

Frequently Asked Questions

1. Who should apply to be part of the Leadership Development Program (LDP)?

Any teacher or current leader in a Lutheran school or ECS who feels they have an interest in and the potential for formal leadership in a Lutheran school is invited to apply to participate in the program.

2. Does the LDP focus only on principals?

The LDP is a strategic program to build leadership capacity for Lutheran schools and ECSs, not just for the position of principal but also other formal leadership positions. Lutheran schools and ECSs are increasingly recognising the value of distributing leadership throughout the school.

The LEA leadership and formation framework, *Growing deep* identifies key capabilities for Lutheran education and the LDP reflects these capabilities.

3. Is the LDP relevant for those who have already completed a postgraduate course of study in education?

Staff in Lutheran schools who have completed a post graduate education or leadership qualification either through Australian Lutheran College (ALC) or other higher education institutions, may desire a deeper understanding of leadership in Lutheran education.

They are eligible to apply to undertake a partial LDP. Ongoing development may include study in specific aspects of leadership and/or study at either ALC or QUT. In addition, involvement in the mentoring and LDP workshop and The Leadership Circle 360 provides the opportunity to develop a deeper understanding of formal leadership in a Lutheran school.

4. How does LDP assist in career planning?

Through the various components of the LDP participants are assisted to understand more fully the gifts that God has given them. The extensive reflection process of the TLC activity provides feedback about current capabilities and potential for leadership and will identify strategies through which a person can equip themselves for leadership. Formal study develops deeper understanding of theory and leadership dimensions. The mentoring relationship seeks to ground learning in practical experiences and reflect with the participant the relevance of learning to career opportunities. LDP workshops grow an understanding of the scope and needs for leadership in Lutheran schools.

A graduate of the LDP is able to articulate how they can best live out their vocation in the context of Lutheran education and can feel more confident knowing their capabilities and what they can offer an employer when making application for leadership positions.

The reality of employment processes in Lutheran education is that participation in LDP does not guarantee appointment to a particular position in a particular time frame.

5. What about teachers of other denominations and LDP?

The Lutheran Church of Australia (LCA) has a policy that all Lutheran school principals, deputy principals and heads of sub-schools should be active members of the LCA. Since the Lutheran school is a vital part of the mission and ministry of the LCA it is expected that those who lead them will personally and actively identify with its mission through membership of the LCA.

Lutheran schools value the contribution of all staff members and can only operate with the support and service of a considerable number of Christians other than Lutherans. Significant leadership in a variety of positions in Lutheran education is provided by committed Christians from other denominations. Christian educators in the Lutheran school are invited to apply to participate in the LDP with the knowledge of the above policy. All participants will gain significant benefits from the leadership program for any position that they hold.

6. What does it mean to be selected for the program?

A person selected for the LDP has the potential for leadership and the ability to fill leadership positions in Lutheran education. The system and the local school will subsidise approved formal study of participants. The ability to participate in the LDP workshops, study program and the ALC workshop is critical. A commitment to remaining in Lutheran schools is required when selection of participants is made.

7. What experiences are included for those selected?

The selected people will be involved in:

- leadership profiling (TLC) to generate a personal and professional learning
- graduate study through QUT and ALC over two years
- a mentoring program
- LDP workshops

8. What are the responsibilities of those selected for LDP?

- acknowledgement that the system is allocating significant financial and time resources for the participant to be part of the program
- commitment to participate fully and professionally in course work and other activities including the workshops which may be in term time.
- prompt payment of course fees when invoiced by LEA
- a willingness to serve in formal leadership positions where the need arises
- ongoing commitment to personal and professional development

9. Will all those who apply for LDP be selected?

The plan is to select up to thirty people for each program intake. Priority in the selection process is outlined in the document *Overview and context*.

10. What if I apply for and am not selected for the LDP?

A person who has applied for but is not selected for LDP in a current intake can:

- reapply for a subsequent intake
- begin their own post graduate study in leadership in consultation with regional personnel
- seek an independent mentor to assist with development directions

11. What costs are involved?

- LDP participants will be required to pay \$1,140 per subject, a total of \$4,560 over the two-year program. This will be invoiced by LEA at the beginning of each semester.

12. How do I apply to be considered for LDP intake 2023?

- Read the information available under Leadership Development Program on the LEA website www.lutheran.edu.au
- Download an application form and complete the required information as indicated
- Send your application to lea@lutheran.edu.au

Applications close: Friday 21 October 2022

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