A Lutheran school is a place ... that models community.

I have referred in earlier articles to core propositions of what it means to be a Lutheran school in the 21st century. So we come to proposition three as listed above. Schools are all about community. Our recent Better Schools well-being data has a lot to say about the health of our school communities. There is for example, strong evidence to suggest that if we can get the health and well-being of our engine-room (the staff community) right, then this will flow through to all other areas of operation of the school community.

It is perhaps no coincidence that the words community and communication have much in common. When we think about it, the health of our community is very dependent on the quality of the communication that takes place. In an ever-increasing virtual/digital world, the extent to which we engage in face-to-face communication is under threat. The danger that we over-use electronic communication (email and SMS) is real. Time for a lesson from God’s creation...

At our property, we continue to be invaded by ants. Even deep into winter, ants have been a problem. They have consumed the usual commercial supposed “ant rid” substance in volumes as if it is part of their ant-kingdom supplement program to body build and boost their physical performance! They have just kept coming back for more. What an amazing communication system God has given to these little beasts. Sometimes there has been a solitary ant, or may be 2 or 3 wandering aimlessly around the kitchen, but then within a matter of minutes there can be thousands. Have you ever stopped to observe the way ants relate to each other? Next time you see an ant trail, take a few minutes of time out to sit and watch. Focus on individual ants as they head along a trail. Notice that they stop and greet(?) every ant that they meet coming in the other direction ... or maybe their conversation is something like … “Hey we’ve found the honey jar on the kitchen bench”. It seems that ants have a very sophisticated “personal” communication system and an incredible ability to operate as a community, with all focused on a common goal.
As schools, we are blessed to be placed in ready-made communities. For us in Lutheran schools, regardless of our position, job title, age, race or gender, as members of a Christian community, we need to model what that means. There can be no pecking order or superiority of one person over another, for in God’s sight everyone is of equal worth and of exactly the same level of importance. Sure we have different and varied jobs and responsibilities, but in the end every one remains equal. An authentic Lutheran school is one in which we model these aspects of community. The Lutheran Education Life-Long Values provide an excellent foundational template to guide us in the task of building a dynamic, healthy and vibrant Christian community in and around our schools.

Blessings as you go about the pivotal task of building and modelling community in your school.

Neville Grieger
Assistant Director
neville.grieger@leser.lutheran.edu.au

Australian Conference Lutheran Education 4

ACLE 4 is fast approaching and will be held in Brisbane from Monday 30th September to Wednesday 2nd October. Principals are encouraged to ensure schools have a contingent of staff attending. More information on ACLE 4 can be found at www.acle.net.au. Any queries re ACLE please email info@acle.net.au.

derek.bartels@leq.lutheran.edu.au
ACLE Marketing

Retreat for school leaders
The Campion Experience
Retreat 2 – 2013
12 – 14 November
A time of spiritual nourishment and encouragement for the task of spiritual leadership
We pray that participants will benefit from this time of professional development in one of the most critical areas of leadership for a Lutheran school. Registration forms can be found at http://www.leser.lutheran.edu.au/publications/

Neville Grieger
Assistant Director
neville.grieger@leser.lutheran.edu.au

Schools Assembly
The LESER Schools Assembly was held last Saturday at Tullamarine with schools chairs, principals and business managers in attendance. The assembly was an opportunity for the Council for Lutheran Education to share regional developments over the last twelve months. A highlight of the meeting was presentations by Steve Rudolph (LEA Executive Director) and Steve Kroker (LEA Business Manager). The presentations focused on projects at the national level as well as an overview of proposed federal government funding arrangements.

It is usual practice at this meeting to accept financial statements and the proposed budget for the next year. However, due to the continuing funding uncertainty, it was accepted that further consultation with schools is required when federal funding structures are confirmed. It was accepted that a meeting
will be convened later in term 4 to discuss budgetary issues including LESER fees and school contributions.

Many thanks to those people who gave up their precious time to attend the meeting. I know CLE members and the secretariat feel strongly that the Assembly is a critical forum to strengthen the collegiality of our system through sharing information and collaborative decision making which is in the best interest of all member schools.

**2014 Hub Conferences**

Recently we have had discussions at the secretariat about regional conference formats for 2014. At this stage we feel the most practical and effective way to engage staff would be to have three one day conferences located in the central (Melbourne), Western Victoria and Riverina hub areas. Over the next few weeks we will liaise with principals to find suitable dates and locations with a view to gaining confirmation for each conference.

These conferences will be a wonderful way for staff to connect with colleagues in the region and share in the spirit of collaboration which is a feature of these small but purposeful events.

Paul Weinert  
Director  
paul.weinert@leser.lutheran.edu.au

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**PATHWAYS: Vocational**

Date: Tuesday, November 19  
Venue: Holy Cross Conference and Retreat Centre  
207 Serpells Road  
Templestowe  
Facilitator: Neville Grieger

If you have a staff member who has completed Pathways: *spiritual* and Pathways: *theological* then please invite them to attend this day-long workshop in order to complete accreditation as a teacher in a Lutheran school. Morning tea and lunch will be provided. (no cost to schools). More details will be provided on registration.

Please RSVP to liz.pietsch@leser.lutheran.edu.au  
Phone: 9236 1271
This week we showcase
Good Shepherd College, Hamilton

Agriculture at
Good Shepherd College

The students always enjoy spending time in Agriculture lessons. They have the opportunity to participate in learning activities in our orchard, greenhouse and school farm.

The Year 9/10 Agriculture class have enjoyed assisting the farm manager with the lamb marking and drenching on the school farm.

We are very proud of our fencing teams who won both first and second place at the Hamilton Sheepvention field days for the third year running.

The Agriculture students have been learning about Aquaponics and Hydroponics, building and maintaining production systems that are producing an abundance of vegetables and herbs for use in the Food Technology lessons.

Principal Les Seiffert
Good Shepherd Lutheran Primary School, Croydon

Congratulations—State Champions

The Good Shepherd soccer team completed a remarkable season by winning the State Championship final on Wednesday, September 4th. This win is the culmination of a season which has seen the team progress through several stages of competition, from our local district, zone and then the Eastern Metropolitan region, to be named the best primary school soccer team in Victoria. It is also the first time that a Good Shepherd school team has earned a State title in any sport. The State final brought together teams from 8 regions across Victoria. In windy conditions, the students played with great skill and endeavour against very talented opposition. After winning 3 games in their pool and remaining undefeated, they qualified for the final against Plenty Parklands Primary School who they defeated 2-0. Congratulations to the team, coaches and all the supportive parents and teachers for such an excellent result. Special thanks to Mr Polack. Throughout the competition, the team has played with not only great skill and team work but also conducted themselves with great sportsmanship and character. Well done to all involved! 

Principal Greg Schneider

Congratulations to — Tyler Daniels, Caelan Huber, Jack Morton, Harrison Strachan, Nicholas Tubby, Nathan Cuteri, Ethan Fang, Matthew Juniper, Lars Miller, Joshua Mitchell, Ryan Peter-Budge, Caleb Rickard, Brandon Costa, David Maddox, Samuel Rooke and Liam Marshall.

As this is the final LESER Networks for Term 3 we pray God’s blessing on a restful and well-deserved break. Safe travels and we look forward to the final Term for 2013!
### LESER Calendar Dates – 2013

<table>
<thead>
<tr>
<th>Event</th>
<th>Date</th>
<th>Location</th>
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<tbody>
<tr>
<td>Leadership Development Workshop</td>
<td>16 – 17 September</td>
<td>Catholic Leadership Centre, East Melb</td>
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<tr>
<td>National Lutheran Principals Workshop (LPA)</td>
<td>29 September</td>
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<tr>
<td>Board Lutheran Education Australia</td>
<td>4 October</td>
<td>Brisbane</td>
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<tr>
<td>Labour Day NSW</td>
<td>7 October</td>
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<tr>
<td>Equip Module 8 – Melbourne</td>
<td>7 October</td>
<td>Good Shepherd LPS, Croydon</td>
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<td>CLE Meeting</td>
<td>10 October</td>
<td>Good News Lutheran College, Tarneit</td>
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<td>Equip Module 10 – Melbourne</td>
<td>11 October</td>
<td>Quality Hotel Melbourne Airport</td>
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<td>Western Principals’ Hub Meeting</td>
<td>14 October</td>
<td>Tarrington Lutheran School</td>
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<tr>
<td>Equip Module 10 – Riverina</td>
<td>18 October</td>
<td>Lutheran Primary School, Wagga Wagga</td>
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<tr>
<td>Riverina Principals’ Hub Meeting</td>
<td>29 October</td>
<td>St Paul’s Lutheran Primary School, Henty</td>
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<td>Melbourne Cup Day</td>
<td>5 November</td>
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<td>College Of Directors</td>
<td>11 -12 November</td>
<td>LESER – Box Hill</td>
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<td>LESER Leaders Retreat</td>
<td>12 – 14 November</td>
<td>Campion Centre, Kew</td>
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<tr>
<td>LESER Principals’ &amp; Business Managers’ Day</td>
<td>15 November</td>
<td>Quality Hotel Melbourne Airport</td>
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<tr>
<td>Pathways: Vocational</td>
<td>19 November</td>
<td>Holy Cross Conference &amp; Retreat Centre, Templestowe</td>
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<td>LESER Staff training days (Office Closed)</td>
<td>21 – 22 November</td>
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<tr>
<td>LESER Planning Day (Office Closed)</td>
<td>29 November</td>
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<tr>
<td>LESER Office Closes</td>
<td>20 December</td>
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### New Added Date

**ISV Professional Learning**

Independent Schools Victoria provide some excellent professional development seminars and can be found by clicking on the below link:


Please note the attached course “Courageous Conversations” guest speaker Dr Michelle Mulvihill

This course has been highly recommended by LCA District Church office staff.
LEA News for school leaders: 11 September 2013

From the LEA Executive Director [Stephen Rudolph]

Federal election 2013

LEA looks forward to working with the Coalition government in the years ahead and has written our congratulations to Mr Abbot and Mr Pyne. Subject to the announcement of the coalition’s Minister for Education, LEA will be seeking a meeting to discuss at least the following:

- to request reasonable and, if possible, reduced regulation and reporting demands for Lutheran schools and systems
- to clarify with DEEWR and federal government the actual individual school and system future funding amounts for Lutheran schools and systems
- to confirm LEA’s interest and commitment to be engaged in future Australian education analysis and review
- to emphasise Lutheran schools and systems priority to be treated as systems and to explore the most advantageous future funding models for Lutheran schools
- to offer Lutheran schools ongoing support to DEEWR and the new government and minister.

Exploring future leadership in Lutheran schools

In the week commencing Monday, 14 October 2013, LEA will be inviting all the teaching staff and principals in Australian Lutheran early learning education centres, schools and colleges to participate in an online survey titled Exploring future leadership in Lutheran schools. LEA is keen to explore with teachers their possible interest in positions of leadership and, with current leaders, their experience of leadership.

To assist LEA and the regions, we have commissioned the Christian Research Association (CRA) to prepare, conduct and analyse the survey. Rev Dr Philip Hughes (CRA) will work closely with Rev Dr Mark Worthing (ALC ALITE) and Mr Shane Paterson (LEA Assistant Director: Leadership) in enabling LEA and the regions to provide appropriate future leadership training and support and in planning for the long term leadership future of our Lutheran schools.

This survey will be the first ever of its type to be conducted across Australia in planning future leadership for Lutheran schools. All principals are asked to positively encourage your teaching staff and leadership team members to participate.

Bishop Munib Younan

The Lutheran Church of Australia and Lutheran Education Australia look forward to welcoming Bishop Munib Younan to Australia. Read LEA news items at the following links:

- Head of Lutheran church in Middle East to visit Australia
- Bishop Younan cautions military intervention in Syria

Principal’s Voice

All principals will soon receive several copies of Principal’s Voice, the LPA publication for 2013. LEA commends the LPA Executive, particular Robert Hoff (LPA Chairman) and Shane Paterson (LPA Executive Officer) on the preparation of this publication.
The Australian Principal Health and Wellbeing Survey 2013 is now open. It is for ALL school leaders: assistant / deputy / vice principals and principals. This is the 3rd year of a longitudinal study being conducted in response to concerns that workload demands and the increasing complexity of school leadership roles are impacting on the health and wellbeing of principals, assistant & deputy principals in Australian schools. All participants will be emailed a personalised report. To take the survey:

- PAST participants: Please use the personal link you will be directly emailed. Queries to aimee.maxwell@monash.edu
- NEW participants: Please go to http://www.principalhealth.org

High participation rates will ensure the results can be used to influence policy.

The 2011 Final Report is now available on the Monash University website.

The survey is being conducted by Monash University, independent of all employer groups, professional associations and unions. All individual survey data will be kept strictly confidential.

For further information: phil.riley@monash.edu

Keeping Archives

Keeping Archives is the most comprehensive and popular guide to establishing, managing and developing archives. The 3rd edition builds on the experience of its two previous editions and extends its content to include advice on managing digital archives and leveraging technology for preservation, access and educational purposes. It also includes templates, samples, checklist and other resources fundamental to any archives. Australian Society of Archivists member special price $95 (plus postage and handling). CD copies are available for purchase from the ASA on-line store for ASA members ($95 + P&H) Non-members ($125 + P&H).

Email the Australian Society of Archivists if you are unable to purchase on-line and they will send you an invoice.

ALC graduates

A reminder to principals that thirty four teaching graduates who have completed the Lutheran Strand will graduate from Australian Lutheran College with a Vocational Certificate this year (19 in SA, 10 in Qld, 5 in Vic). As these graduates have completed units with ALC as part of their BEd, they can be ‘fast-tracked’ through the accreditation process.

Principals looking to appoint a graduate can access the list at: http://www.lutheran.edu.au/school-professionals/teaching-in-a-lutheran-school/alc-graduates-2013/ Graduate CVs are available from the LEA national office lea@lutheran.edu.au.

From the LEA Assistant Director: Formation [Anne Dohnt]

LEAdr

The passwords to access the Christian Studies resources in LEAdr are no longer required. Please take time to browse the resources available and consider what you could share. If you would like to submit a Christian Studies unit of work, worship resource, or a staff study resource, please either email your resource to lea@lutheran.edu.au or submit the resource yourself using your existing password to login.

We are currently checking worship resources for any possible copyright issues following which we will also open up access to these resources.

From the LEA Business Manager [Stephen Kroker]

August 2013 LEA Census is now overdue

Schools who have not already done so are requested to complete the LEA Personnel Statistics for 2013. This data is required in addition to that provided as part of the DEEWR annual census. The forms required are available at: http://www.lutheran.edu.au/school-professionals/schools-data-personnel-statistics-2013/

Please choose the form applicable for your school depending on whether it is

- primary only
- secondary only
- a combined school (school with a primary and secondary component)

Please forward data by 19th September 2013

You will note that we are asking for additional information relating to ESL staff who fit the criteria detailed on the LEA statistical form. This information needs to be included when lodging new Enterprise Agreements with Fair Work Australia.