



18 October 2021

Edmund Rice Education Australia National Formation Programs 2022

Dear Colleague Principals and Identity Leaders,

2021 has certainly continued to bring forth significant challenge, especially for our NSW and Victorian schools. The Liberating Education Team was buoyed by its ability to offer face to face programs to middle leadership personnel in Term 2, but the second half of the year has again been one requiring program creativity and a good slice of patience. I thank you for your ongoing support of the National Formation Programs during difficult circumstances, particularly the *A Call to Mission* program which, despite constant disruptions, allowed over two hundred and twenty staff to complete induction via a range of engagement modes.

The Formation calendar for 2022 has been developed conscious of the following priorities:

1. Where possible, avoid Term 1 scheduling to allow staff to fully reconnect with their school community;
2. Cater for the backlog of nominations that have built up from cancelled 2021 programs; and
3. Draw from the wisdom and innovation that has emerged from the unique demands of 2020-21.

Our 2022 program schedule follows a similar pattern to what was originally planned this year. Of note, is that the second of our Senior Leaders offerings will return, but rather than being a repeat version of the *A Vision for Liberation* program, will offer an alternate focus. In 2022 and 2023 this focus will be on Reconciliation and you will see this program presented as *Corroboree – A Vision for Reconciliation*.

You will also note in the program descriptors that the name of the Induction program for 2022 has been altered to *A Call to Participation (Mission)*. This emphasises the “*Our Participation*” component of the four sacred stories which anchor our charism inspired formation endeavours. It explicitly expresses the invitation to new staff to bring ongoing life and contemporary form to our Story through their own contribution. The amended name does not signal any change in the structure, aims or projected outcomes of the program.

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 priority consideration.

2022 Program structure and scheduling

1. **A Call to Participation (Mission) (ACTP)** 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 Participation* is designed as 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 targeted programs, such as *A Call to Leadership*, can always follow later.

As was planned this year, the 2022 ACTP program will be made up of 3 components, namely a **set of on-line modules**, a **1-hr Zoom check-in and attendance at a single day face to face regional gathering**.

The on-line modules will be made available to all participating ACTP staff during **Term 2**. This component of the course could also be made accessible to relevant staff (eg contract staff) who would not necessarily be enrolled for the full ACTP program.

The Zoom experience will be catered for nationally, with up to ten different dates during the second half of Term 2 and early in Term 3 being made available to accommodate participants.

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

Region	Group	Date	Venue
Eastern	A	16 August	Mary Mackillop Place North Sydney
	B	17 August	
	C	18 August	
Northern	A	03 August	Santa Teresa Retreat Centre Ormiston
	B	04 August	
Southern	A	9 August	Treacy Centre, Parkville
	B	10 August	
Western -WA	A	30 August	Newman Siena Centre Doubleview
	B	31 August	
Western - SA	A	7 September	St Paul's Monastery, Glen Osmond
	B	8 September	

In 2022 the cost for this program is **\$150* per participant**. Note, where applicable, accommodation costs for those coming from regional schools will be covered for an overnight stay prior to the program.

2. A Call to Transformation (ACTT) serves all staff with at least five years of experience within an EREA community, provided they 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 educational practice.

As has been the custom in recent years, this will be the target program for **Term 4**. Given that all 2021 offerings had to be cancelled, we would urge you to give priority to those who were nominated to attend this year. In the Western Region, the program will be conducted in both SA and WA, before reverting in 2023 to a biennial offering in alternating State locations.

Regional dates proposed are:

Region	Date	Venue
Eastern	9 - 10 November	St Joseph's, Baulkham Hills
Northern	25 – 26 October	Santa Teresa, Ormiston
Southern	3 - 4 November	Catholic Leadership Centre, Melbourne
Western - WA	16 - 17 November	St John of God, Shoalwater
Western - SA	21 - 22 November	Jesuit Centre, Sevenhill

In 2022 the cost for this program remains **\$350* per participant**.

3. **A Call to Leadership (ACTL)** serves staff who, by the nature of their delegated role or 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 renewed vision if there is a colleague who has shared the experience and with whom they can collaborate in driving change.

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

Region	Date	Venue
Eastern	19 - 20 May	Winbourne, Mulgoa
Northern	24 - 25 May	Santa Teresa, Ormiston
Southern	2 – 3 May	Amberley Centre
Western – SA hosts	12 - 13 May	Jesuit Centre, Sevenhill

In 2022 the cost for this program remains at **\$350 per participant.***

4. **A Vision for Liberation (AVFL) and Corroboree – A Vision for Reconciliation (C-AVFR)** serve school leaders who contribute significantly to strategic and/or management decision-making. Both are national programs open to all senior leaders within EREA’s network of schools and welcoming of potential leaders who have previously completed *A Call to Leadership*. In 2022, each program it will be offered once in its customary three-day residential form

Region	Date	Venue
National – A Vision for Liberation	16 – 18 March	Winbourne, Mulgoa, NSW
National Corroboree – A Vision for Reconciliation	24 - 26 August	Santa Teresa Centre, Ormiston, QLD

In 2022 the cost for the program remains at **\$675*** per participant

5. **A Discerning Heart – Part A School Advisory Council (SAC) Induction** supports those candidates who are being considered for a role on the School Advisory Council to develop an understanding of the foundational stories and spirit which underpins EREA as an entity within the Catholic Church. The on-line course is made accessible to prospective nominees for a period preceding their formal EREA endorsement as a SAC member. Appropriate personnel should be nominated for this program via the Regional Director

Region	Date	Venue
National – A Discerning Heart	Ongoing	On-line Module

In 2022 the cost for the program will be **\$15** 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. 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 before the date of the program so appropriate re-imburement can be organised. Hence the national costing process will continue and the cost structure for 2022 is summarised below:

2022 Core Formation Program Costs (per participant)

Program	Type	Duration	Cost
A Call to Participation (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
Corroboree – AVFR			
A Discerning Heart	On-line	Preceding endorsement	\$15

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 sensitivity around this issue, EREA can only accept requests for participant changes from the appropriate school authority, not the participant.

A new initiative for 2022

In addition to the above programs that form the National suite of EREA Formation offerings, a pilot program will be conducted that will support key personnel in schools to enhance their own adult facilitation skills and competencies, particularly in designing and leading formation for staff and/or parents. The program will be inclusive of a two-day gathering in Melbourne followed by a practical opportunity to apply this experience in working with LE Team members to facilitate the local face to face component of the *A Call to Participation (Mission)* program. More details about this initiative will follow.

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 manner. We would anticipate that our numbers in 2022 will be greater than normal, as schools add to those staff who were not able to attend the respective formation experience in 2020 - 2021.

We ask that nominations for the **Term 1 A Vision for Liberation** and **Term 2 A Call to Leadership** program be completed via the EREA website before the start of the 2022 school year. Other program nominations can be finalised during the early weeks of Term 1 next year.

If the responsibility for organising your school's participation in the EREA Formation Programs lies with someone else, I ask you to circulate this communication to her/him on our behalf.

Should there be any enquiries emerging from this communication, I invite you to direct these in the first instance to Jo Hart (jo.hart@erea.edu.au) who will be the Acting Director of Formation during the final weeks of this year. Any general enquiries or requests for support can be directed via formation@erea.edu.au.

Thank you for your attention to these matters.



Ray Paxton
National Director
EREA Liberating Education