



Lutheran Education
AUSTRALIA

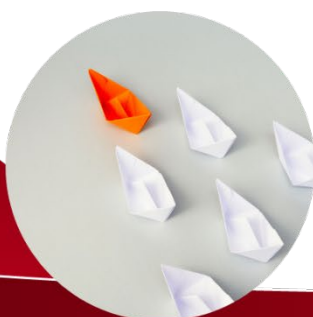
Leadership Development Program

LDP11



Contents

Introduction.....	2
What is the LDP?	2
Key values.....	2
Expected outcomes.....	2
What is involved?	3
The course of study	3
Costs	3
Time commitments	4
Timeline	4
Support.....	5
Mentors	5
Application	6
Pre-requisites.....	6
Application requirements	6
Selection criteria	7
Information for Principals and Directors	8
How you can help	8
Responsibilities.....	8
The principal/director reference	8
Contacts	9
Frequently Asked Questions.....	9
Appendices	11
1. Sample application questions	11
2. Example agreement	13
3. Example principal/director reference.....	14



Introduction

Lutheran education recognises the importance of research that points to the need for effective formal leadership in education and therefore acts systemically and intentionally in supporting leadership development for these important roles.

What is the LDP?

The Leadership Development Program (LDP) is a strategic program which aims to increase the depth of formal leadership in Lutheran education and give the Lutheran Church of Australia and employing bodies, confidence in the capacity of its leaders. The course provides participants with theological and leadership studies which enable them to develop advanced skills and knowledge. It is expected that graduates of this program will be able to integrate and appropriate the knowledge gained to equip them to lead in schools/services of the church where the gospel of Jesus Christ informs all learning and teaching, all human relationships, and all activities. The LDP provides an opportunity to equip graduates of the program for formal leadership positions in Lutheran education. Graduates will have a better understanding of, and be able to effectively support, the ministry and mission of the church as it applies in the school/service context.

The program involves a rigorous application process to identify potential leaders. Formal academic study in leadership and theology is a significant requirement of the program over the two years. A leadership profiling exercise, The Leadership Circle (TLC) highlights opportunities for leadership development. A mentoring program supports and assists participants for the duration of the course. LDP Workshops further prepare participants with knowledge and understanding of the commitment needed from leaders in Lutheran education.

The LDP is delivered by Queensland University of Technology's Professional and Executive Education team, QUTeX, and Australian Lutheran College (ALC).

Key values

To understand the full implications of LDP the following values are identified and highlighted:

- *Growing deep* provides a framework for leadership and formation. It reflects the value Lutheran education places on distributed leadership. It is acknowledged that a strength of Lutheran education is seen in the variety of ways and places in which leadership is exercised.
- *Growing deep* articulates the intersection of leadership theory and practice with Lutheran theology as applied in the education context.

Expected outcomes

Graduates of the LDP will evidence their development and achievement of the capabilities in relation to the vocational practices as described in *Growing deep*. They will:

- Develop the capacity to think and act critically, creatively, and innovatively by exploring issues and research crucial to future leaders in education.
- Critically reflect on how Lutheran theological concepts can be applied to leadership in education contexts.

- Explore leadership strategies that reflect relevant leadership approaches for the emerging future.
- Reflect on leadership capabilities and determine areas for personal and professional learning/development.
- Understand the influence of leadership on school/service culture and ethos.

What is involved?

Graduates of the LDP will qualify for a Graduate Certificate of Business and after completing the Leading Lutheran Identity workshop, Accreditation as a Leader (Al) in Lutheran Education.

The course of study

This is a two-year course conducted both face-to-face and online. Participants are required to complete all aspects of the program, including the compulsory face-to-face components. The program includes two 2-day face-to-face workshops, one 1-day face-to-face workshop, attendance at a culmination of learning event and 4 units of study:

Schedule	Unit title	Delivered by	Delivery mode
2 nd semester 2027	Leading self and others	QUTeX	2-day workshop + online study
1 st semester 2028	A Christian Lens for Emerging Leaders	ALC	2-day workshop + online study
2 nd semester 2028	Leader as Coach	QUTeX	2-day workshop + online study
1 st semester 2029	Actioning Strategic Innovation	QUTeX	Online study

Costs

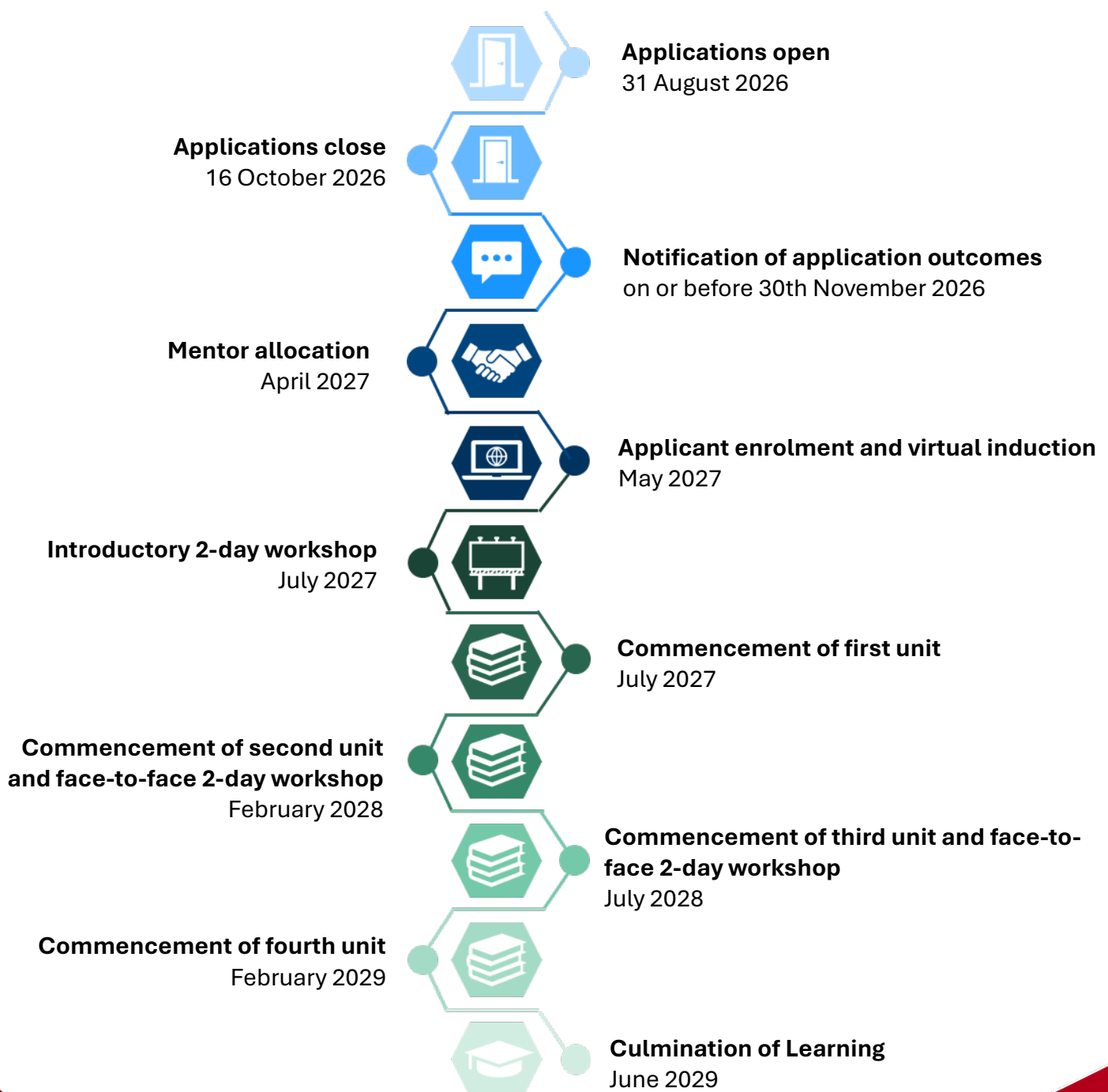
LEA, regions and school/services will support participants through financial contributions to the costs of the study. Individual participants will be responsible for 25% of the course fees. Some school/services may elect to pay individual costs, however, this must be negotiated by the individual participant with their employer. Study fees will be billed by LEA prior to the beginning of each semester and payment of fees is a pre-requisite for enrolment. The approximate fee schedule per participant is as follows:

Due	LEA/Regional Contribution	School/service Contribution	Individual contribution
1 st semester 2027	\$2,900	\$1,450	\$1,450
2 nd semester 2027	\$2,900	\$1,450	\$1,450
1 st semester 2028	\$2,900	\$1,450	\$1,450
2 nd semester 2028	\$2,900	\$1,450	\$1,450
Totals	\$11,600	\$5,800	\$5,800

Time commitments

The LDP is a rigorous course of post graduate study and potential applicants should consider carefully their ability to commit to the time required to complete the qualification. Study can be challenging when balancing the requirements of work, family life and personal wellbeing. Applicants are asked to carefully consider their personal circumstances prior to application to ensure that they are able to commit to all of the requirements of the course. Apart from the compulsory face-to-face components of the course, participants should be prepared to commit 8-10 hours per week in term time for study and assignment work.

Timeline



Support

School/services support participants through:

- Identification and encouragement of potential leaders to apply for the LDP.
- Nurturing and showing interest in participant progress.
- Providing release time for official study workshops, LDP workshops, mentoring interactions, study release.
- A contribution to course study of 25%.

Regions support participants through:

- Oversight of the regional cohort.
- Support of workshop events.
- Support for and selection of mentors.

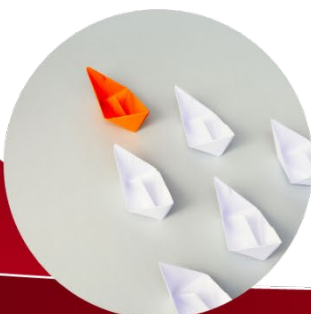
LEA supports participants through:

- Management of the overall program through a team that includes representation from each region.
- Liaison with providers, Queensland University of Technology Professional and Executive Education (QUTeX) and Australian Lutheran College (ALC), for program set up, costs, course delivery and review.
- Support of workshop events.
- A contribution to course study of 50%.

Mentors

A group of mentors will be selected from each region and assigned to each participant in the program. Mentoring will continue over the entire course of the two-year program. Mentors will attend training during the initial intensive where mentoring relationships are established and the mentoring connection begins.

Mentor preparation and support will be provided by QUTeX with initial training and quarterly Action Learning Group sessions. Mentors will contribute to an ongoing guided program to support the LDP participant and mentor over the two-year program. A training update for mentors will be provided for mentors who continue their involvement in LDP mentoring in subsequent years.



Application

Pre-requisites

In order to be eligible to apply for the LDP program applicants must:

- Be Accredited as a teacher (At) or Christian Studies teacher (Ac) in a Lutheran school.
- Have full registration as a teacher in their state or territory.
- Have previously studied an undergraduate degree (e.g. Diploma of Teaching)
- Be currently employed in a Lutheran educational setting.

Additionally, applicants will be asked to demonstrate:

- A strong interest in building leadership and theology capabilities.
- A commitment to attend **all** workshops, virtual classrooms and mentoring associated with the LDP.
- A willingness to serve in formal leadership positions in Lutheran education.
- A commitment to remaining with Lutheran education for a period of at least 2 years after graduation or repay the financial support received.

Application requirements

Approximately 30 participants will be selected for each cohort, with a regular intake every two years. Due to the limited number of places, it is essential that applicants address all items in their application and commit to service in leadership in Lutheran educational settings.

Applicants will be asked to complete an online application form which will be available on the LEA website when applications open (see [appendix 1](#) for a sample). Applicants will be asked to provide the following details:

- Personal and contact information
- Current and previous service in both Lutheran and other educational settings
- Formal qualifications
- Professional association membership and professional learning
- Referee contacts
- A personal statement aligned to the [Growing Deep Leadership and Formation Framework](#)
- Acknowledgement of commitment to the program

Additionally, the applicant's principal/director will support the application by completing an online reference. *Note: Applications without principal/director endorsement cannot be considered.*



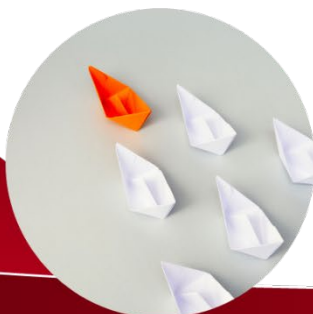
Selection criteria

Participants will be selected by a panel with regional and national representation. In selecting applicants, the selection team will select appropriate applicants who are members of the Lutheran church followed by those who are members of other Christian denominations. The selection team will aim to select a balance of participants across the range of education settings and gender.

Applicants will be selected according to:

- The strength of their application, particularly their personal and reference statements.
- Their commitment to ongoing service in Lutheran education and a willingness to consider further formal leadership opportunities in Lutheran education.
- Their demonstrated commitment to ongoing learning.
- A commitment to the Christian faith.

Once selected, successful participants will be asked to sign an agreement outlining their commitment to complete all aspects the study program, financial obligations, and ongoing leadership service in Lutheran educational settings (see [appendix 2](#) for a sample contract).



Information for Principals and Directors

The future leadership of our schools and ECSs is important. We appreciate your assistance in promoting and supporting this significant leadership program which will benefit Lutheran education across Australia now and into the future. Potential participants can self-nominate or be nominated.

How you can help

Leaders in Lutheran school/services can assist by:

- Promoting the program.
- Identify and encourage prospective participants from your school/service that you believe have leadership potential.
- Give careful consideration to any staff members holding a deputy principal or head of sub-school role who are yet to achieve leadership accreditation.
- Support the participant to identify opportunities to lead relevant projects/activities within the school as part of their program of study.
- Consider becoming a mentor or identify other suitable mentors for LDP participants (contact regional office).

Responsibilities

As principal/director of a participant in the LDP you have some important responsibilities. These include:

- Provision of release time for mentor meetings
- Provision of release time for an initial workshop in July 2027 (2 days)
- Provision of release time for the second unit workshop in February 2028 (2 days)
- Provision of release time for the third unit workshop in July 2028 (2 days)
- Provision of release time for one study day per semester & culmination of learning event.
- A 25% subsidy of study costs provided by the participant's school/service (approximately \$1,400 per subject leading to a total of \$5,600 over the two years of the program)

The principal/director reference

Every applicant to the program must provide a statement from their principal/director regarding their suitability for consideration for the program (see [appendix 3](#) for a sample statement outline). The online form will ask you to indicate how the applicant meets criteria aligned to the [Growing Deep Leadership and Formation Framework](#) including:

- Grows oneself – has self-awareness, attends to faith formation, learns and adapts, lives positively
- Engages the community – models integrity, listens and understands, builds support, networks
- Leads the team – creates purpose and clarity, nurtures faith, grows the capacity of others, inspires excellence
- Focuses on outcomes – searches for knowledge, shares for improvement, thinks strategically, makes it happen

Contacts

For further information and questions, you can contact Lutheran Education Australia (LEA) or the regional office leadership teams:

LEA	Director of Leadership	Suzanne Jessen	E: Suzanne.jessen@lutheran.edu.au Ph: 0490 102 288
LESNW	Educational Leadership Director	Mignon Weckert	E: mignon.weckert@lesnw.edu.au Ph: 0412 484 262
LEVNT	Director: Leadership & School Improvement	Shane Paterson	E: shane.paterson@levnt.edu.au Ph: 0417 704 908
LEQ	Deputy Executive Director Education	Josephine Wise	E: josephine.wise@leq.lutheran.edu.au Ph: 0491 768 326

Frequently Asked Questions

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

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

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 organisation.

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

Staff in Lutheran schools and ECSs who have completed a post graduate education or leadership qualification either through Australian Lutheran College (ALC) or other higher education institutions can apply, however, you can also apply for accreditation as a leader through the recognition of prior learning (RPL) pathway if you have already completed postgraduate study in both educational leadership and Lutheran theology. Further information can be found here: <https://www.lutheran.edu.au/school-professionals-2/accreditation/>

How does LDP assist in career planning?

An extensive reflection process throughout the program provides feedback about current capabilities and potential for leadership and will identify strategies through which a person can equip themselves for leadership. The reality of employment processes in Lutheran education means that participation in LDP does not guarantee appointment to a particular position in a particular time frame. 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.

What about teachers of other denominations and LDP?

The Lutheran Church of Australia (LCA) has a preference that all Lutheran school principals, directors, deputy principals and heads of sub-schools should be active members of the LCA. Since Lutheran education 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.

Lutheran education values 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 education 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.

Will all those who apply for LDP be selected?

No, a panel will select up to thirty people for each cohort intake. Priority in the selection process is outlined previously in the [selection criteria](#).

Why is LDP offered only every 2 years?

This timeframe allows strategic planning by potential participants in relation to time involvement for study and other aspects of life. It allows planning for funding by LEA, regions and schools/services to be budgeted on an annual cycle. It also ensures ongoing opportunities will be regularly available for new participants.

What if I need to withdraw?

Under exceptional circumstances, you are able to request withdrawal or deferral from your studies. You should discuss your reasons for withdrawal or deferral with your mentor and other relevant support people such as your principal or regional manager. Depending on where in the course of study you withdrew from the program, you may be expected to repay financial contributions if withdrawal occurs after the census date. An official withdrawal or deferral application will be available on the LEA website after the cohort commences. This form contains important information on the conditions and requirements for withdrawal or deferral. Please read this form here: <https://www.lutheran.edu.au/school-professionals-2/leadership-development-program/>.

How do I apply?

Read the information available under Leadership Development Program on the LEA website <https://www.lutheran.edu.au/school-professionals-2/leadership-development-program/>. Access the online application form (when available) and complete the required information as indicated.

More questions?

Contact the national or regional offices in the [contacts](#) previously listed.

Appendices

1. Sample application questions

Personal Information	
Name	
School/Service	
Current position	
Current LEA accreditation status	
Christian Denomination (include links to church community)	
School/service email	
Personal email (optional)	
Preferred phone contact number	

Current and previous experience			
School/service name	Location	Period of service	Leadership positions

Formal qualifications			
Title of award	Institution	Location	Year of completion

Membership/involvement in professional associations	
Name of association	Brief description of involvement and time period

Professional Development/training	
Title	Year completed

Referees

Professional referee:

(someone other than the principal, who can comment on the applicant's potential for leadership)

Personal referee:

(someone who understands the spiritual/theological aspect of leadership in Lutheran education and can comment on the applicant's potential to meet such criteria)

Personal statement

Growing deep capabilities - 'How leaders do what they do' reference p.10-33 of *Growing deep*

Please provide a brief summary (150 words in each box) of your strengths and areas for growth in relation to the four *Growing deep* capabilities that connect to your current role. *You do not need to include all aspects of the four capabilities.*

Growing oneself

- Building self-awareness
- Deepening faith
- Learning and adapting
- Living Positively

Engaging the community

- Modelling integrity
- Listening and understanding
- Building support
- Networking and strategic relationships

Leading the team

- Creating purpose and clarity
- Nurturing faith
- Growing capacity
- Inspiring excellence

Focusing on outcomes

- Searching for knowledge
- Sharing for improvement
- Thinking strategically
- Making it happen

Explain why you would like to participate in the Leadership Development Program
(no more than 300 words)

2. Example agreement

All successful applicants will be asked to sign an agreement showing their willingness to be fully involved in the program and commit to ongoing service in Lutheran education settings. The following is an indication of the agreement that will be signed.

LDP10 participant acceptance

Name of participant

School/service name

School/service address

I accept this offer to participate in the LDP10. I understand my responsibilities as follows
(Please tick each to indicate your acceptance):

- ☐ I acknowledge that Lutheran Education and my school are allocating significant financial and time resources for me to be part of the program and commit to Lutheran Education for a period of not less than 2 years of service after completion. Should I be unable to fulfil this responsibility, I will commit to repaying the financial investment made by my school and the LEA.
- ☐ I make a commitment to participate fully and professionally in course work and other activities of the program.
- ☐ I understand that I am responsible personally for 25% of course fees and any material costs and will pay these promptly prior to the commencement of each unit.
- ☐ I commit to prayerfully consider and actively seek to serve in formal leadership positions where the needs and opportunities arise.
- ☐ I understand the course will be completed over two years unless there are extenuating circumstances impacting on course completion. In these circumstances, I will seek approval from LEA to modify the program.

Signed

Dated



3. Example principal/director reference

Applicant Information

Name

School/service

Current position

Current LEA accreditation status

Please indicate if the applicant meets the following criteria against the [Growing Deep Leadership and Formation Framework](#)

Growing oneself			
	Area of Concern	Addresses criteria	Exceeds criteria
Building self awareness <i>Has an awareness of how words and actions have an impact on working with others</i>			
Deepening faith <i>Witnesses to their personal faith and applies to everyday actions</i>			
Learning and adapting <i>A desire to learn and grow professionally and to apply this in the work setting</i>			
Living positively <i>Displays optimism and calmness when under pressure and is resilient</i>			
Comment:			

Engaging the community			
	Area of Concern	Addresses criteria	Exceeds criteria
Modelling integrity <i>Display consistency in being genuine, authentic, open and honest in dealing with others</i>			
Listening and understanding <i>Able to be present and engaged, showing respect and empathy for others</i>			
Building support <i>Thoroughly prepared in presentations, meetings and discussions</i>			
Networking <i>Has the ability to network and develop strategic networks</i>			
Comment:			

Leading the team			
	Area of Concern	Addresses criteria	Exceeds criteria
Creating purpose and clarity <i>Has a strong understanding of the vision and mission of the school/service and can share this with others</i>			
Nurturing faith <i>Can openly share their faith without judgement of others</i>			
Growing capacity <i>Shows an ability to mentor and/or coach others</i>			
Inspiring excellence <i>Encourages excellence in others</i>			
Comment:			

Focusing on outcomes			
	Area of Concern	Addresses criteria	Exceeds criteria
Searching for knowledge <i>Uses a range of data and other resources to inform practice</i>			
Sharing for improvement <i>Willingly and openly shares ideas with others to improve Lutheran education</i>			
Thinking strategically <i>Aware of trends in education and how this could impact on Lutheran education</i>			
Making it happen <i>Takes action and shows initiative and responsibility when working with others</i>			
Comment:			

Please comment on the applicant's professionalism and demonstrations of leadership capabilities/interest/commitment.