

LEVNT NETWORKS

18 February 2016
Issue No. 02

*LEVNT Networks is distributed fortnightly
Please ensure that ALL staff and school councillors receive this communication*

It has been my pleasure and privilege in recent days to facilitate extended sessions in a number of different settings around the region. These include an early start to the year with the new Leadership Team of Trinity Lutheran College, Mildura, some sessions with Tarrington Lutheran school at their Anglesea Retreat, a continuation of a journey with the third half-day workshop with the now substantial in number combined staff of St Johns Geelong and Geelong Lutheran College and the third annual full-day, whole of staff retreat (this time at Shadowfax winery, Werribee Park precinct), with the even more substantial full-staff group of Good News Lutheran College, Tarneit.

We are aware of several other schools who have dedicated quality time to start the year with variously shaped spiritual development sessions for their staff groups. If we are serious about equipping our staff for the challenges associated with being an authentic Lutheran school in the 21st century, such sessions are vital. We at LEVNT commend the Leadership Teams of these schools for locking in place sessions of this nature.

In one of the workshops, we explored service in the context of the 21st century world in which we operate and find ourselves challenged with the task of “selling Christianity”, when society in general largely does not want to know about it. We talked about the importance of using everyday language ... hence my paraphrase of the Parable of the Good Samaritan, which we used to inform us in relation to WHO we should serve.

(Since this will be my last LEVNT Newsletter devotional thought before I take up the challenge of moving back into principalship (at Navigator College, Port Lincoln), I thought I could take the liberty of leaving you with my para-phrased, South Australian biased, translation of the Parable of the Good Samaritan ...)

The Parable of the Good Afghan refugees (Nev's Barossa Valley translation)

A man was driving along the Barossa Valley Way from Nuriootpa to Tanunda when he was run off the road by a gang of hoons.

They bashed him up, stole his mobile phone and wallet, and drove off in his car. The man was left badly injured lying on the side of the road.

A pastor happened to come along the same road, but when he saw the injured man he accelerated by on the other side of the road. Then some teachers from a Lutheran school came along. They also passed him by, because they had reports to write and lessons to prepare when they got home.



But a car load of Afghan refugees, who had been pruning in a nearby vineyard, saw the man in his distress and they immediately came to his aid. They dressed and bandaged his wounds and used their car to take him to the hospital. They gave the nurses two \$50 notes to cover the gap cost for the man's treatment and said “tomorrow when we return to see how he is, we will reimburse you for any extra expenses that may be required.”

*WHO should we serve... in effect anyone who crosses our path ... and in a global world isn't that everyone?
Nev*

Neville Grieger
Assistant Director
neville.grieger@levnt.edu.au

Governance Training and Support

The newly formed National Governing Lutheran Schools Working Group met in Melbourne on Friday, 22 January to further define the project scope, deliverables and timeline. The group also confirmed the draft terms of reference for the project team.

While the LEVNT Regional office will be taking a leading role in actioning the project, LEA acknowledges that a significant national contribution toward assisting the LEVNT Regional office will be required to ensure our office will not be under resourced as a result of the additional load.

Many of the initiatives developed by our initial Regional Governance Project team will be subsumed by this national project, however the residual regionally based initiatives will continue to be actioned in 2016.

It should be noted that we have a **Chairs Networking Day** scheduled for **Saturday, 07 May**. This will be an excellent opportunity for Chairs to engage in professional learning and networking with other Chairs across the Region. We encourage all Chairs to set this date aside. Our office is happy to financially assist Chairs from small rural schools to attend, upon request.

Principal Performance and Development Framework and Process

Towards the end of 2015 the Principal Performance and Development Policy was socialised with chairs and principals via facilitated discussions at Hub Groups. While there were varying levels of engagement depending on the Hub Group, the process was helpful in capturing quality feedback across a range of different school contexts. An amended policy will be distributed for comment before the end of the term.

The policy had previously been socialised at LEA National Leadership Team (NLT) Meetings during 2015, with a high degree of engagement from Directors. The policy and process is seen as having application across LEA, with the potential outcome of having a nationally consistent approach to the way councils manage principal development. Previous discussions have focused on creating a training manual and related training workshops for chairs and principals to assist in building the requisite capability to manage the processes at the local level.

At present LEA is considering engaging an appropriate governance consultant to assist in further developing the policy and creating the accompanying resources.

Develop ECC Networks and a Regulatory and Service Framework

Last Friday, 12 February, all four ECC Directors from across our Region met for the first time to network and engage in professional learning with a focus on formation activities for staff. The day was highly successful with Directors able to discuss their joys and challenges, and strengthen the regional network with a view towards mutual support.

We are greatly blessed to have such highly capable and dynamic ECC Directors in our Region and we will look to further strengthen the connections across all ECCs. Our current Directors are as follows:

Raelene Roede

Lynda Lehmann

Christine Sanders

Susie Papadionisiou

St John's Lutheran Kindergarten, Geelong

St Paul's Lutheran Kindergarten, Grovedale

Good Shepherd Early Childhood Services –

Kindergarten & Long Day Care

St Paul's Lutheran Kindergarten Inc, St Marys.

Special thanks to **Vicki Schilling**, LEVNT Education Officer – Curriculum for organizing such an engaging agenda. As part of Vicki's role, she will focus on facilitating formation activities for ECCs. Special thanks also to **Carolynne Noonan**, Children's Services Manager at the Department for Lutheran Early Childhood Services, Queensland, for assisting with the formation professional learning. QLECs has become an important partner with LEVNT in providing resources support for ECCs.

Principals' Day – Friday, 26 February 2016

Date: Friday 26 February 2016

Venue: Mantra Tullamarine Hotel, Cnr Melrose & Trade Park Drive, Tullamarine

RSVP: josie.muratore@levnt.edu.au by COB Tuesday, 23 February 2016

Keynote Speakers from Research Australia Development & Innovation Institution (RADII) on data driven school improvement will be as follows:



Maryanne Pearce is a seasoned education consultant with her own company (Room 21) who conducts school reviews for RADII. She has international experience in school evaluation, improvement and literacy practices (New York 2005-2010). She has been reviewing Victorian schools since 2011 and Queensland schools from 2015. In a previous life she taught in a large senior school, held a variety of leadership positions, including VCAA assessor in three subjects.

Areas of expertise:

- International experience in school evaluation, review and improvement
- Instructional leadership practices
- Learning and teaching, particularly English, literacy, VCE, reading and writing interventions
- Assessments aligned to standards
- Curriculum writing for rigour and engagement
- Cohort acceleration re: local Gifted and Talented programs

Maryanne Pearce works across Australia in her reviewer role and as an education consultant for special projects. Her experience includes collaborating at the regional and school levels to advise and support whole school improvement and deliver local teacher training programs. She has worked in school improvement since 2005 and prepared NYC schools for their high stakes quality reviews (2008 - 2009). Maryanne works intensively in secondary school improvement contexts and has a particular interest and expertise in working with teacher teams, designing intervention programs for students operating above and below year level, and training teachers to write quality, standards aligned curriculum incorporating research based pedagogy which supports all learners. In 2015, Maryanne designed and delivered the *Principals as Literacy Leaders* for ACT secondary principals. Each year, Maryanne enjoys delivering presentations and workshops at Australian conferences and these experiences help her keep current with research theory and practice.

Sharon Adams is a highly experienced former primary principal, Regional Network Leader and Assistant Regional Director who has worked extensively with principals, schools and regions to develop leaders and advise them in achieving sustainable school improvement. In recent years, Sharon has reviewed schools across Victoria for RADII and coaches school leadership teams in a range of leadership processes including strategic planning and capacity building.

Areas of expertise

- Extensive school leadership experience
- Leadership development and strategic planning for improvement across secondary, primary and specialist schools.
- Experience in school evaluation, review and improvement
- Professional Learning Team practices and the use of evidence and data for improvement.
- Accredited cognitive coach
- Experience in leading cross-school collaboration for support and improvement.

Sharon works in a variety of educational settings as a coach, consultant and professional learning facilitator. She has undertaken regional leadership roles since 2005 with responsibility for leadership development and school improvement across 170 Gippsland schools in South-Eastern Victoria. Sharon has overseen the use of school-based coaches, the improvement in data use practices and the capacity building of leaders and teachers. This work was recognised statewide when several schools received awards for the outcomes resulting from their improvement processes. She has also worked extensively in Principal Induction and Mentoring.

Paul Weinert
Director

paul.weinert@levnt.edu.au

NO JAB NO PLAY IMMUNISATION ENROLMENT TOOLKIT INFORMATION SESSIONS

The Health Protection Branch of the Department of Health and Human Services oversees state-wide immunisation policy and programs. We have been working closely with the Department of Education and Training on development and implementation of the No Jab No Play legislation. As you know, the No Jab No Play legislation came into effect on 1 January 2016. Services have been mailed a copy of the No Jab No Play Immunisation Enrolment Toolkit, a resource to assist services to understand and administer the new enrolment requirements.

Additional copies of the toolkit, including templates in the Toolkit can be downloaded here:

<https://www2.health.vic.gov.au/public-health/immunisation/vaccination-children-adolescents/no-jab-no-play/early-childhood-professionals>

Resources mentioned in the Toolkit can be ordered here:

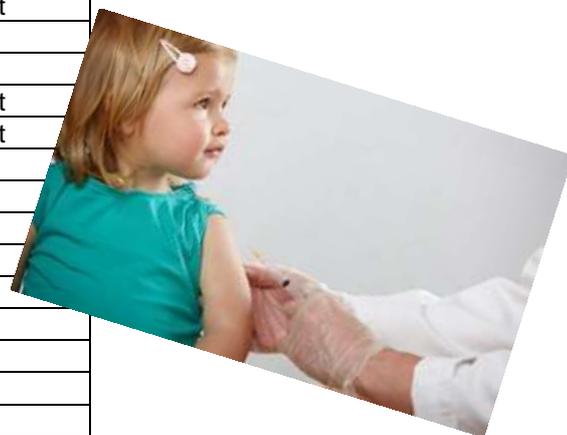
<https://www2.health.vic.gov.au/public-health/immunisation/vaccination-children-adolescents/no-jab-no-play/early-childhood-professionals>

A factsheet on Frequently Asked Questions about the legislation can be accessed here.

<https://www2.health.vic.gov.au/public-health/immunisation/vaccination-children-adolescents/no-jab-no-play/frequently-asked-questions>

The Department of Health and Human Services ran three information sessions in December 2015, to familiarise services with the Toolkit. Additional information sessions have now been planned and I would like to invite representatives from services to attend one of these sessions. The sessions will provide an opportunity for services to see how the Toolkit can assist you with enrolment processes. The Department of Education and Training has provided contact details to allow us to circulate this invitation. Dates and venues for the sessions will be as follows. A further email will be sent shortly with details of venues and information on how to register for a session.

Date	Time	Location
24 February 2016	10.00 am to 11.30 am	50 Lonsdale Street
24 February 2016	5.30 pm to 7.00 pm	50 Lonsdale Street
29 February 2016	2.30 pm to 4.00 pm	Bendigo
29 February 2016	5.00 pm to 6.30 pm	Bendigo
02 March 2016	10.00 am to 11.30 am	50 Lonsdale Street
02 March 2016	5.30 pm to 7.00 pm	50 Lonsdale Street
03 March 2016	5.30 pm to 7.00 pm	Wangaratta
04 March 2016	10.30 am to 12.00 pm	Wangaratta
07 March 2016	10.30 am to 12.00 pm	Dandenong
07 March 2016	2.00 pm to 3.30 pm	Dandenong
09 March 2016	2.30 pm to 4.00 pm	Traralgon
09 March 2016	5.00 pm to 6.30 pm	Traralgon
10 March 2016	10.00 am to 11.30 am	Geelong
10 March 2016	2.00 pm to 3.30 pm	Geelong
23 March 2016	2.00 pm to 3.30 pm	Ballarat
24 March 2016	10.30 am to 12.00 pm	Horsham



For those who cannot attend a session in person, the Power point presentation of the information session is available here:

<https://www2.health.vic.gov.au/public-health/immunisation/vaccination-children-adolescents/no-jab-no-play/early-childhood-professionals>

A video of the information session from 18 December 2015 will also be available on that website shortly.

Carmel Flynn

Director

Health Protection Branch Regulation, Health Protection and Emergency Management Division
Department of Health and Human Services

w. www.health.vic.gov.au

“The Spotlight” GOOD NEWS LUTHERAN SCHOOL - WYNDHAM



Good News is a model of God’s countless blessings in action, as it continues its growth into 2016 with the first cohort of Year 12s beginning this year. Over 100 additional students and 18 new staff make for a significant increase in size from just several months ago. Part of making all that possible is a number of building programs that are currently underway at the College.

Over the summer, additional car parking space – virtually doubling the amount of onsite parking available, was completed. A five room Science Building was also finished in January, with staff and students eagerly taking ownership of the building in the first week of school this year. Bordering this building are two further works currently underway. A three room Technology building (plus several smaller preparation, specialist and storage spaces) is mid-completion and due for handover by June.

A full-sized oval has also just recently been sprunged, so with a good combination of sunshine and water, we hope to have students using this facility by late April. If that isn’t enough, we anticipate beginning a 12 room, double-storey Middle School building later on this year.

While all these things are very exciting, perhaps inserting a photo below of the staff would actually be a more appropriate indication as it really is the energy, genuine care for students and modelling of the gospel that they do each and every day that really is a significant part of making Good News such a vibrant, growing community. The College thanks LEVNT and its schools, LEA and many arms of the Lutheran Church (amongst numerous others) for their continuing, ongoing support that helps make all of this possible.



Simon Hughes
Principal



A rare vocational opportunity to serve in the Lutheran Church!

District Administrator

The Victorian/Tasmanian District is seeking a suitably experienced and enthusiastic person for the full-time position of District Administrator, working out of its office at 755 Station Street, Box Hill, Victoria.

The District works to bring God's love in Christ to life in Victoria and Tasmania through its pastors, congregations and ministries.

The District Administrator is a vital role within the Office of the Bishop, and is key to ensuring financial sustainability and managing risk and compliance across the District organisation. It also serves the official function of Secretary of the District.

This is a strategic and high level role and has book-keeping and administration support. It also utilises the services of external financial and legal consultants, as well as expertise within the national church structure and the wider church organisation.

This role functions under the oversight of the District Bishop, with the support of the District Church Council, and with other District staff - together they ensure the daily functioning of the Lutheran Church in Victoria Tasmania and support the wider District pastoral and ministry team.

This role is ideally suited to someone from a financial, regulatory, compliance and/or governance background. Experience in not-for-profit sector, and in company secretary-roles would be highly desirable. The ideal candidate will have a servant heart for the Church, demonstrated by being a practicing member of the Lutheran Church of Australia.

For more information on this exciting and rewarding role, please email admin@vic.lca.org.au for a Position Description or Phone 03 9236 1200.

Applications should be sent to the same email address to the attention of People & Strategy Subcommittee, with a copy of your Curriculum Vitae and a cover letter clearly and succinctly addressing your appropriateness and desire for the role.

Closing date for applications is Monday 7th March 2016, 5.00pm

LEA Executive Director

[Stephen
Rudolph]

The Hon Senator Simon Birmingham at St Paul, Blair Athol SA

LEA wishes to thank Andrew Messenger (Principal, St Paul Lutheran School, Blair Athol SA) and his community for the invitation for me to attend the recent opening and dedication of new St Paul facilities. The Hon Simon Birmingham, Minister for Education and Training, opened the new facilities on Tuesday, 16 February 2016. This gave Andrew, John Proeve (LSA Executive Director) and me the opportunity to discuss various matters with Simon. It has also paved the way for both Stephen Kroker (LEA Business Manager) and me to meet with Simon in his Adelaide office later this month.

Thank you to Andrew Messenger for his invitation to both Simon and me to open up these opportunities.



School baptisms? Congregational baptisms?

LEA was recently asked by a member of a school community – an expectant mother – whether her soon-to-be-born baby could be baptised by the local Lutheran pastor at the local Lutheran primary school during a Friday morning school chapel service.

While my reply was to ask her to discuss this matter with the local pastor as well as the Lutheran school principal, which she willingly undertook to do, I also looked up the LCA's *Statement on school worship* which is available at:

<http://www.lutheran.edu.au/assets/Uploads/pr/policies/Mission%20Ministry%20Worship/Worship%20StatementAAAA.pdf>

In reference to baptism, the statement says:

Baptism is the sacrament of entry into the Christian church. It happens in the context of the people of God who gather together to grow in faith and love. Thus, in the LCA, baptism is clearly seen as belonging to the ministry of the congregation. The congregation is the institution in which Christ's gathered community is to be found. The question which the LCA and Lutheran school communities grapple with is whether it is appropriate to baptise in the context of school worship.

Baptising a student in a Lutheran School setting can be simple or complex, depending on the structure of the school. It is a simple matter in a school where there is a direct relationship between an LCA congregation and the school. Any pastoral acts done in the school can legitimately be seen as pastoral acts of that LCA congregation, and one would assume that its pastor has oversight of the pastoral acts that are done in it. The issue becomes more complex when there are a number of LCA congregations which support it, or when the school is sponsored by a district of the LCA.

Baptism can take place in a congregation within a school. While the baptised person is at school, this congregation may be best placed to provide ongoing pastoral care. However, when baptism happens in a school, links need also be developed with the LCA congregation that is best placed to care for the person and their family beyond the time that the young person is a student at the school. Where natural links with an LCA congregation do not exist, the school should seek to build bridges, and develop links with those LCA congregations that are well-placed to meet the ongoing pastoral needs of the

students and their families.

Baptism of a student or staff member in the context of school worship must be accompanied by instruction. Such instruction will go beyond the normal teaching of the Christian faith in the classroom and the proclamation that is part of school worship, because it presupposes commitment to the faith.

Where there is a direct relationship between the school and an LCA congregation, instruction prior to baptism and after it will normally be the responsibility of the pastor of that congregation. Where there is a worshipping community within the school itself, it is the responsibility of the school pastor to see that such instruction is given as part of his duty to provide pastoral care

LEA encourages all principals and pastors to openly and positively discuss these important matters and continue to be open to your respective communities and their needs. LEA also acknowledges the great ministry taking place across Australia in Lutheran education.

Thank you, principals for your leadership in these ministry areas

LEA logo

A number of Lutheran early childhood Services and schools have enquired about the use of the LEA logo. The LEA logo is available on the LEA website for ECS and school usage. [Click here to download from the LEA website](#)

Growing deep

[LEA leadership and formation framework]

Thank you for all school and regional leadership teams for so readily immersing yourselves in the *Growing deep* rollouts which are well underway. I also wish to acknowledge the leadership, energy and collaboration of LEA staff, Anne Dohnt and Shane Paterson, as they support the various *Growing deep* rollout sessions.

Luther@500 conference

The Australian Lutheran Institute for Theology and Ethics (ALITE), in cooperation with the teaching staff of Australian Lutheran College (ALC), is hosting an international conference on the theology of Martin Luther to mark the 500th anniversary in 2017 of the Lutheran Reformation.

The Luther@500 conference will be held from 28 June to 3 July 2016 at the Catholic Leadership Centre in East Melbourne, Australia. It will explore, positively and critically, the reception of Martin Luther's theology today and its significance for Christianity in the future. The exploration of Luther's theology will be three-dimensional: ecumenical, global and future-focused.

Six international Luther scholars, as well as several ALC and other Australian Lutheran scholars, will present papers based on original research and thought. Of special interest to Lutheran educators will be the paper of Prof Thomas Kothmann, University of Regensburg, on 'Luther the Educator: Luther's Vision of Learning and Teaching and Its Global Realisation Today.'

Further information is available in the attached flyer or at www.luther500.com.au. online registration is now available on the website.

CHRIST WELCOMES ALL

Saturday 9 April 2016

9 am to 9 pm

Immanuel College Adelaide ICOSA Centre

A workshop providing a safe place to explore human sexuality in a Christian context.

The meaning of radical Christian acceptance

Keynote by Lutheran Bishop Robert Rimbo of New York

There will be discussion time, and opportunity to consider accepting actions that might be taken by individuals or congregations.

Lunch and dinner are included in the registration fee.

Program details and registration form is at www.accepts.com.au

or call Kay on 0422 693 694 or 08 8564 3854

Sponsored by ACCEPTS, which offers Acceptance, Care, Counsel, Encouragement, Prayer, Theological Reflection and Support for gay, lesbian, bisexual or transgender people, their families and their friends who may be unsure about their relationship with God or other Christians

LEA is an agency of the Lutheran Church of Australia. While we sometimes promote events, programs or services that congregations, groups or individuals organise for the wider church, in the interests of transparency and accountability, we advise that this particular event is not officially endorsed by the LCA.

**LEA
Business
Manager**
[Stephen Kroker]

School business managers and bursars please note:

- **Sick Leave Emergency Fund**

The payout rate has been declared for claims for schools that are members of the Sick Leave Emergency Fund. Claims for 2015 will be paid at \$355 per day. The claim form is now available on the LEA website. [Click here to access](#)

- **Staff Entitlement Transfer**

Details of entitlements for staff moving to another Lutheran school should be transferred within one month. The Staff Entitlement Transfer form is available on LEA website [Under Publications and Policies/Administration – log in access required].

**LEA federal
news**

Australian schools called to stand united and say bullying. No way!

[15 February 2016]

Australian schools will mark the sixth National Day of Action against Bullying and Violence on Friday 18 March 2016. Chair of the COAG Education Council and Northern Territory Education Minister, Peter Chandler, is inviting Australian schools to 'take a stand together' against bullying and violence. 'The National Day of Action calls on schools and communities to get involved, put their anti-bullying programs in the spotlight and educate the community about dealing with bullying and violence,' Minister Chandler said.

[Read the full media release](#)

Exodus from public to private schools stops

[The Age, 4 February 2016]

The long-running exodus from public schools to the non-government sector has halted, with the proportion of Australian students in public schools increasing for the first time in decades.

According to [new data from the Australian Bureau of Statistics](#) released on Thursday, 65.2 per cent of Australian students attended public schools, up from 65.1 per cent the previous year. The proportion of students in non-government schools dropped from 34.9 per cent in 2014 to 34.8 per cent.

In Victoria, 63 per cent of students attended public schools in 2015, up from 62.8 per cent the previous year. In NSW, 65.3 per cent of students attended public schools in 2015, up from 65.1 in 2014. NSW public school enrolments grew by 1.1 per cent over the year, on par with the 1.2 per cent growth in

the non-government sector. This is a shift from the long-term trend, which saw enrolments in independent and Catholic schools surge by almost 10 per cent from 2004 to 2013 while public school enrolments grew by just one per cent over the same period.

[Read the full article from The Age](#)

Labor's struggle to remain 'the education party'

[The Conversation, 1 February 2016]

Bill Shorten is playing perfectly to the Labor campaign script. Find a school in a suburban growth area, get the cameras rolling while you sit and laugh with kids, stand against a wall replete with colourful paintings and promise billions of dollars to fix the nation's schools.

Let the election games begin.

Labor's [commitment](#) to (once again) [fund the final two years](#) of the Gonski school funding reforms signals a strong intent by the party to position education as a wedge issue in the [upcoming federal election](#). School funding is a powerful card for Labor, not only because it can capitalise on [the Coalition's retreat from Gonski](#), but also because funding strikes an emotive tone in the public imagination.

The [2011 Gonski Review](#) cut to the heart of debates about who gets what in Australian schools and revealed gross inequalities across the nation. A fairer needs-based school funding model, the review argued, was central to improving the quality and equity of Australian schooling. Federal Labor has capitalised on [union support](#) and a broader public appetite for Gonski. State Labor parties have followed suit, campaigning hard on school funding and resourcing in recent elections.

Shorten now sees a fresh opportunity to re-assert Labor as the Gonski saviour.

[Read the full article](#)

Be recognised nationally :

2016 Australian Training Awards Open Nov

The Australian Training Awards are the peak national awards for the vocational education and training (VET) sector. For over 20 years, the Awards have recognised the outstanding achievements of apprentices, trainees, vocational students, training practitioners, business secondary schools and registered training organisations for their contribution to skill in Australia.



There are 18 categories presented at the Australian Training Awards. While a majority of the Awards receive entries via the state and territory awards programs, there are seven awards that are available by direct entry. Applicants may have the opportunity to reach the national stage in November this year and gain Australia-wide recognition for the work they do.

Australian Training Awards direct entry categories include:

Individual

[Lifetime Achievement Award](#)

[National Achievement Award](#)

[Excellence in Language, Literacy and Numeracy Practice Award](#)

Business

[Small Employer of the Year Award*](#)

[Australian Apprenticeships – Employer Award](#)

Registered Training Organisation

[School Pathways to VET Award](#)

[International Training Provider of the Year Award **](#)

**Small Employer of the Year Award is direct entry for NSW, VIC, WA, SA and NT*

***International Training Provider of the Year Award is direct entry for all states except WA*

Applications close on **Tuesday 31 May 2016**. For more information, visit

www.australiantrainingawards.gov.au

The 2016 Australian Training Awards will be held in Darwin on Thursday 17 November 2016.

For real time updates you can find the Australian Training Awards on:

[Twitter](#) [Facebook](#) [LinkedIn](#) [Youtube](#)

