

Staffing Policy for Lutheran Schools

1. Context

The Lutheran Church of Australia (LCA) has a variety of agencies through which it carries out its ministry and mission to the people of Australia. One such agency is the Lutheran School in which the Church makes available to its members and to others in the community a formal education in which the gospel of Jesus Christ informs all learning and teaching, all human relationships, and all activities. Thus through its Schools the Church deliberately and intentionally bears Christian witness to all who make up the world of the School.

2. Appointment of staff

The Church seeks to staff its Schools with educators who are able to uphold the teachings of the Church and model the lifestyle of a Christian. In the first instance it seeks to use the services of competent, registered educators who are active members of the Church. Beyond that, the Church seeks to staff its Schools with people who are active Christians from other denominations willing to uphold the Lutheran teaching of the School. The Church avoids negative bias against the differently-abled, people of minority races, females and males.

The leadership positions of principal, deputy principal, head of subschools and head of Christian Studies are to be filled by active communicant members of the LCA.

3. Expectations of those who work in Lutheran Schools

The LCA expects that those who work in the Lutheran School in whatever position:

- contribute towards the mission of the School as they live out their vocation in their specific appointment,
- are professionally competent to undertake the task to which they are appointed, and,
- are a witness to the love of God through Christ in the full range of relationships, programs and activities in which they are involved.

In addition, the LCA expects that those who hold positions of responsibility as educators:

- have a basic understanding of and commitment to the Christian faith and a basic understanding and commitment to support the teachings of the Church, and the mission of the Lutheran School,
- contribute to the mission of the School in some of the specific Christian activities of the School – worship, counselling, Christian Studies, and,
- reflect on how they can develop in their understanding and competency to contribute more effectively to the mission of the Lutheran School.

4. Theological development of staff

In order to advance the ethos of the School, the Church reserves the right to develop practices which ensure that all who work as educators in its Schools are willing to uphold those teachings in both word and deed. The Church establishes standards of theological training required to carry out particular educational tasks and leadership roles.

The Church expects that those who work in the Lutheran School understand and support the School's mission and are equipped to fulfil the Church's expectations. These requirements reflect the responsibilities that each person has in the Lutheran

School. Those involved in the education program as teachers and administrators are expected to have a clear understanding of the mission of the Lutheran School and engage in ongoing reflection on the practice of Lutheran schooling as it applies to their role. Other staff are expected to have an orientation to the ethos of the Lutheran School.

5. Accreditation of those involved in the education program of the Lutheran School

All educators in Lutheran schools are required to be accredited by the Church. Accreditation involves the completion of required study that is relevant to the responsibility held, and is maintained by ongoing study and reflection.

Accreditation is the means whereby the Church can be assured that its teachings are known to and understood by those who work as educators in Lutheran Schools, and that those who lead the School or teach Christian Studies have an adequate grounding in Lutheran theology.

Requirements for accreditation are established by General Church Council on the advice of BLEA.

The process of granting accreditation is the responsibility of the LEA National Office. A register of those people who have been accredited for employment in the Lutheran School is maintained.

It is the responsibility of the employing body to ensure that educators are properly equipped for their tasks in accordance with this policy. Letters of Appointment for all educators will include the Church's expectations of the person for theological development.

Glossary of Terms Used in Staffing Policy for Lutheran Schools

BLEA:	Board for Lutheran Education Australia
Christian Studies:	Those parts of the formal curriculum of the Lutheran School dealing specifically with Christian knowledge, attitudes, beliefs, values and practices
Church:	The Lutheran Church of Australia
Educator:	Those employees of Lutheran Schools with educational qualifications who are teaching or administering Schools. The policy applies to those employed for 12 months or more.
LCA:	The Lutheran Church of Australia
Principal:	The head of a School
School:	The early childhood centres, P-12 colleges, secondary colleges, secondary Schools and primary Schools which operate in the name of the Lutheran Church of Australia.