



11 November 2020

Edmund Rice Education Australia National Formation Programs 2021

Dear Colleague Principals and Identity Leaders

2020 has certainly been a year of challenge. Equally though it has offered us opportunity for creativity and innovation. I take this opportunity to thank you for your ongoing support of the National Formation Programs, particularly the *A Call to Mission* program which, despite the uncertainty of these times, allowed over two hundred and sixty staff nationally to complete this induction program via a variety of engagement modes.

The Formation calendar for 2021 is being developed with three key considerations in mind:

1. A need to err on the side of COVID caution in setting early dates for face to face gatherings;
2. A backlog of nominations that remain for cancelled 2020 programs; and
3. The wisdom and innovation that has emerged from alternative program offerings during this year.

Given this, our 2021 program offerings retain a familiar form. However there will be some changes to the timing, frequency and mode of delivery of these programs. Most significantly, there will be no programs scheduled for Term 1. This is primarily designed to allow all schools to start the year without disruption, but also to mitigate the risk of further program cancellations should there be any COVID outbreaks over the Christmas break.

The proposed dates and costs of each program are set out below. Given the narrow window of program opportunity afforded within each school term, we appreciate that each individual school's own calendar commitments will sometimes conflict with our program schedule. In such cases, this might present an opportunity for attendance by those staff who do not normally warrant consideration as a priority.

2021 Program structure and scheduling

1. **A Call to Mission (ACTM)** is designed specifically for recently appointed staff to EREA schools and offices, with an expectation of completion within two years of appointment.

Importantly, *A Call to Mission* should be the initial program entry point for **all personnel** joining EREA for the first time, irrespective of the role to which they are appointed. The program is as appropriate for a Deputy new to EREA, as it is for a recently appointed teacher or educational assistant. The more specialist type programs, such as *A Vision for Liberation*, can always follow at a later date.

Following the implementation of an on-line component of this program during 2020, successful completion of *A Call to Mission* in 2021 will require engagement with a course of **on-line program modules, a 1-hr Zoom check in and attendance at a single day face to face regional** gathering.

The on-line program and accompanying Zoom experience will be made available to all participating ACTM staff during **Term 2**. They will have access to the modules for the duration of the term. The on-line program, or versions of it, will also be available to relevant staff (eg contract staff) who may not need to be enrolled for the full ACTM program.

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A Call to Mission (continued)

The single day face to face regional dates are proposed for **Term 3** as:

Region	Group	Date	Venue
Eastern	A	17 August	Baulkham Hills
	B	18 August	Baulkham Hills
	C	19 August	Baulkham Hills
Northern	A	25 August	Santa Teresa, Ormiston
	B	26 August	Santa Teresa, Ormiston
Southern	A	10 August	Treacy Centre, Parkville
	B	11 August	Treacy Centre, Parkville
Western -WA	A	31 August	Newman Siena, Doubleview
	B	1 September	Newman Siena, Doubleview
	C	2 September	Newman Siena, Doubleview
Western - SA	A	12 August	Monastery, Glen Osmond
	B	13 August	Monastery, Glen Osmond

In 2021 the cost for this program is **\$150* per participant**. Note, where necessary, accommodation costs for participants coming from regional schools will be covered for overnight stays prior to the day of the program.

2. **A Call to Transformation (ACTT)** serves all staff with at least five years of experience within an EREA community, who have not completed an alternate EREA program in the previous two years. This program is designed as a residential experience over two days and provides participants with opportunity for reflection and renewal. It aims to create a safe space where staff can revisit the ideals, principles and hopes that motivate their own practice in light of EREA's collective intent.

As has been the custom in recent years, this will again be the target program for Term 4 2021. In the Western Region it will be offered bi-annually, with next year's focus to be directed to SA based staff.

Regional dates proposed are:

Region	Date	Venue
Eastern	10 -11 November	Baulkham Hills
Northern	8 – 9 November	Santa Teresa, Ormiston
Southern	3 - 4 November	Williamstown
Western - SA	16 -17 November	Sevenhill

In 2021 the cost for this program is **\$350* per participant**.

3. **A Call to Leadership (ACTL)** serves staff who, by the nature of their delegated role or their potential, have a significant circle of influence with a team of people within the school community. Experience has taught us that there is significant benefit in schools having multiple participants at *A Call to Leadership* as it helps to ensure that conversations, insights and ideas generated during the program are more readily translated and developed back into the school environment. Participants feel more confident in returning to their communities with strategic intent if there is a colleague who has shared the experience and with whom they can collaborate in driving change.

A Call to Leadership (continued)

In 2021, the ACTL face to face experience will be complemented by two Zoom connections, one as a preparatory encounter and the other as a follow up to the two days together.

Next year, this residential two day experience will be offered regionally during Term 2.

Region	Date	Venue
Eastern	19 - 20 May	Baulkham Hills
Northern	10 -11 May	Santa Teresa, Ormiston
Southern	24 - 25 May	Amberley Centre
Western – WA location	1 – 2 June	Safety Bay WA

In 2021 the cost for this program is **\$350 per participant.***

A Vision for Liberation (AVFL) serves leaders within the school who contribute significantly to strategic and/or management decision making within the community. It also welcomes potential leaders who have previously completed A Call to Leadership. This is a national program, open to all within EREA's network of schools, including Associate schools. In 2021 it will be offered ONCE in its customary three day residential form

Region	Date	Venue
National	3 - 5 August	Mulgoa

In 2021 the cost for the program is **\$675*** per participant

*A Note about Costing - a National Approach

EREA is committed to ensuring that no extra financial burden is placed on individual schools where participants need to undertake significant travel to programs. Hence the national costing process will continue and the cost structure for 2021 is summarised below:

2021 Core Formation Program Costs (per participant)

Program	Type	Duration	Cost
A Call to Mission	Non-residential	On-line + Single Day	\$150
A Call to Transformation	Residential	Two continuous days	\$350
A Call to Leadership	Residential	Two continuous days	\$350
A Vision for Liberation	Residential	Three continuous days	\$675

Schools with flight costs associated with travel of participants to programs should book flights as early as possible to benefit from the lowest priced fares. Ideally the invoice for any such costs should be forwarded to the EREA National office (via Bessie.Mutusva@erea.edu.au) before the date of the program so appropriate reimbursement can be organised.

Communities are reminded of the policy covering the withdrawal (without replacement) of personnel from programs. **Charges ranging from 25% to 100% of the program cost** may be imposed, subject to the length of notice given and/or the circumstances surrounding the cancellation. Given the sensitivity around this issue, EREA can only accept communications about changes to the participation of staff from the appropriate school authority, not the participant.

Request for Due Consideration of Nominations

The Team hopes that the clarity provided here will allow for participant nominations to be considered in a timely fashion. We would anticipate that our numbers in 2021 will be greater than normal, as schools add to those staff who missed out on the respective formation experience in 2020.

We hope that nominations for the Term 2 *A Call to Leadership* program will be able to be completed via the EREA website by the start of the 2021 school year. Other program nominations can be finalised during the early weeks of Term 1.

If the responsibility for organising your school's participation in the EREA Formation Programs lies with someone else, I ask that you circulate this communication to her/him so that everyone involved in these processes has an understanding of all the relevant issues.

Should there be any enquiries emerging from this communication, I invite you to direct these to Mark McGlaughlin (mark.mcgloughlin@erea.edu.au) as the Director of Formation. Thank you for your attention to these matters.



Ray Paxton
National Director
EREA Liberating Education