

FOREWORD

In producing this 2013 Lutheran education statistical report, Lutheran Education Australia is endeavouring to provide to our key LCA stakeholders the latest information pertaining to the early learning education centres, as well as the primary and secondary schools of the Lutheran Church of Australia.

This information not only enables us to look back into the past, but greatly assists us to plan for the future by identifying areas of need which we need to appropriately address.

Lutheran education nationally (LEA) and regionally (LEQ, LSA and LESER) has a strong focus on the following key areas:

- Leadership
- Formation
- Finance, governance and risk

We hope this report assists the reader in gaining a better view on how Lutheran education focusses on these vital areas and how our schools are supported as they serve the LCA and the Australian community.

In conclusion, 2014 is a year of special significance as it sees the LCA and its schools celebrate the 175th anniversary of Lutheran schooling in Australia. In 1839 our forebears commenced the Lutheran school journey at the following schools:

- Pittawodli Lutheran School – Adelaide SA (1839-1845)
- Klemzig Lutheran School – Adelaide SA (1839-1846)
- Glen Osmond Lutheran School – Adelaide SA (1839-1855)
- St Michael's Lutheran School – Hahndorf SA (1839-1917, 1946-)
- German Station Lutheran School – Nundah Qld (1839-1843)

Interestingly, two of these five foundation Lutheran schools served Indigenous communities and still today, the LCA has Lutheran schools which continue this important work.

Serving the Lord together

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STATISTICAL SNAPSHOT (AUSTRALIAN LUTHERAN SCHOOLS)

2013

Number of Lutheran schools 86

Students (full time equivalent) 39186

Primary students 22717

Secondary students 16469

Indigenous students 956

Students with a disability 1154

Full-fee paying overseas students 160

Lutheran students 6118

Non-Lutheran students 33068

Staffing

Total teaching staff (Head Count) 3199

Total teaching staff (full time equivalent) 2788.46

Total support staff (administration, building operations, maintenance)
(Head Count) 2392

Total staff 5617

School funding (2012)

Recurrent income per student \$13061.78

Recurrent income from Government (Commonwealth and State) 60.6%

Recurrent income from private income (fees and other private income) 39.4%

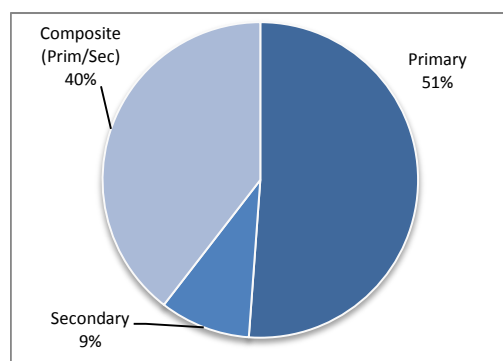
LUTHERAN SCHOOL TRENDS

NUMBER AND TYPE OF LUTHERAN SCHOOLS

Region / state	Primary	Secondary	Composite (Prim/Sec)	Total
LEQ	10	1	16	27
Queensland	10	1	16	27
LESER	11	2	7	20
Victoria	8	1	6	15
Tasmania	0	0	1	1
New South Wales	3	1	0	4
LSA	23	5	11	39
South Australia	21	4	8	33
Northern Territory	2	1	1	4
Western Australia	0	0	2	2
Total	44	8	34	86

Data based on LCA Yearbook 2014

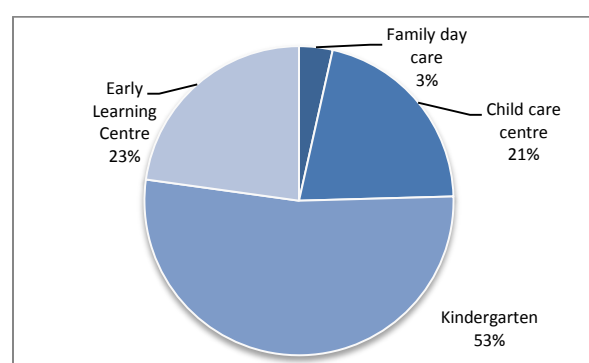
The table above shows that the majority of Lutheran schools in Australia are primary (only) schools (51.2%), 9.3% are secondary (only) schools, and 39.5% of schools comprise both a primary and secondary component. Of the composite schools, 24 cater for all year levels P-12, with ten catering for a combination of primary and secondary year levels but not all levels P-12.



NUMBER AND TYPE OF LUTHERAN EARLY CHILDHOOD CENTRES

State	Family day care	Child care centres	Kindergartens	Early Learning Centres	Total
LEQ	2	8	20	7	37
Queensland	2	8	20	7	37
LESER	0	1	5	0	6
Victoria	0	1	3	0	4
Tasmania	0	0	0	0	0
New South Wales	0	0	2	0	2
LSA	0	3	5	6	14
South Australia	0	2	5	6	13
Northern Territory	0	1	0	0	1
Western Australia	0	0	0	0	0
Total	2	12	30	13	57

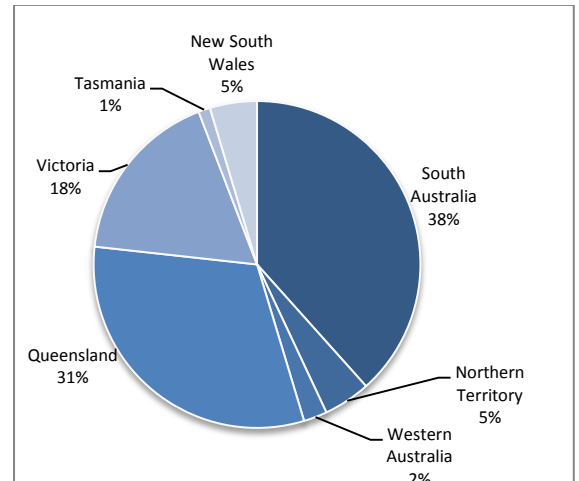
The nature of Lutheran early childhood centres ranges from childcare centres (catering for ages 0-3), family day care, kindergartens (catering for children aged 4) to the growing number of early learning centres attached to a school.



LUTHERAN SCHOOLS BY LOCATION

The graph (right) indicates that the majority of Lutheran schools (87%) are located in South Australia (38%), Queensland (31%) and Victoria (18%). Interestingly, these proportions closely mirror the membership of the Lutheran Church of Australia which also has lower levels of membership in Northern Territory, Western Australia and Tasmania.

The significant majority of early childhood centres are located in Queensland (64.9%), followed by South Australia with 22.8%, Victoria with 7% and Northern Territory with 1.8%.



LUTHERAN SCHOOLS AND EARLY CHILDHOOD CENTRES BY REMOTENESS

In terms of Lutheran schools, schools in the following areas are deemed as being remote: Darwin, Alice Springs, Warnbro, Bunbury, Ceduna, Port Lincoln, Mildura, Hobart, Cairns, Gladstone, and Biloela (*). Thirteen schools and five early childhood centres are located within these areas and the table below indicates the number of schools by school type and location.

(*) as defined by LEA Transfer Fund rules

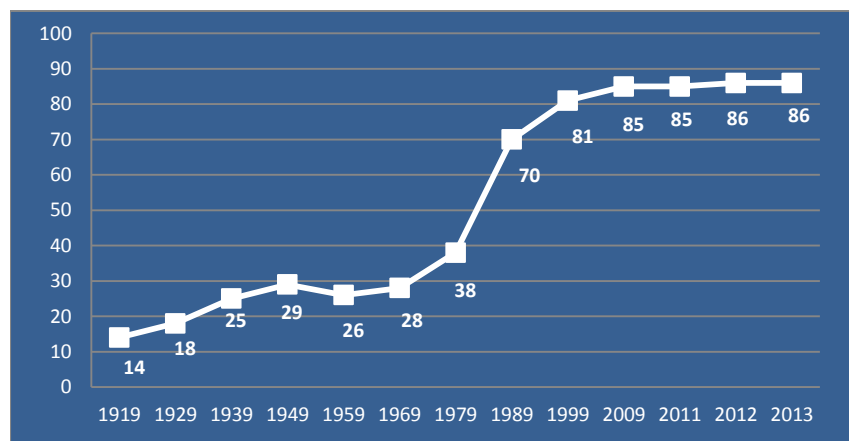
State	Primary	Secondary	Composite (Prim/Sec)	Total	% of total remote schools	Early Childhood Centres
LEQ	0	0	3	3	23.1%	4 (**)
Queensland	0	0	3	3	23.1%	4 (**)
LESER	0	0	2	2	15.4%	0
Victoria	0	0	1	1	7.7%	0
Tasmania	0	0	1	1	7.7%	0
New South Wales	0	0	0	0	0%	0
LSA	2	1	5	8	61.5%	1
South Australia	0	0	2	2	15.4%	0
Northern Territory	2	1	1	4	30.8%	1
Western Australia	0	0	2	2	15.4%	0
Total	2	1	10	13		5

(**) includes ECCs at Moree and Mt Isa

GROWTH OF LUTHERAN SCHOOLS

Following a period of significant growth in the late 1970s and 1980s, the expansion of Lutheran schools, in terms of the number of schools, has levelled in the past decade.

However as will be seen in the student data in the next section, the number of students and families within Lutheran school communities has grown in real terms.



STUDENTS

STUDENT ENROLMENTS AUGUST 2013

	LEQ	LSA	LESER	National	% of total
Primary	10111	9078	3528	22717	58%
Secondary	7871	6195	2364	16430	42%
TOTAL	17982	15312	5892	39186	
% of total	46%	39%	15%		

Despite a greater number of schools in South Australia, the majority of students in Lutheran schools are in Queensland (46%).

Year	Lutheran	Other	Total	% change	Year	Lutheran	Other	Total	% change
1983	5246	4710	9966	0	1999	6769	17262	24031	4.7%
1984	5527	5278	10805	8.4%	2000	6542	18408	24950	3.8%
1985	5590	6033	11623	7.6%	2001	6406	19851	26257	5.2%
1986	5791	6748	12539	7.9%	2002	6491	21059	27550	4.9%
1987	6198	7244	13442	7.2%	2003	6643	22063	28706	4.2%
1988	6355	7830	14165	5.4%	2004	6570	23317	29887	4.1%
1989	6504	8383	14860	4.9%	2005	6621	24570	31190	4.4%
1990	6561	9111	15672	5.5%	2006	6506	25662	32158	3.1%
1991	6684	9595	16279	3.9%	2007	6457	26537	32994	2.6%
1992	6670	10461	17129	5.2%	2008	6422	27829	34251	3.8%
1993	6875	11410	18285	6.7%	2009	6181	29270	35451	3.5%
1994	7002	12464	19466	6.5%	2010	6262	30223	36485	2.9%
1995	7155	13237	20392	4.8%	2011	6127	31186	37313	2.3%
1996	7100	14079	21179	3.9%	2012	6105	32184	38289	2.6%
1997	6861	15214	22075	4.2%	2013	6118	33068	39186	2.3%
1998	6829	16134	22963	4.0%					

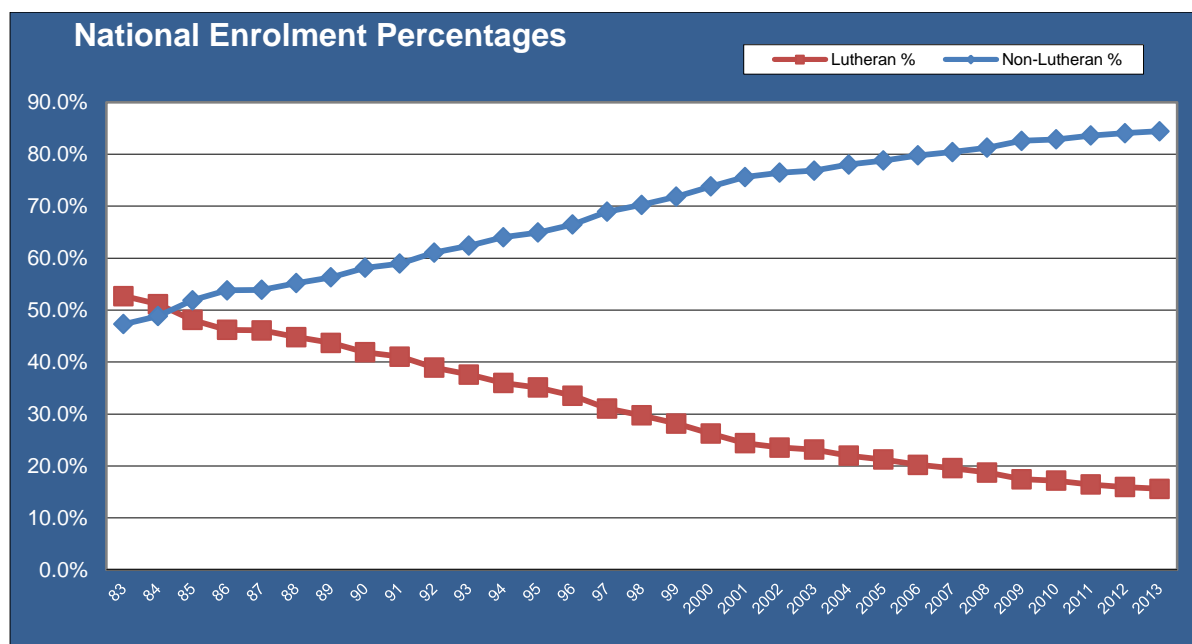
The growth of Lutheran schools has slowed since 2010 with enrolment increases below 3% per annum. Although the number of Lutheran students has grown slightly since 1983, the enrolment growth overall has been seen in the number of non-Lutheran parents choosing a Lutheran school for their children.

STUDENTS BY GENDER

	LEQ	LESER	LSA	National	% of total
Male	9068	2955	7669	19692	50.3%
Female	8914	2937	7643	19494	49.7%
TOTAL	17982	5892	15273	39147	

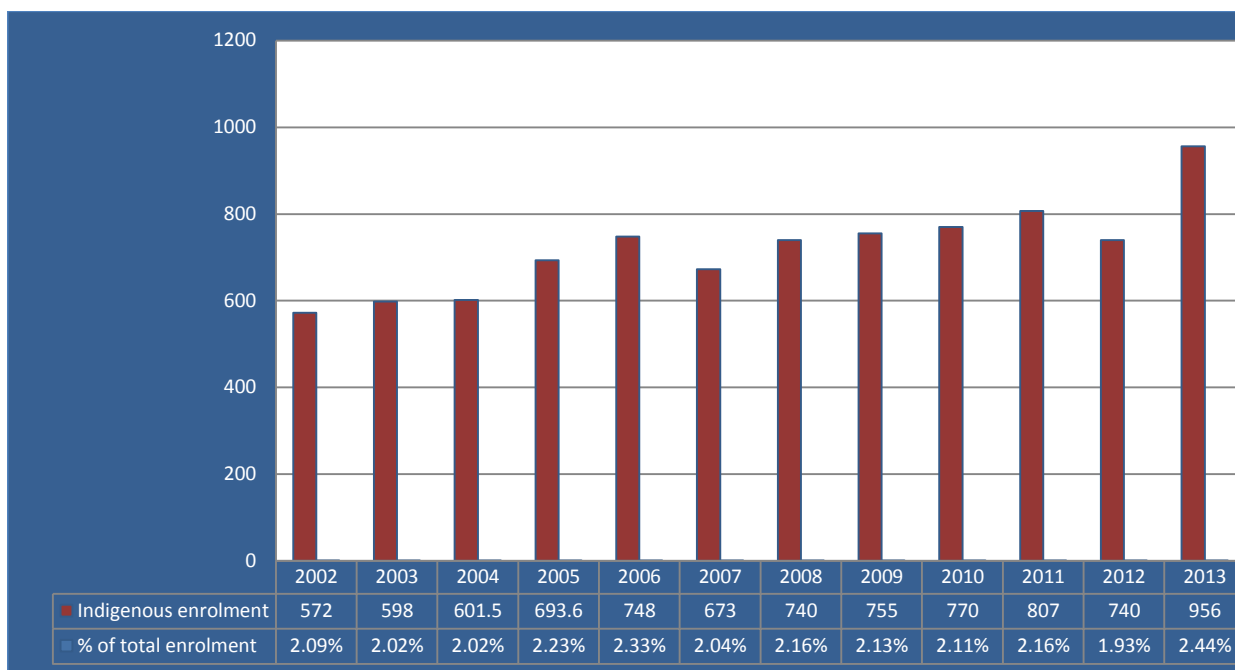
STUDENTS BY RELIGION

Total students	LEQ	% of total	LESER	% of total	LSA	% of total	National	% of total
Lutheran	1786	9.9%	886	15.0%	3446	22.5%	6118	15.60%
Other Christian	9866	54.9%	2780	47.2%	6368	41.6%	19014	48.50%
Other	6330	35.2%	2226	37.8%	5498	35.9%	14054	35.90%
TOTAL	17982		5892		15312		39186	
Primary								
Lutheran	1022	10.1%	604	17.1%	2175	24.0%	3801	16.70%
Other Christian	5252	51.9%	1853	52.5%	3704	40.8%	10809	47.60%
Other	3837	37.9%	1071	30.4%	3199	35.2%	8107	35.70%
TOTAL	10111		3528		9078		22717	
Secondary								
Lutheran	764	9.7%	282	11.9%	1271	20.4%	2317	14.00%
Other Christian	4614	58.6%	927	39.2%	2664	42.7%	8205	49.80%
Other	2493	31.7%	1155	48.9%	2299	36.9%	5947	36.20%
TOTAL	7871		2364		6234		16469	



The table and graph above illustrate the changing religious demographic of enrolments in Lutheran schools. 1985 was the first year when non-Lutheran students out-numbered Lutheran enrolments and that trend has continued. In 2014 Lutheran enrolments represent only 15.6% of total enrolments in Lutheran schools. LSA schools have the highest Lutheran enrolments (22.5%), whilst LEQ schools have less than 10% Lutheran enrolments.

INDIGENOUS STUDENTS



From 2002 to 2013 Indigenous enrolments have remained quite steady at around 2% of total enrolments.

In 2013 a total of 68 Lutheran schools had Indigenous enrolments with 20 of these schools having above the national Lutheran average of 2.44% of total enrolments.

Of these 20 schools, 13 are LSA, 5 LEQ and 2 LESER schools.

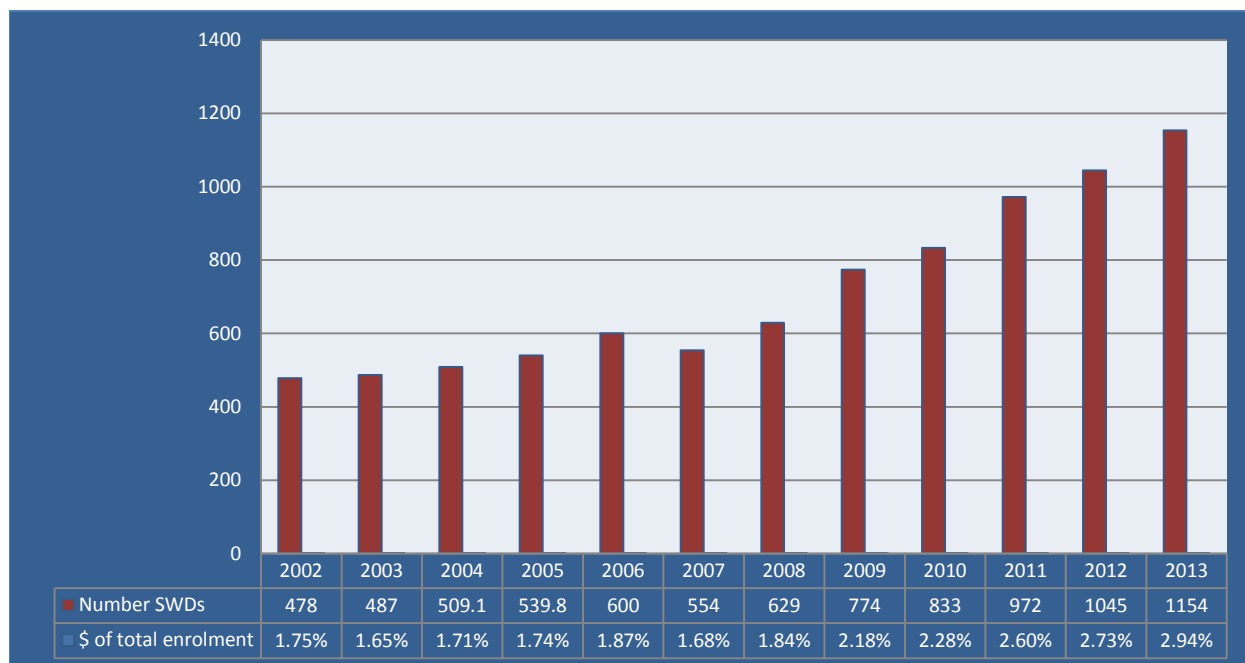
Indigenous enrolment as % of total	# of schools	Schools
100% (or near)	2	Yirara College (100%); Crossway, Ceduna (95.45%)
10% or above	4	St Andrews, Darwin (18.75%); Maitland LS (12.50%) Living Waters, Alice Springs (10.74%); Peace, Cairns (10.10%)
5% - 10%	4	Good Shepherd, Palmerston (6.85%); Unity, Murray Bridge (6.8%); Eastside, Hobart (6.59%); Bethania LPS (5.31%)
Over national average (2.44%-5%)	10	Peace, Gatton (4.53%); St John's, Kingaroy (4.52%) St Pauls, Walla (4.37%); Faith LC, Plainland (3.84%) Calvary, Morphett Vale (3.55%); St John's, Eudunda (3.42%) St Martins, Mount Gambier (3.11%); Loxton LS (3.01%) Immanuel College, Novar Gardens (2.96%); Waikerie LS (2.56%)

By state, the highest levels of Indigenous enrolments are seen in Northern Territory (35.8%), Queensland (32.1%) and South Australia (25.6%).

By region, LSA has a significantly higher level of Indigenous students than any other region. LSA schools enrol 62.7% of the national Indigenous enrolment.

	Indigenous enrolment	% of national Indigenous enrolment	Regional % of total enrolment
LEQ	307	32.1%	46%
Queensland	307	32.1%	
LESER total	50	5.2%	15%
Victoria	25	2.6%	
Tasmania	6	0.6%	
New South Wales	19	2.0%	
LSA total	599	62.7%	39%
South Australia	245	25.6%	
Northern Territory	342	35.8%	
Western Australia	12	1.3%	
National total	956		

STUDENTS WITH A DISABILITY



The number of students with a disability (SWDs) in Lutheran schools has risen over the period 2002-2013 both in real terms and as a percentage of total enrolments.

In 2002 SWDs represented 1.75% of total enrolments compared with 2.94% in 2013.

	SWD enrolment	% of national SWD enrolment	% of state/regional enrolment
LEQ	528	45.8%	2.9%
Queensland	528	45.8%	2.9%
LESER total	112	9.7%	1.9%
Victoria	52	4.5%	1.1%
Tasmania	34	2.9%	37.4%
New South Wales	26	2.3%	2.7%
LSA total	599	62.7%	3.4%
South Australia	416	36.0%	3.4%
Northern Territory	81	7.0%	5.0%
Western Australia	17	1.5%	1.3%
National total	956		2.94%

The percentage of SWDs in LEQ schools (2.9%) is at almost the same level as the national average.

Whilst LESER schools generally fall below the national average with a 1.4% SWD enrolment, Eastside Lutheran College in Tasmania has the highest level of SWD enrolments for any Australian Lutheran school. Eastside has 34 SWDs amongst their total enrolment of 91, representing a very significant 37.4% of total enrolment.

LSA schools are generally ahead of the national average with a 3.4% SWD enrolment.

STAFF

Head count	LEQ	LSA	LESER	National
Full-time	1055	861	338	2254
Part-time	306	446	193	945
TOTAL	1361	1307	531	3199
% of total	44%	40%	16%	

Full time	2245
Part time	945
Total	3199
Total FTE	2788.45

STAFF BY SCHOOL TYPE

	LEQ	LSA	LESER	National	% of total
Primary FTE	584	561.9	218.838	1364.738	48.9%
Secondary FTE	645.7	556.6	221.424	1423.724	51.1%
TOTAL	1229.7	1118.5	440.262	2788.462	

STAFF BY RELIGION

Full time	LEQ	% of LEQ total	LSA	% of LSA total	LESER	% of LESER total	National	% of total
Lutheran	311	29.5%	386	44.8%	129	38.2%	826	36.6%
Other	744	70.5%	475	55.2%	209	61.8%	1428	63.4%
TOTAL	1055		861		338		2254	

Part time	LEQ	% of LEQ total	LSA	% of LSA total	LESER	% of LESER total	National	% of total
Lutheran	88	28.5%	199	44.6%	65	33.7%	352	37.2%
Other	218	71.2%	247	45.4%	128	64.3%	593	62.8%
TOTAL	306		446		193		945	

The percentage Lutheran staff (both full and part time) is considerably lower in LEQ schools than for any other region. LSA schools have maintained the highest levels of Lutheran staff.

The fact that non-Lutherans comprise (on average) almost 65% of full and part time staff in Lutheran schools emphasises the need for high priority to be given to staff formation.

STAFF BY GENDER

Although female teachers outnumber male teachers in both the primary and secondary sections, the gender imbalance is greater in primary schools than secondary schools. Overall female primary teachers represent 62.5% of total teachers, 83.1% of primary teachers and 56.9% of secondary teaching staff.

Male	1006
Female	2193
Total	3199

There is little difference between regions in this respect and the gender statistics for Lutheran schools mirror those of other school sections (eg, Catholic – refer NCEC, *Australian Catholic Schools 2012*).

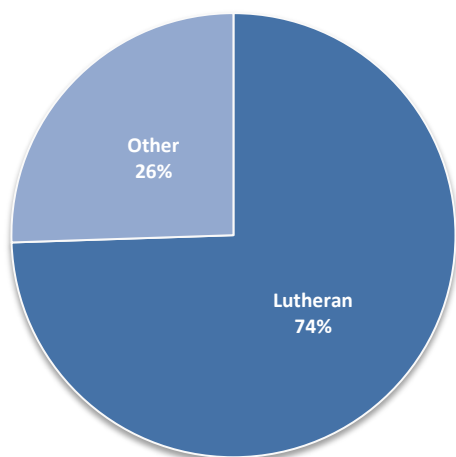
Full time	LEQ	% of total	LSA	% of total	LESER	% of total	National	% of total
Male	378	35.8%	336	39.0%	132	39.1%	846	37.5%
Female	677	64.2%	525	61.0%	206	60.9%	1408	62.5%
TOTAL	1055		861		338		2254	
Part time	LEQ		LSA		LESER		National	
Male	52	17.0%	73	16.4%	35	18.1%	160	16.9%
Female	254	83.0%	373	83.6%	158	81.9%	785	83.1%
TOTAL	306		446		193		945	

Primary FTE								
Male	135.1	23.1%	129.9	23.1%	50.476	23.1%	315.476	23.1%
Female	448.9	76.9%	432	76.9%	168.362	76.9%	1049.262	76.9%
TOTAL	584		561.9		218.838		1364.738	
Secondary FTE								
Male	269.4	41.7%	249.8	44.9%	95.124	43.0%	614.324	43.1%
Female	376.3	58.3%	306.8	55.1%	126.3	57.0%	809.4	56.9%
TOTAL	645.7		556.6		221.424		1423.724	

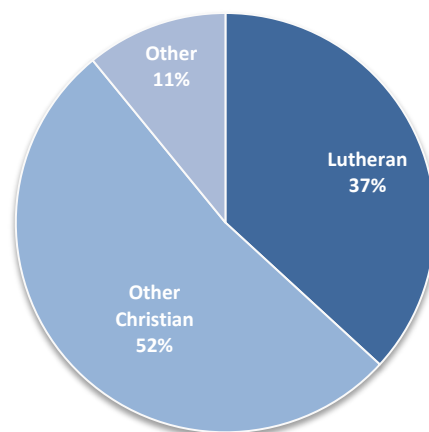
STAFF TRENDS

The past two decades have seen a significant change in the staff profile in Lutheran schools throughout Australia. The proportion in 1983 was 74% and this has fallen to 37% in 2013.

Staff 1983



Staff 2013



LEADERSHIP

LEADERSHIP BY GENDER

In the early 2000s the Board for Lutheran Education Australia resolved to encourage the promotion of women in leadership positions / roles. Targets were set and data has been gathered since 2002 on the number of:

- female principals
- women chairs of governing bodies
- women on national and regional education boards/councils

As will be seen from the table below, the target of 33% for women principals was reached in 2011, however, the percentage has fallen slightly and stands at 32.6% in 2013. All other targets are yet to be achieved.

		National	LEQ	LESER	LSA
% women principals Target 33%	2002	18.5%	30.8%	11.0%	13.5%
	2003	21.0%	29.6%	17.7%	16.2%
	2004	22.0%	33.3%	23.5%	13.2%
	2005	20.5%	33.3%	16.7%	13.2%
	2006	23.5%	32.1%	21.1%	18.4%
	2007	23.5%	32.1%	26.3%	15.8%
	2008	27.4%	37.0%	15.8%	26.3%
	2009	28.2%	34.6%	15.0%	30.8%
	2010	32.9%	38.5%	25.0%	33.3%
	2011	33.7%	40.7%	25.0%	33.3%
	2012	32.6%	40.7%	20.0%	33.3%
	2013	32.6%	40.7%	20.0%	33.3%
	% of women chairs of governing bodies Target 50%	2002	21.3%	26.9%	11.8%
2003		30.4%	33.3%	35.1%	13.3%
2004		28.0%	29.6%	11.8%	34.2%
2005		27.7%	29.6%	16.7%	31.6%
2006		27.7%	34.6%	15.8%	28.9%
2007		27.7%	29.6%	16.7%	31.6%
2008		26.2%	22.2%	36.8%	23.7%
2009		24.1%	20.0%	29.4%	24.3%
2010		28.0%	24.0%	36.8%	26.3%
2011		32.1%	23.1%	42.1%	33.3%
2012		28.9%	23.1%	28.6%	28.9%
2013		25.6%	19.2%	31.6%	27.0%
% of women on national LEA board Target 50%		2002	28.6%		
	2003	28.6%			
	2004	28.6%			
	2005	28.6%			
	2006	28.6%			
	2007	28.6%			
	2008	28.6%			
	2009	28.6%			
	2010	28.6%			
	2011	28.6%			
	2012	28.6%			
	2013	37.5%			
	<i>[For 2013 the Board comprised 8 directors in lieu of 7]</i>				
% of women on regional education councils Target 50%	2002				
	2003	36.3%	30.8%	33.3%	45.4%
	2004	34.4%	30.8%	25.0%	45.5%
	2005	30.6%	30.8%	16.7%	45.5%
	2006	32.4%	30.8%	18.2%	46.2%
	2007	35.3%	50.0%	10.0%	41.7%
	2008	37.8%	50.0%	10.0%	46.2%
	2009	36.4%	30.0%	0.0%	46.2%
	2010	27.3%	25.0%	0.0%	46.2%
	2011	25.0%	33.3%	0.0%	33.3%
	2012	23.5%	36.4%	0.0%	28.6%
	2013	30.3%	40.0%	11.1%	35.7%

LEADERSHIP BY AGE

	20-30	% of total	31-40	% of total	41-50	% of total	51-60	% of total	61+	% of total	LDP participants	% of total
2002	0	0.0%	11	14.9%	27	36.5%	32	43.2%	4	5.4%	1	1.4%
2004	0	0.0%	11	13.8%	31	38.8%	32	40.0%	6	7.5%	9	11.3%
2006	0	0.0%	8	9.8%	24	29.3%	43	52.4%	7	8.5%	15	18.3%
2008	1	1.2%	5	6.0%	32	38.6%	37	44.6%	8	9.6%	22	26.5%
2010	0	0.0%	5	5.9%	29	34.1%	42	49.4%	9	10.6%	31	36.5%
2012	0	0.0%	10	11.6%	30	34.9%	38	44.2%	8	9.3%	33	38.4%
2014	0	0.0%	10	11.9%	28	33.3%	36	42.9%	10	11.9%	30	35.7%

The table above provides an historical snapshot of principals by age.

Over the period 2002 to 2014:

- the number of principals aged 40 or under has reduced (14.9% in 2002 compared with 11.9% in 2014)
- the number of principals aged 61 or over has increased (5.4% in 2002 compared with 11.9% in 2014)
- currently the largest proportion (42.9%) of principals fall in the 51-60 age group
- currently the second largest proportion (33.3%) of principals fall into the 41-50 age group
- the vast majority of principals (76.2%) fall into the 41-60 age group
- a growing proportion of principals are or have been participants of the LEA Leadership Development Program (LDP)

The figures suggest that, based on the assumption that principals will retire at age 65, over the next four years ten principals (or 11.9%) will leave the Lutheran system. This is supported by the findings of the recently conducted survey *Exploring future leadership in Lutheran schools* [CRA January 2014] which suggested 11% of principals would serve for no more than four more years.

The data also demonstrates the impact of the Leadership Development Program, with 35.7% of current principals having been graduates, or current participants, in the program. Its effectiveness has been significant.

A recent statistical snapshot of LDP indicated that since its inception:

- 166 participants have successfully completed the program. 36 participants are currently enrolled in the 2013/14 cohort
- of the 86 principals in Lutheran schools 33 are graduates of the project
- 20 graduates have been appointed to the role of Deputy Principal, while 17 have become a Head of a sub-school
- graduates have taken on positions at ALC and at regional offices
- of the 166 graduates there is an approximate 50 / 50 split in gender.

It is evident that there is a need to not only maintain the LDP program, but also ensure it continues to be improved in order to meet the development needs of future leaders of Lutheran schools.

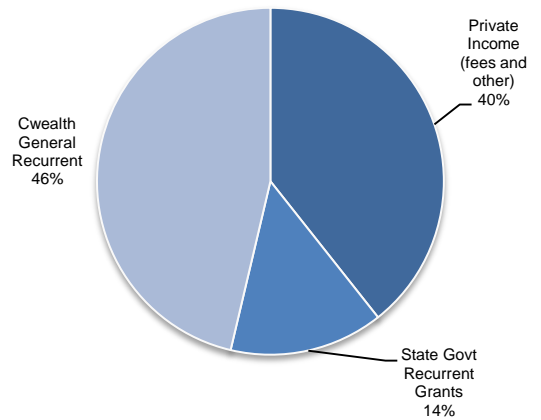
FINANCE

FUNDING

For year ended December 2012, Lutheran schools received \$511million for recurrent purposes. Government (both federal and state) contributed 60% of this total with the remainder coming from private income (fees, etc).

For the same period, Lutheran schools received \$58.4million for capital purposes. The prime source of capital income is fees/levies.

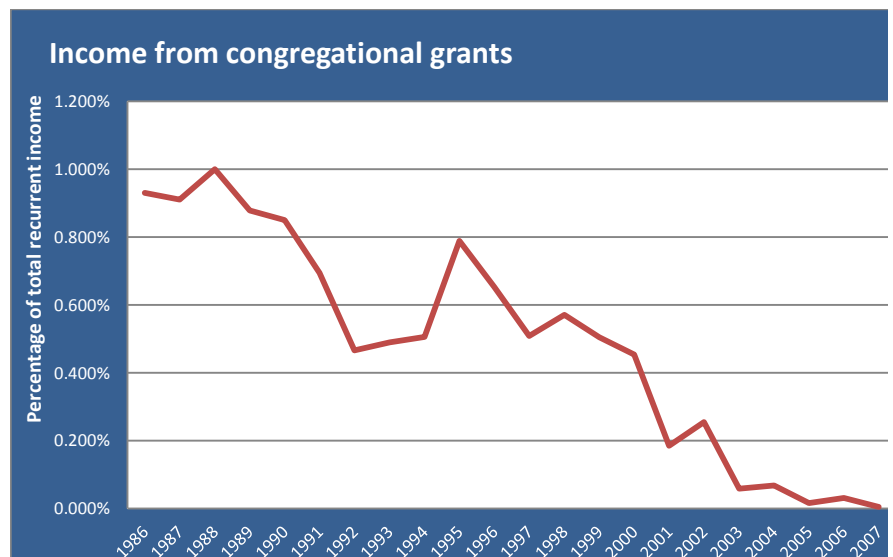
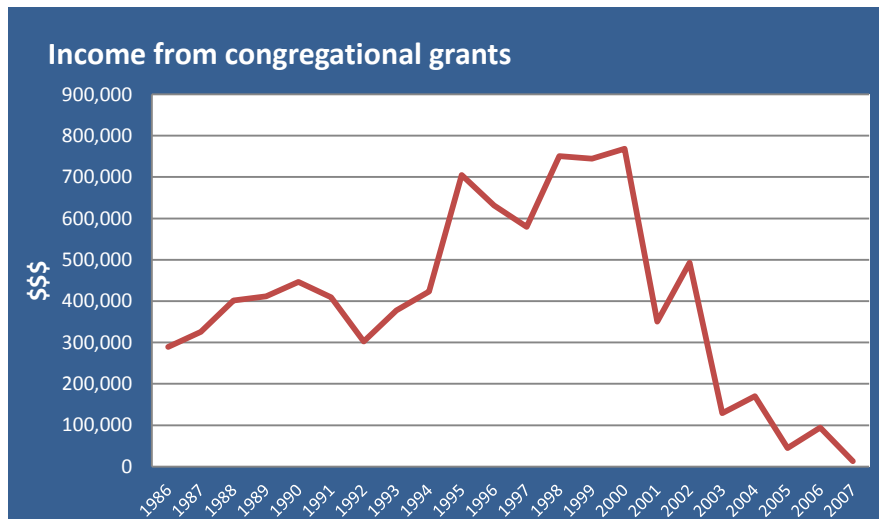
Recurrent income



Commonwealth Grant	6,001,404
State Grant	8,108,197
Capital Fees and Levies	38,264,688
Other Income for Capital Purposes	6,072,213
Total Capital Income	58,446,502

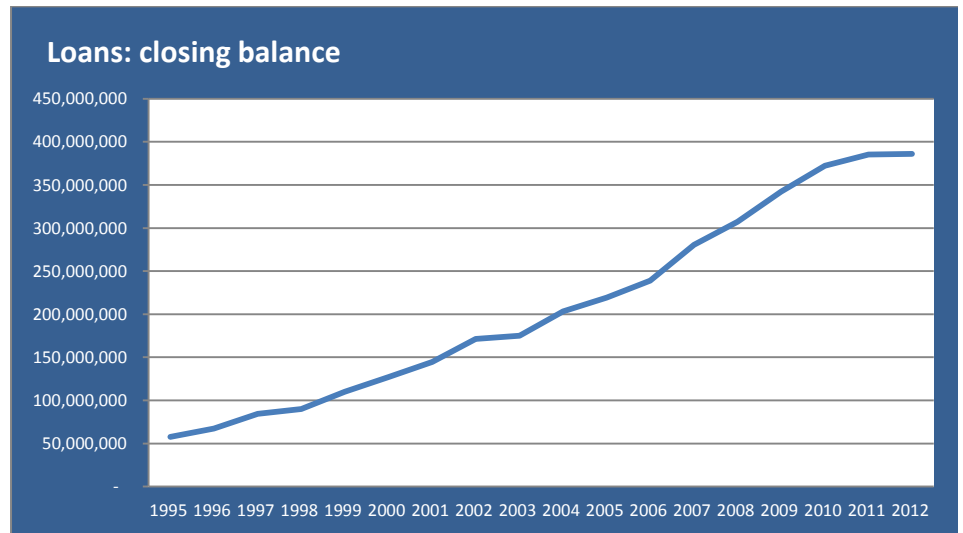
The financial support of schools by the LCA, through congregational grants, peaked in the year 2000 at \$768,237 and reduced to \$12,914 in 2007.

Since 2008 the federal government's financial questionnaire reporting criteria changed and we are no longer able to identify the amount schools receive from their local congregations.

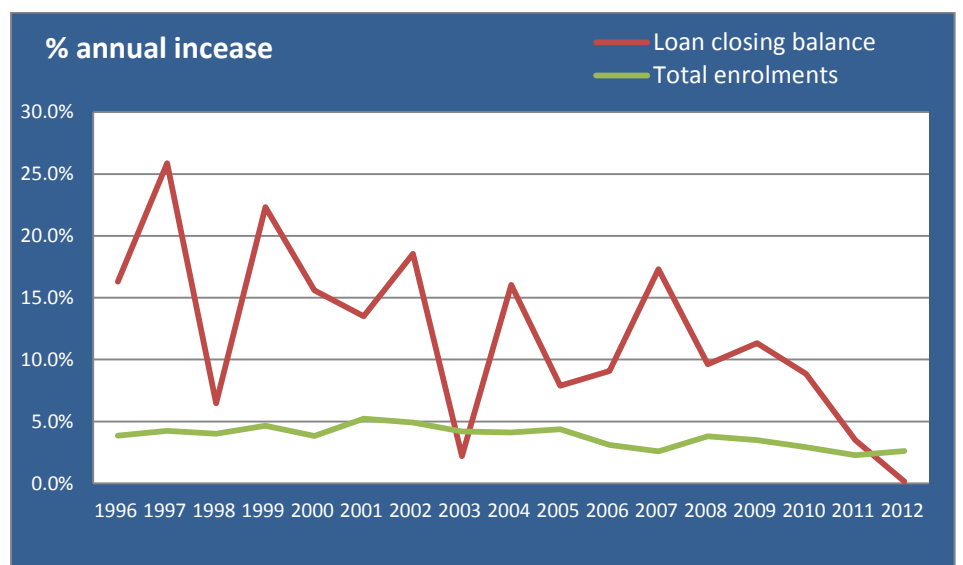


INDEBTEDNESS

School indebtedness has increased in real terms from \$57.7 million at the end of 1995 to \$385.9 million at the end of 2012.



Although enrolments have also increased over that period, the percentage increase in total debt has exceeded the increase in school growth (using enrolment as the measure of growth).



The increase in school indebtedness is also seen in the rise in *debt per student*.

