RPL for up to 50% of the award.

As an alternative to completing *Equip 1* and *Equip 2* teachers may achieve *Accreditation as a Christian Studies teacher* via an academic pathway through the completion of a Graduate Certificate in Education and Theology from Australian Lutheran College. The Graduate Certificate will consist of BS9004L Biblical Texts and Traditions, CT9004L Theological Foundations for Educators, DR9032 Teaching and Leading Christian Studies

Accreditation is renewable every five years. To maintain your *Ac* status will require 50 professional development hours over each five year period and your school will support you with maintaining your accreditation.

**ALC graduates seeking Accreditation as a teacher**

(ALC graduates who do not teach Christian Studies)

As a graduate of the Australian Lutheran College and teacher in a Lutheran school / early childhood service (ECS) you will need to attain *Accreditation as a teacher (At)* status as required by the Lutheran Church of Australia. Accreditation involves your participation in *Connect*, a course designed to develop an understanding of Lutheran education and the theology that underpins it as well as your role and contribution. *Connect* is ideally completed in your first two years of employment in Lutheran education.

* *Connect:* three-days and delivered over five sessions (Induction, Sessions 1-4) as well as the completion of an ePortfolio.

*Connect* will be recognised by the University of Divinity as one unit in their Graduate Certificate in Education and Theology. Teachers who have successfully completed *Connect* may apply for RPL towards the award.

Accreditation is renewable every five years. To maintain your *At* status will require 25 hours of professional development over each five year period and your school will support you with maintaining your accreditation.

**ALC graduates seeking Accreditation as a Christian Studies teacher**

(ALC graduates who teach Christian Studies)

As a graduate of the Australian Lutheran College and Christian Studies teacher in a Lutheran school / early childhood service (ECS) you will need to attain *Accreditation as a Christian Studies teacher (Ac)* status as required by the Lutheran Church of Australia. Accreditation involves your participation in *Connect*, a course designed to develop an understanding of Lutheran education and the theology that underpins it as well as your role and contribution. *Connect* is ideally completed in your first two years of employment in Lutheran education.

*Connect:* three-days and delivered over five sessions (Induction, Sessions 1-4) as well as the completion of an ePortfolio with a Christian Studies focus.

*Connect* will be recognised by the University of Divinity as one unit in their Graduate Certificate in Education and Theology. Teachers who have successfully completed *Connect* may apply for RPL towards the award.

Accreditation is renewable every five years. To maintain your *Ac* status will require 50 hours of professional development over each five year period and your school will support you with maintaining your accreditation.

**Accreditation to work in Lutheran education**

(For early childhood services educators or workers who do not have a teaching degree)

As an educator in a Lutheran early childhood service (ECS) you will need to achieve *Accredited induction (Ai)* status which involves your participation in, and completion of, the *Connect* program.

*Connect* is designed to develop an understanding of Lutheran education and the theology that underpins it as well as your role and contribution. It is equivalent to a three day commitment and is delivered over five sessions (Induction, Sessions 1-4) as well as the completion of an ePortfolio. *Connect* is ideally completed in your first 12-18 months of employment in Lutheran education.

Accreditation is renewable every five years. To maintain your *Ai* status will require 25 professional development hours over each five year period and your school will support you with maintaining your accreditation.

If you already hold a tertiary qualification, completion of *Connect* may be recognised as prior learning by the Australian Lutheran College and contribute towards a higher qualification.

**Leader accreditation**

For principal, deputy principal, heads of subschools and leadership positions above heads of department level

**Accreditation as a leader**

As a leader in a Lutheran school you will need to attain *Accreditation as a leader* status as required by the Lutheran Church of Australia. *Accreditation as a leader (Al)* involves your participation in, and completion of, the following:

* *Connect* which is designed to develop an understanding of Lutheran education and the theology that underpins it as well as your role and contribution. *Connect*: three-days and delivered over five sessions (Induction, Sessions 1-4) as well as the completion of an ePortfolio, and,
* *Equip for leaders*: a one-day program to orientate leaders to Christian Studies which is a key learning area in all Lutheran schools and early childhood services, and,
* the Lutheran Education Australia Leadership Development Program (LDP) which requires the completion of the Australian Catholic University’s Post Graduate Certificate in Educational Leadership as well as the LDP mentoring program and regional workshops or the University of Divinity Graduate Certificate in Leadership which comprises DA9001L Leadership for a Christian Context (Core); DE9016L [Education and Theology in Dialogue](http://www.alc.edu.au/education/courses/units/show/education-and-theology-in-dialogue) (Core); DE9035L [Ethics, Values and Decision Making for Educators](http://www.alc.edu.au/education/courses/units/show/ethics-values-and-decision-making-for-educators); DS9001L [Spiritual Dimensions of Leadership in a Christian School](http://www.alc.edu.au/education/courses/units/show/spiritual-dimensions-of-leadership-in-a-christian-school)

Ideally, you will have attained *Accreditation as a leader* in your first three years of employment in Lutheran education, or as negotiated. Accreditation is renewable every five years. To maintain your *Al* status will require 50 professional development hours over each five year period and your school will support you with maintaining your accreditation.

**Accreditation as a Christian Studies teacher and leader**

As a leader in a Lutheran school, who also teaches Christian Studies, you will need to attain *Accreditation as a Christian Studies teacher and leader* status as required by the Lutheran Church of Australia. *Accreditation as a Christian Studies teacher and leader* *(Acl)* involves your participation in, and completion of, the following:

* *Connect* which is designed to develop an understanding of Lutheran education and the theology that underpins it as well as your role and contribution. *Connect*: three-days and delivered over five sessions (Induction, Sessions 1-4) as well as the completion of an ePortfolio, and,
* *Equip* program: *Equip 1* (three days) and *Equip 2* (three days) as well as the completion of an ePortfolio.

[Note that the Connect program is a prerequisite for Equip 1 & 2]

As an alternative to completing *Equip 1* and *Equip 2* teachers may achieve *Accreditation as a Christian Studies teacher* via an academic pathway through the completion of a Graduate Certificate in Education and Theology from Australian Lutheran College. The Graduate Certificate will consist of BS9004L Biblical Texts and Traditions, CT9004L Theological Foundations for Educators, DR9032 Teaching and Leading Christian Studies and,

* the Lutheran Education Australia Leadership Development Program (LDP) which requires the completion of the Australian Catholic University’s Post Graduate Certificate in Educational Leadership as well as the LDP mentoring program and regional workshops or the University of Divinity Graduate Certificate in Leadership which comprises DA9001L Leadership for a Christian Context (Core); DE9016L [Education and Theology in Dialogue](http://www.alc.edu.au/education/courses/units/show/education-and-theology-in-dialogue) (Core); DE9035L [Ethics, Values and Decision Making for Educators](http://www.alc.edu.au/education/courses/units/show/ethics-values-and-decision-making-for-educators); DS9001L [Spiritual Dimensions of Leadership in a Christian School](http://www.alc.edu.au/education/courses/units/show/spiritual-dimensions-of-leadership-in-a-christian-school)

Ideally, you will have attained Accreditation as a leader in your first three years of employment in Lutheran education, or as negotiated. Accreditation is renewable every five years. To maintain your *Al* status will require 50 professional development hours over each five year period.

***Accredited induction* in Lutheran education**

(For non-teaching staff)

As a staff member of a Lutheran school you are asked to identify with, uphold and promote the ethos of the Lutheran school or ECS. It is expected that you will take part in activities designed to support your understanding of Lutheran education.

One option is the completion of *Connect, a* three-day course delivered over five sessions (Induction, Sessions 1-4) with the option of the completion of an ePortfolio. Successful completion of this course will be acknowledged with *Accredited induction (Ai)* in Lutheran education. If you already hold a tertiary qualification, completion of *Connect* and the ePortfolio may be recognised as prior learning by the Australian Lutheran College and contribute towards a higher qualification.

**For Contract Staff**

For contract staff an additional sentence could be included that reads:

**Where staff do not teach Christian Studies**:

Contract staff are required to undertake all options to complete phases of *Connect* that are available to them during the time of this contract or any subsequent contract period.

**Where staff teach** **Christian Studies**:

Contract staff are required to undertake all options to complete *Connect* and *Equip* 1 and 2 that are available to them during the time of this contract or any subsequent contract period.