

Federal funding update

LEA is delighted to advise of the recent federal funding announcements made by Prime Minister Morrison and Education Minister, Tehan. This is a very significant and positive outcome for Lutheran schools and systems.

On behalf of LEA and Lutheran education, I wish to acknowledge Stephen Kroker's (LEA Business Manager) efforts and leadership on funding issues over the past twelve months or so. His 'behind the scenes' work with the National Catholic Education Commission, other Catholic leaders as well as with senator Simon Birmingham and his staff (although the last time we met, we agreed to disagree) has been intelligent, creative and strategic.

Recently Stephen, Lisa Schmidt and I attended a regular ISCA National Consultative Group meeting in Canberra. It was good for Lisa to sit in on the ISCA meeting, to meet Hon Dan Tehan and to begin her Canberra Journey.

[Pictured right: Mr Andrew Long (ISCA), Dr Lisa Schmidt (LEA Executive Director 2019), Ms Beth Blackwood (AHISA CEO), Hon Dan Tehan (Minister for Education), Mr Barry Wallett (ISCA)]

It is also worth noting ISCA's statements at the meeting as they acknowledged, in front of all sector leaders, that they are now speaking up for both systemic and non-systemic independent schools when meeting with the Minister and his consultants.

This is a significant change of policy and approach for ISCA. ISCA comments made to LEA included 'we have valued your thoughtful contributions to discussions on matters of national importance to independent schools. Your advocacy, approached with integrity and honesty, has been effective and credible'.

Last week Stephen Kroker met with the three regional business managers. A key agenda item was predictably the new funding arrangements for Lutheran schools. When this is further analysed, more details will be provided to regional offices and all Lutheran schools. The summary is as follows:

Summary of new funding arrangements for the Independent school sector

Arrangements for 2019

- 'Best of' 2011 or 2016 SES score - if 2016 is better then additional payment outside the model
- Guaranteed 3% indexation for individual low or negative growth schools
- System weighted average SES scores for systems will continue with payment outside the model - will use best of 2011 and 2016 SES scores
- \$35.8m additional funding outside the current model for Independent schools

Phased in PIT SES score methodology

- Schools can opt in to use PIT SES scores in 2020 or 2021
- All schools will be on PIT SES scores in 2022
- Individual schools and schools within systems can choose when to commence in 2020 or 2021
- System weighted average funding does not continue

Amended transition pathways

- Schools transitioning up to 80% Commonwealth share of SRS will complete their transition in 2023



- Schools transitioning down to 80% Commonwealth share of SRS will complete their transition in 2029 (additional 2 years)
- Applied at the school level including within systems
- Systems still able to redistribute funding between schools

Choice and Affordability fund

- Aims to support parental choice, opportunity and diversity, structural adjustment assistance, support underperforming schools and targeted extra support for schools etc
- Incorporates the \$40 million National Adjustment Assistance Fund
- Created under Regulation and to be indexed in line with the SRS
- For the independent sector - \$485 million from 2020 to 2029 (equal payments + indexation)
- Funding will grow from \$41.5m pa in 2020 to \$56.1m pa in 2029
- There will be agreed priorities and an agreement with government regarding how funds are to be used to support schools through AISs
- AISs will be able to roll over funds from year to year if unexpended

Additional work

- Establishment of a Working Group to progress on-going technical work across a wide range of data collection and matching issues
- From 2018 there will be an annual address collection which will include parents' names and addresses
- Appeals process to be determined in consultation with the sector

Reviews

- Review new arrangements in 2027
- Review SRS indexation by 2023

Total additional funding to Independent schools over current funding arrangements - \$259m

LEA Service Awards

Principals – as you plan for your end-of-year rites and ceremonies, you may have long serving teaching and support staff and members of councils who will be retiring from their service to Lutheran education. If they have completed 20 or more years of service, please nominate them to receive an LEA Service Award. [Click here for further details including nomination form](#)

Stephen Rudolph
Executive Director
Lutheran Education Australia

Lutheran Media Short Movie Competition

The judging for the Lutheran Media Short Movie Competition is almost complete and there are some amazing submissions from Lutheran schools and early childhood services. LEA would like to make the videos available to other schools through the eLibrary. If you would like to share your videos through the eLibrary, please email lea@lutheran.edu.au with your video.

Accreditation and professional learning pathways project

The latest information about the project is at the following link <http://www.lutheran.edu.au/school-professionals-2/accreditation/accreditation-and-career-pathways/>. If you would like to provide feedback to drafts of *Pathways* and *Equip* or share your ideas and resources please do not hesitate to contact Anne Dohnt (anne.dohnt@lutheran.edu.au ph: 08 8267 7318).

Career development and succession planning strategy

The National Leadership Team is exploring a career development strategy for the wide range of career opportunities that exist with Lutheran schools and early childhood services. The strategy will complement LDP and support teachers seeking to stay in the classroom, teachers seeking career development in Christian Studies or formation and teachers seeking career development as heads of subschools or deputies. Julian Denholm (LEVNT) and Anne Dohnt are seeking expressions of interest of teachers, heads of subschools, curriculum leaders and deputies who would like to be a part of shaping the strategy. Please email Anne Dohnt at anne.dohnt@lutheran.edu.au or phone 08 8267 7318.

Growing deep – School improvement framework

The National Leadership Team (NLT) is seeking to finalise the *Growing deep* School improvement framework (SIF) and requests the feedback of school leaders who have been working with the SIF in

their communities. As Quality Schools and the SIF have been grounded in the Vocational practices of *Growing deep* please also consider sharing any strategies you have been using to explore the Quality Schools data or the Vocational practices. Please phone or email Anne Dohnt with your feedback and strategies (anne.dohnt@lutheran.edu.au or phone 08 8267 7318).

The School improvement framework can be found at <https://vps.lca-ict.org.au/~growingdeep/assets/Uploads/School-improvement-framework.pdf>

Anne Dohnt
LEA Director of Formation

Leadership Development Program (LDP)

The LDP cohort are now undertaking a second semester of study on an ALC unit *Education and Theology in Dialogue*. Two important dates have been set for next year. The first is the National and Regional Workshop which will be held in Melbourne on February 28th and March 1st. All LDP participants are expected to attend. This is an important opportunity to learn about the practical implications of leadership in a Lutheran school. Input from all regions will provide participants with an outstanding Australia wide experience.

Further mentor support will also be offered with a link up to Professor Janeen Lamb on March 6th. More details about this will be provided by Janeen early next year. If you are a mentor, please put this date in your diary.

Valuing Safe Communities (VSC)

VSC is in the process of being updated as part of a regular three yearly review of the program. There are some changes to the current package and our aim is to provide training for current VSC trainers before the end of 2018. VSC4 will be for all new staff members to Lutheran schools. There will also be a new update for those who have completed initial training. All members of staff are expected to undertake an update every three years to support their understanding of working in a safe and respectful workplace. A survey of VSC trainers will be forwarded this week to gain feedback on the combination of face-to-face and online training.

Dianne Eckermann
LEA Director of Leadership

LEA levies 2019

Board for Lutheran Education Australia has approved LEA levies for 2019 as follows:

	2019	2018	2017
National office	\$40.30	\$39.50	\$38.40
Safe School Liability Fund	\$0.10	\$0.10	\$0.20
Total National Office and Safe School Liability Fund	\$40.40	\$39.60	\$38.60
	2019	2018	2017
Sick Leave Emergency Fund	\$7.70	\$5.00	\$2.50
Transfer Fund	\$5.50	\$7.90	\$5.00

Stephen Kroker
LEA Business Manager

Federal matters

Study reveals patterns in stem grades of girls versus boys

[26 September 2018]

A new study, led by UNSW Sydney PhD student Rose O'Dea, has explored patterns in academic grades of 1.6 million students, showing that girls and boys perform very similarly in STEM - including at the top of the class. The analysis, published today in prestigious journal *Nature Communications*, casts doubt on the view that there are fewer women in STEM-related jobs because they aren't as capable in those subjects as men - a notion that has been supported by the concept that gender differences in variability lead to gender gaps in associated fields. In their meta-analysis, the UNSW researchers compared gender differences in variation of academic grades from over 1.6 million students aged six through to university from all over the world, across 268 different schools and classrooms. [Read the full article](#)

Teaching Aboriginal and Torres Strait Islander perspectives

[20 September 2018]

Australians Together recently launched the first stage of their educational resources that help teachers to authentically embed Aboriginal and Torres Strait Islander perspectives in culturally appropriate and sensitive ways. All resources align with ACARA and AITSL standards. To further support teachers Australians Together are offering a one-day Professional Learning Workshop - **Teaching Aboriginal and Torres Strait Islander perspectives**. The workshop has a year 7-9 curriculum focus and aims to increase teachers' confidence in teaching Aboriginal and Torres Strait Islander perspectives. They have workshops scheduled for November 2018 in Adelaide and Melbourne. Further details at: https://s3-ap-southeast-2.amazonaws.com/austogresources/EDU+assets/AT+EDU+PL+Workshop+Flyer_AdI-Melb.pdf

AITSL eNews

[September 2018]

Read more about:

- Teacher registration in Australia – the 17 recommendations and report
- 360 reflection tool
- Leadership
- Teacher professional growth journey

[Click here to read the latest AITSL eNews](#)

Cybersafety Best Practise 101

[19 September 2018]

In the last few weeks, two Sydney rugby league clubs have suffered some sensational reputational damage through the inappropriate use of social media.

These events highlight the need for any organisation, to implement robust social media security, privacy and risk management strategy. Phrases like risk management, auditing, and best practice can be confusing and even a little overwhelming when it comes to social media, however, in this context the protection provided by these terms could make a huge difference. **Safe on social media** pioneered social media risk and online reputation audits in schools.

Their audit reports identify issues and recommendations to remedy them covering legal and policy compliance, student safety and welfare, staff wellbeing and reputation management. Examples of issues we have identified during our risk audits include:

- Un-authorized social media sites purporting to be linked to a school
- Improper use of social media between students and teachers
- Unprofessional images traceable to the school
- Publicly available information that comprises student safety and welfare Students engaging in unsafe or illegal acts that can be linked back to the school.
- Lack of understanding of current laws and potential breaches
- Online bullying
- Students visiting sites or posting information relating to self-harm
- Lack of awareness of policies and guidelines concerning social media
- Duty of care issues.
- Liability issues for schools that have Facebook pages set up by the P&C or another 3rd party on behalf of the school.
- Policy and guidelines on appropriate use of social media and smartphones whilst at school and when referring to activities at school are often weak, out of date or in need of review.
- Defamation issues and inappropriate posts on various platforms that reflect badly on the reputation of the school.

Not knowing which risk factors are having the biggest impact on your school's reputation online is a risk in itself. Further information available at <https://www.safeonsocial.com/schools-youth-organisations> or by emailing kirra@safeonsocial.com

Invictus Games Sydney Peace Project – YOU'RE INVITED – Thursday, 18 October 2018

[18 September 2018]

In the lead up to the opening of Invictus Games, a unique opportunity is being offered to engage school aged young people right around the Australia to raise awareness for The Games and for the National Peace Project in November. Young people around Australia are invited to

- Stand for Peace
- Stand for Veterans and their families
- Sing to Remember

- Rethink Remembrance

At **11am on Thursday 18 October**, two days before The Games begin, one hundred young people will gather in an iconic location in Sydney for this special Peace Project. It will be live streamed into connected classrooms across the country and live on Facebook as young people join together in song and engage online with Invictus Participants/Ambassadors/Service men and women.

Songs: In order to make it easy for schools to be involved, only the choruses of the songs will need to be learned to participate. Practice the songs beforehand or just join in the choruses on the day. If you do have a choir or students who would like to learn the whole songs, once you have registered, you will receive an email with a link to the rehearsal tracks.

For further information and online registration go to <https://www.peaceproject.org.au/invictus-peace-project.html>

Minister announces Anzac Day schools' awards winners

[12 September 2018]

Schools from South Australia and Tasmania have won this year's Anzac Day Schools' Awards for their projects commemorating the service and sacrifice of our veterans over the past century. Minister for Veterans' Affairs Darren Chester congratulated Brooks High School in Tasmania for winning the national and state award for the second year in a row, with Playford McAuley Campus winning at the primary school level. 'The Brooks High School entry centred on its 2018 Anzac Day commemorative event based on the theme 'those we left behind', which considered the friends and family left behind as the soldiers went to war', Mr Chester said. [Read the full media release](#)

Australian Conference on Lutheran Education (ACLE 6)



The sixth Australian Conference on Lutheran Education will be held at the Melbourne Conference and Exhibition Centre

7-9 July 2021

Principals are encouraged to save the date and start budgeting for staff to attend.