
LEA News for school leaders

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197 Archer Street
North Adelaide SA 5006
T 61 8 8267 7318
F 61 8 8267 7320
E lea@lutheran.edu.au
www.lutheran.edu.au

Dear principals

In a recent LEA / LPA consultation, I was encouraged to continue to communicate to Lutheran principals directly as occurred on 31 May 2017 when LEA provided information about the developments of Gonski 2.0, the Senate Committee hearing and meetings with ISCA, NCEC and various other education groups.

In recent days there have been several key developments which LEA believes you should be aware of. These are as follows:

1. GGG/LEA governance and administration review

Last week the Board for Lutheran education Australia met to discuss the recent consultations (x3) regarding the progress of, and feedback from, the GCC/LEA governance and administration review.

As principals would be aware, Rev John Henderson, LCA Bishop, has been on sick leave and will return to work next week. Therefore, the joint CC/BLEA meeting to receive the final consultant's report has been deferred to 19 August 2017.

At the BLEA meeting, the Board requested an update be provided to the three regions, Lutheran school principals and councils and express the following:

- appreciation to all who participated in the consultations and for the wide range of views shared
- assurance that the Lutheran education community voices have been heard and are valued
- the Board has formed its views on the process thus far as well as a way forward which it will explore with GCC on 19 August 2017
- the Board sees this as an opportunity to further explore the governance of Lutheran education through an appropriate and ongoing consultation process
- the Board wishes to emphasise the need for continuing broad dialogue with strong school input in the development of agreed principles for good governance

Again, thank you for your and your communities' engagement in the process thus far and we look forward to further discussions into 2018.

2. Three principals for NLT

Both BLEA and NLT are delighted to announce that the NLT Terms of Reference have been updated and approved by the Board to include an invitation for three principals to join NLT.

In proposing this significant addition, a balance of skills, experience, gender and school characteristics were considered by NLT. As a result, the following three principals have been invited to attend NLT meetings commencing 8-9 August 2017:

- Heather Vogt, Endeavour College SA
- Thomas Brennen, Lakeside College Vic
- Anthony Dyer, Good Shepherd Lutheran College Qld

The input and advice of principals at this level will be greatly valued and provide professional contributions in a wide range of matters.

3. Recent leadership appointments / changes

Congratulations to the following people who have, or will soon, take up new leadership challenges:

- **Dennis Mulherin** has been appointed as the **LEQ Executive Director**
- **Paul Weinert** (LEVNT Executive Director) has been appointed as the **Principal of Concordia College, Highgate SA**, commencing January 2018
- **Gavan Cramer** will conclude as Acting Principal of **St John's Lutheran School, Geelong Vic**, at the end of Term 2, 2017. **Sue Ellis** (Head of Junior School, Encounter Lutheran College, Victor Harbor SA) will commence as **Principal at St John's Geelong** as from Term 3, 2017
- **Paolo Familiar** will conclude as **Principal of Sunshine Christian School, Sunshine Vic**, at the end of Term 2, 2017. **Jeff Gork** will fulfil the role of **Acting Principal at Sunshine** until the end of 2017
- **Bev McFarland** will conclude as **Principal of St Paul's Lutheran Primary School, Henty NSW**, at the end of 2017. St Paul's and LEVNAT will soon commence a principal recruitment process to fill this position from 2018.
- **Tori Weiss** (LSA Education Leader) has been appointed as the **Head of Junior School of Encounter Lutheran College, Victor Harbor SA**
- **Neville Grieger** will not renew his two-year contract as **Principal of Navigator College, Port Lincoln SA**
- **Stephen Jude** has been appointed as **Principal of Navigator College, Port Lincoln SA**, commencing January 2018
- **Faith Lutheran College** and **Tanunda Lutheran School** will merge to become an **ELC to year 12 college** from 2018

4. LEA Director of Leadership

BLEA has approved the appointment of a Director of Leadership as from the commencement of 2018. This position replaces the former position of Director of Research and Development and, in developing the new role, NLT has included the following key elements to this new position:

- generating research, learning and innovative practices across Lutheran Education Australia, particularly in the areas of effective leadership, pursuing world best practice and support for Australian Lutheran school principals and ECS directors
- monitor, reform and promote the LEA Leadership Learning Framework and School Improvement Framework for leaders, their relationship to *Growing deep*, and relevant applications for all leaders, ECSs and schools
- encouraging and stimulating learning in spiritual and educational leadership, both prior to and during leadership to reflect best practice and ongoing commitment to lifelong learning
- promoting and establishing reflective dialogue, team inquiry and empathic listening across LEA for leaders and their leadership teams
- enhancing internal and external dialogue for leaders and leadership teams to advance collaborative learning and to reflect on current leadership research
- working with NLT, LPA and other key stakeholders to engage leaders in professional learning and research as well as to further improve support to leaders which is relevant and contextual in contemporary Australia

Further details are available from the advertisement which will be placed on Teachers.on.net next week.

5. LESNW name change

The Lutheran Schools Association SA/NT/WA (LSA) recently approved a rebranding proposal and they are going to be named Lutheran Education SA/NT/WA (LESNW). This rebrand will be launched during August.



6. School closures

LSA Executive Director, John Proeve, with the respective council chairs and principals recently announced the following school closures as at the end of 2017.

- Ocean Forest Lutheran College, Dalyellup (Bunbury WA)
- Halls Head Campus of Living Waters Lutheran College, Rockingham WA
- Spring Head Lutheran School, Mount Torrens SA

LEA and LPA asks for your prayerful support to LSA, Andrew Leske, Sue Sullivan, Patrick Moore, Julie Mariner and their communities as they lead in challenging circumstances.

7. Lutheran education earthcare charter

7.1 LLL earthcare grants

The LLL has made \$105,000 available to LEA for small grants to Lutheran schools to support the implementation of the *Lutheran education earthcare charter*.

Allen Kupke, LLL Chief Executive Officer, will announce details of these grants at the LPA meeting day on Tuesday, 4 July 2017. Schools will be encouraged to apply to their regional director between 1-31 August 2017. Application forms, together with criteria, will be circulated post ACLE.

Thank you to the LLL, our ACLE Platinum Sponsor and long term supporter of the LCA and Lutheran schools, for taking this initiative.

7.2 Earthcare charter / website

LEA is in the midst of completing a Lutheran education earthcare charter website in readiness for ACLE5. This, together with Rev Dr Norm Habel's latest book *The earthcare charter and the 95 eco-theses: Foundations for earthcare planning* will be launched on Day 2 PLANET – Eco-reformation. Earthcare charter posters will be circulated to schools post ACLE. The *Lutheran education earthcare* website can be viewed at www.lutheran.edu.au (follow the link on the front page) from Monday, 3 July 2017

8. 2018 LEA / LPA Germany Lutherlands study tour

After ACLE5, LEA and LPA will advise regional offices and Lutheran principals that registrations of interest are invited from regional / school leaders (and partners) for the 2018 LEA / LPA Germany Lutherlands study tour.

The planned dates are from 23 June 2018 – 5 July 2018 and there will be a limit of 35 Australian participants. Priority will be given to principals and partners, but other school leaders may also register interest and, subject to numbers, may be included.

After ACLE5 is completed in July, LEA will formally request registrations of interest. Participants will have to pay for their own travel to and from Germany. It is likely the tour itself will cost approximately \$2400 per participant. This covers transportation, accommodation and some meals. Final costs will only be known early 2018. The itinerary will likely include Neuendettelsau, Nuremberg, Berlin, Erfurt, Eisleben, Eisenach, Wittenberg, Dresden, Buchenwald and Rothenberg

9. 2018 National Principals Conference

Next year's National Principals Conference will be held in Hobart. The conference theme will be *Leadership in challenging times*. New principals will gather on 5 May 2018 and be joined by all principals from 6-9 May 2018. LPA will provide more details post ACLE5.

10. Gonski 2.0

LEA notes the federal Education Minister, Senator Simon Birmingham, is offering 'a \$50 million, 12 month transition package to help systemic schools ... to adjust to the funding changes while a review is held into how their social-economic scores are calculated'. LEA will continue to monitor this situation for 2018+ and when further details come to hand, work with the regional offices to provide further details. LEA will also seek further discussions with the Minister. It is pleasing to report that Senator Birmingham has called the LEA Executive Director via mobile directly twice in

recent days. LEA is pleased to advise of this close working relationship and looks forward to the Minister's attendance at the opening of ACLE5. LEA also acknowledges the collaborative work of Stephen Kroker and the regional business managers in preparing detailed funding forecasts for all Lutheran schools and systems for the next six years.

11. Quality Schools 2018

Project purpose and aims

Quality Schools is conducted by LEA and focusses on the ongoing development, support and growth of principals and leadership teams for school improvement and to enhance the understanding of Lutheran schools as an integral part of the LCA.

The analysis of the data collected through this project will inform the continual improvement of Lutheran schools by:

- reflecting on the work of the school in its role as an agency of the LCA
- assisting each Lutheran school in its understanding of the experience of staff, students and parents in their learning communities
- providing data for schools so that a school improvement plan can be developed and reviewed
- addressing government accountabilities (School Improvement Plans and satisfaction surveys) as a school and as a system (reference: Australian Education Act 2013)
- aggregating data across regions to assist national and regional planning for the growth and development of principals and school leadership teams
- gathering and understanding data for the ongoing improvement of the well-being of principals, leadership teams and their communities
- informing the development of principals and school leadership teams as they lead their school communities

Project description

Quality Schools will require the collection of data from all Australian Lutheran schools in 2018 with the sampling cohort being staff, parents and students. The survey tool will seek to gather data to compile a profile of the school as a learning community and will cover a range of areas including:

- measurement of visionary leadership
- measurement of the effectiveness of teaching and professional interaction between teachers
- measurement of effective learning
- measurement of the engagement and satisfaction of parents and the community
- measurement of the engagement of students
- measurement of the well-being of the school community: leadership, staff and students

As the survey tool will be designed specifically for Lutheran schools, it is expected that information will be gathered to reflect how schools fulfil their role as schools of the LCA in mission and ministry. Data collected will also address current government accountability requirements (ie, School Improvement Plans and satisfaction surveys).

The data contained in reports is to be used by schools and regions to develop improvement plans. Schools are to receive a report that while comprehensive and explicit is easily accessible, understood and meaningful and can be interpreted at a local level. Further, support will be offered to schools to interpret the data and to develop an improvement plan. The quantity and manner of this support will be negotiated with RADII.

Various reports generated from the data are to be distributed to: principal, school governing bodies, staff, regions and LEA. Along with an executive briefing, the national and regional offices require a report comprising comparative data between Lutheran schools and other school sectors. LEA and the regions desire to work with RADII to design and implement strategies to address areas that require improvement.

Timeline

- The 2018 Quality Schools survey data collection can occur during semester one 2018 starting from 1 March 2018.
- Final reports will be distributed in August 2018

Survey questions

- Core questions which were used from the 2016 survey and will form a key part of the 2018 survey will be circulated to all principals in the second half of 2017. By using the same set of core questions, longitudinal data can be gathered and analysed for each school, thus assisting in ongoing school development planning
- RADII will provide additional optional questions which may be included in 2018 surveys dependent on each school's principal and leadership team requests. These will also be circulated to principals in the second half of 2017 and enable principals and their leadership teams to select or create additional questions relevant to their community
- By the end of 2017, principals will be asked to submit their additional questions to LEA so that individual school surveys comprising core and additional questions can be sent to RADII.
- By the end of 2017, principals will also be asked to nominate their preferred dates for Quality Schools to be administered in their community

Please note that costs for the 2018 Quality Schools survey will remain at the same level as costs for the 2016 surveys.

Serving the Lord together

Stephen Rudolph
Executive Director
Lutheran Education Australia