

Leadership Development 2020



Aims

- Support leadership development for those who are emerging or aspiring to leadership roles
- Build strong, deep relationships between upcoming leaders ie beyond superficial networks
- Encourage mobility
- Grow the understanding of the size and diversity of Lutheran education
- Strengthen Lutheran identity
- Embed the culture of Lutheran education
- Align to Growing deep

Activities

A range of activities is on offer, including a mix of formal study (Education and Theology in Dialogue through ALC); MOOCS, leadership workshops, intensives; cross border school visits and podcasts.

Expressions of interest

In most cases participation will be by application and each staff member's application must be supported by the principal/director. As a first step, those who are interested will be asked to submit an expression of interest. We will then follow this up with details about the application process.

Register here <http://www.lutheran.edu.au/leadership-development-2020-expression-of-interest/>.

Leadership Development 2020 activities

Activity	Timeline	Costs for participants	Target group	Comments	Link to Growing deep
1 Education and Theology in Dialogue ALC	Semester One with workshops in Adelaide and Brisbane if sufficient numbers enrol	Self funded by participant/school professional Learning fund. Workshop at no extra cost.	Current leaders who have not completed their accreditation requirements. Deputy principals and heads of sub schools who are not yet accredited as a leader. Teachers who are aspiring to senior leadership.	Can be resulted in semester 2	Our Foundation – the Lutheran lens Vocational Practices – strengthening Lutheran identity Capabilities – growing oneself: deepening faith
2 Leadership podcasts from experienced Lutheran principals	Develop in Term 1 for ongoing use throughout the year.	No cost	Open to all interested staff		Vocational Practices – Leading effective organisation and management
3 Welcoming the Stranger Intensive, NSW, Riverina approx. 10 people	Friday May 8 th – Monday May 11 th	Subsidised by LEA	Open to staff in a variety of leadership roles from the first stages of leadership to deputies, principals and directors	70 th anniversary of ALWS in 2020. Visit to Bonegilla	Our Foundation – the Lutheran lens Vocational Practices – strengthening Lutheran identity and Community Building Capabilities – growing oneself: deepening faith
5 BTS Spark leadership days Up to 25 people per group	Mid term 1 Melbourne Feb 26 th Brisbane March 11 th Adelaide March 12 th	No cost to participants. Costs for workshops covered by LEA.	For staff in the early years of leadership such as key teachers, curriculum leaders, year level coordinators	One in each of Adelaide, Melbourne and Brisbane, numbers permitting	Vocational Practices – Leading effective organisation and management

6 BTS Spark Leadership webinar for 6 people Small group coaching blended with training over 6-8 webinar sessions	Term 1 or 2 Dates to be confirmed after the leadership day.	No cost to participants. Costs for webinar covered by LEA	Follow up from the leadership days.		Vocational Practices – Leading effective organisation and management Capabilities – learning and adapting
7 School observation and shadowing visits for 10-12 people	Opportunities for aspiring leaders to spend a week in another school	Travel and accommodation for four nights will be covered by LEA Relief teacher costs for schools will be covered by LEA	Open to staff in a variety of leadership roles from the first stages of leadership to deputies/heads of sub-schools		Vocational Practices – excellence in learning and ongoing improvement and innovation Capabilities – learning and adapting and networking and strategic relationships
8 LEArning circles	Ongoing	No cost	Open to all		
9 Finland Trip approx. 10 people To include visits to schools, a spiritual retreat and interaction with the Finnish Principals Association	Proposed dates: Saturday September 19 th – Friday October 2 nd	This tour will be subsidised by LEA Final costs are yet to be determined	Open to staff in a variety of leadership roles from the first stages of leadership to deputies, principals and directors	Sample itinerary includes visits to the Lutheran cathedral in Helsinki, meetings with significant leaders in the Finnish education system, school visits.	Our Foundation – the Lutheran lens Vocational Practices – strengthening Lutheran identity and Ongoing Improvement and innovation Capabilities – growing oneself: deepening faith
10 MOOCS and more	Ongoing	LEA will subsidise sitting the assessment and getting the credential where a cost is involved	Open to all	LEA will curate desirable MOOCs on Futurelearn, EdX and Coursera, and incentivise completion via joint contribution to gaining credential and peer support networks.	Vocational Practices – Leading effective organisation and management

Further Information

1 Education and Theology in Dialogue ALC

This unit is required to gain accreditation as a leader in Lutheran education. It is run by ALC and has traditionally been a one semester unit of the LDP as well as an ALC Masters Degree. For 2020 only, we have negotiated for this course to begin in semester 1 with a workshop for Lutheran education staff. Those who enrol can choose to complete the unit in either one or two semesters.

Entry to the unit will be by application to ALC.

2 Leadership podcasts

Experienced principals will provide insight into their roles as leaders in Lutheran schools. They will share their insights into a diverse range of topics ranging from capturing student voice, to having difficult conversations, what it means to be the spiritual leader of a Lutheran school and many others.

These podcasts will be open to anyone with an interest in leadership in Lutheran education. LEA will advise relevant dates and times each podcast will become available.

These podcasts will be important for anyone considering the important role of leading a Lutheran school.

3 Welcoming the Stranger Intensive

2020 marks the 70th anniversary of Australian Lutheran World Service. This important arm of the church began in Albury in response to refugees arriving at Bonegilla. An intensive for approximately 10 people will be offered to all staff on a leadership journey ranging from teachers who are undertaking their first leadership role, perhaps as a key teacher or a year level coordinator, up to principals in the first five years of their principal role. The intensive will include spiritual reflection as well as deepening understanding of what it is to be a leader. All costs for travel, accommodation and the intensive itself will be met by LEA.

Participation into the program will be by application to LEA. Applications must be endorsed by the applicant's principal.

Criteria for selection

- Has the relevant accreditation to teach in a Lutheran school for current position
- Priority given to teachers and early years educators with a demonstrated commitment to Lutheran education
- Demonstrated interest in leadership
- Active volunteer in school projects or tasks outside of the classroom
- Holding or aspiring to a leadership position
- Interested in developing a deeper understanding of Lutheran education and theology

5 'Developing your personal leadership' days

We have engaged BTS Spark to hold a leadership day in each of Brisbane, Melbourne and Adelaide for those who are interested in what it means to be a leader but are at the early stages of their leadership journey. These one day workshops will provide practical tools to improve personal effectiveness. Specific learning sessions will help you to deepen your self awareness, build your emotional intelligence, explore your sense of purpose and vision, and improve your influencing skills in an experiential workshop style of learning. Suggested dates are: Melbourne February 26th. Brisbane March 11th. Adelaide March 12th.

There will be no cost to participants in the program. Participation will be by application to LEA. Applications must be endorsed by the applicant's principal.

Criteria for selection

- Has the relevant accreditation to teach in a Lutheran school/ECS for current position
- Priority given to teachers and early years educators with a demonstrated commitment to Lutheran education
- Demonstrated interest in leadership
- Active volunteer in school projects or tasks outside of the classroom
- Holding or aspiring to first leadership position
- Interested in developing a deeper understanding of Lutheran education and theology

6 Leadership webinars for learning cluster pods

The leadership webinars are another BTS initiative offered over 6-8 sessions. Up to six people will be funded by LEA to participate in a small group coaching experience blending coaching and training. Participants explore new models and are guided through a transformational coaching process. This offers flexible, remote learning which can be scheduled around busy timetables.

The webinars will suit anyone in a leadership role who is keen to explore new approaches in their work.

There will be no cost to participants in the program. Participation will be by application to LEA. Applications must be endorsed by the applicant's principal.

Criteria for selection

- Participants must have completed the 'Developing your personal leadership' day
- Has the relevant accreditation to teach in a Lutheran school/ECS for current position
- Priority given to teachers and early years educators with a demonstrated commitment to Lutheran education
- Demonstrated interest in leadership
- Active volunteer in school projects or tasks outside of the classroom
- Holding or aspiring to first leadership position
- Interested in developing a deeper understanding of Lutheran education and theology

7 School observation visits

One of the most effective ways of exploring ideas is to take opportunities to visit other schools and gain a deeper understanding of diverse contexts and practices. LEA will fund 10-12 people to spend a week in another Lutheran school in a different state from their home school. Participants will spend time in host schools, shadowing staff members during their working week.

LEA will support the travel and accommodation costs of each participant as well as reasonable costs for replacement teachers in their schools during the week they are away. Applications will be called early in 2020 to allow participants to select an appropriate time, most likely in term 2 or 3.

Participation will be by application to LEA. Applications must be endorsed by the applicant's principal.

Criteria for selection

- Has the relevant accreditation to teach in a Lutheran school for current position
- Priority given to teachers and with a demonstrated commitment to Lutheran education
- Demonstrated interest in leadership
- Active volunteer in school projects or tasks outside of the classroom
- Holding or aspiring to first leadership position
- Interested in developing a deeper understanding of Lutheran education and theology

8 LEArning circles

LEArning circles will continue to be offered. Evolving resources and presenters will be on offer.

9 Finland trip

A visit to a high performing school system, combined with a spiritual retreat in conjunction with the Finnish Lutheran Church, will be offered to a variety of school leaders, although the target group is essentially those aspiring to principalship. LEA will subsidise up to 10 participants who are not yet in a principal role. The amount of the subsidy will be determined once the total cost has been determined.

10 MOOCS and more

Massive Open Online Courses (MOOCs) are free/low cost online courses from top universities. The main providers are Futurelearn, Coursera and EdX. LEA will provide a curated list of preferred courses in the areas of educational innovation, leadership and management. There is evidence that participants are more likely to complete a MOOC if they have peer support, the organisation is supportive, and the participant has made a personal financial contribution. Therefore, these mechanisms will be in place.

Note that undertaking these or any other development opportunities may provide credit into university programs recognising microcredentials. For an example of this emerging trend in Higher Education, see Deakin University's deakinco.com