

Overview and Context (LDP8)

1. The Leadership Development Program (LDP)

The LDP is an intentional ongoing program to build the leadership capacity in Lutheran education in Australia beginning in 2001. The program is a strategic move by the Board for Lutheran Education Australia (BLEA) to involve schools, principals, regions and Lutheran Education Australia (LEA) in developing men and women for principal and other formal leadership positions.

The program involves a rigorous application process to identify potential leaders. Formal academic study in leadership and theology is a significant requirement of the program over the two years. A leadership profiling exercise, The Leadership Circle (TLC) highlights opportunities for leadership development. A mentoring program supports and assists participants for the duration of the course. LDP Workshops further prepare participants with knowledge and understanding of the commitment needed from leaders in the Lutheran education.

From 2021, the LDP is being delivered by Queensland University of Technology's Professional and Executive Education team, QUTeX, and Australian Lutheran College.

In this document, the term 'school' is used generically and is also inclusive of early childhood services and kindergartens.

2. Key values underlying LDP

To understand the full implications of LDP the following values are identified and highlighted:

- *Growing deep* provides a framework for leadership and formation. It reflects the value Lutheran education places on distributed leadership. It is acknowledged that a strength of Lutheran education is seen in the variety of ways and places in which leadership is exercised.
- *Growing deep* articulates the intersection of leadership theory and practice with Lutheran theology as applied in the education context.

3. Rationale for an ongoing program in leadership development for Lutheran schools

Lutheran education recognises the importance of research that points to the need for effective formal leadership in schools and therefore acts systemically and intentionally in supporting leadership development for those in formal leadership positions.

Leadership development is a joint responsibility of the individual and current leaders at local, regional and national levels and is resourced appropriately. Existing Lutheran school leaders model, mentor and nurture prospective leaders using the leadership and formation framework, '*Growing deep*'

4. Expected outcomes of the ongoing program

LDP aims

The Leadership Development Program (LDP) is a strategic program which aims to increase the depth of formal leadership in Lutheran schools and give the Lutheran Church of Australia and employing bodies, confidence in the capacity of its school leaders. The course provides participants with theological and leadership studies which enable them to develop advanced skills and knowledge. It is expected that graduates of this program will be able to integrate and appropriate the knowledge gained to equip them to lead in schools of the church where the gospel of Jesus Christ informs all learning and teaching, all human relationships, and all activities. The LDP provides an opportunity to equip graduates of the program for formal leadership positions in Lutheran education. The applicants will have a better understanding of, and be able to effectively support, the ministry and mission of the church as it applies in the school context.

Learning outcomes

Graduates of the LDP will evidence their development and achievement of the capabilities in relation to the vocational practices as described in *Growing deep*. They will:

- Develop the capacity to think and act critically, creatively, and innovatively by exploring issues and research crucial to future leaders in education.
- Critically reflect on how Lutheran theological concepts can be applied to leadership in education contexts.
- Explore leadership strategies that reflect relevant leadership approaches for the emerging future.
- Reflect on leadership capabilities and determine areas for personal and professional learning/development.
- Understand the influence of leadership on school culture and ethos.

5. Process

a) Regular intake of participants every two years

- allows strategic planning by potential participants in relation to time involvement for study and other aspects of life
- allows planning for funding by LEA, regions and schools to be budgeted on an annual cycle
- ensures ongoing opportunities will be regularly available for new participants

b) Cohort numbers

- approximately 30 participants will be selected for each iteration of the LDP

c) Mentor development

- mentor preparation and support will be provided by QUTeX with initial training and quarterly Action Learning Group sessions.
- completion of the mentoring program and an optional assessment piece may provide mentors with a stackable unit contributing to further study at Masters level if they wish.
- mentors will contribute to an ongoing guided program to support the LDP participant and mentor over the two-year program.
- A training update for mentors who continue their involvement in LDP mentoring in subsequent years.

d) Application process

- applicants will be asked to complete the application form which will be available on the LEA website.
- the applicant's principal will support the application by completing an online reference.
- in selecting applicants, the selection team will select appropriate applicants who are members of the Lutheran church followed by those who are members of other denominations.
- The selection team will aim to select a balance of participants:
 - across the range of schooling levels from ELCs to secondary.
 - across a range of formal leadership positions.
 - according to gender.
- applicants will be selected according to:
 - the strength of their application, particularly their personal statement. Please note that not all aspects of the four capabilities need to be addressed.
 - their potential for successful completion of formal study at post-graduate level.
 - their demonstrated understanding of the responsibilities of being part of the LDP.
 - their service in Lutheran schools.
 - their commitment to ongoing service in Lutheran schools and a willingness to consider further formal leadership opportunities in Lutheran education.
- participants will be selected by a national panel with regional and national representation.

e) Course fee subsidy

- fifty percent subsidy for approved units from LEA.
- twenty five percent subsidy for approved units of study on successful completion of each unit from the participant's school.

f) School support

- identification and encouragement of potential leaders to apply for the LDP.
- nurture and show interest in participant progress.
- release time for official study workshops, LDP workshops, mentoring interactions, study release.
- a contribution to course study of 25%.

g) Regional support

- oversight of the regional cohort.
- co-construction and contribution to workshop events.
- support for and selection of mentors.

h) LEA national support

- management of the overall program through a team that includes representation from each region.
- liaison with providers, Queensland University of Technology Professional and Executive Education (QUTeX) and Australian Lutheran College (ALC), for program set up, costs, course delivery and review.
- co-construction and contribution to workshop events.