



31 October 2022

Edmund Rice Education Australia National Formation Programs 2023

Dear Colleague Principals and Identity Leaders,

2022 has seen the return of face-to-face charism formation and the successful delivery of all planned National Formation Programs. This meant that for the first time, the multi-modal *A Call to Participation* program, for new staff to EREA, went ahead across the country through both the online module and the 1-day face-to-face. Approximately 300 participants took part in this program alone. It has still been a challenging year for schools due to COVID isolation, unwell staff and other issues, therefore, I thank you for your ongoing support of the National Formation Programs in the midst of these challenges.

The Formation calendar for 2023 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. Ensuring enough available capacity in formation programs to meet the demand in each region; and
3. Consolidating, and further developing where possible, the regional co-facilitation opportunities.

Our 2023 program schedule follows a similar pattern to what was conducted this year. Of note is that the second of our Senior Leaders offerings will again be in the form of *Corroboree – A Vision for Reconciliation*. This program ran very successfully for the first time this year and we look forward to presenting it again with collaboration with elders and community members of Quandamooka Country and other communities. This program, like *A Vision for Liberation*, is for members of school leadership teams. For those senior leaders who have already participated in *A Vision for Liberation* (formerly *Break Every Yoke*), this new program provides another opportunity for EREA formation particularly targeted at a key strategic area of intent.

The regional co-facilitation of the *A Call to Participation* program in Northern, Eastern and Southern regions was also successful, supported by participation in the pilot *Forming the Facilitator* program. This initiative will continue in 2023 with the incorporation of learnings from this year's experience. We hope to extend the regional co-facilitation by invitation to *A Call to Transformation* in term 4.

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.

2023 Program structure and scheduling

1. **A Call to Participation (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, educational assistant or maintenance staff member. The more targeted programs, such as *A Call to Leadership*, can always follow later.

As occurred this year, the 2023 ACTP program will be made up of 3 components, namely **an on-line module, 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 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
Northern	A	08 August	Santa Teresa Retreat Centre Ormiston
	B	09 August	
	C	10 August	
Southern	A	14 August	Treacy Centre, Parkville
	B	15 August	
Eastern	A	21 August	Mary Mackillop Place North Sydney
	B	22 August	
	C	23 August	
Western - SA	A	29 August	St Paul's Monastery, Glen Osmond
	B	30 August	
Western -WA	A	12 September	Newman Siena Centre Doubleview
	B	13 September	
	C	14 September	

In 2023, the cost for this program is **\$160* 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**. In the Central Western Region, the program will revert in 2023 to a biennial offering in alternating State locations i.e. hosted in South Australia.

Regional dates proposed are:

Region	Date	Venue
Southern	18 – 19 October	Catholic Leadership Centre, Melbourne
Northern	9 – 10 November	Santa Teresa, Ormiston
Eastern	15 – 16 November	St Joseph's, Baulkham Hills
Western – SA Hosts	29 – 30 November	Jesuit Centre, Sevenhill

In 2023, the cost for this program is **\$370* per participant**.

- 3. A Call to Leadership (ACTL)** serves staff who, by the nature of their delegated role (as middle leaders) 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**. In the Central Western Region, the program will continue as a biennial offering in alternating State locations i.e. hosted in Western Australia.

Region	Date	Venue
Northern	27 - 28 April	Santa Teresa, Ormiston
Eastern	9 – 10 May	St Joseph’s, Baulkham Hills
Southern	17 – 18 May	Amberley Centre
Western – WA hosts	29 – 30 May	St John of God

In 2023, the cost for this program is **\$370* 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 i.e. members (or aspiring) of leadership teams. Both are national programs open to senior leaders within EREA’s network of schools and welcoming of potential leaders who have previously completed *A Call to Leadership*. In 2023, each program will be offered once in its customary three-day residential form

Region	Date	Venue
National – A Vision for Liberation	15 – 17 March	Winbourne, Mulgoa, NSW
National Corroboree – A Vision for Reconciliation	23 – 25 October	Santa Teresa Centre, Ormiston, QLD

In 2023, the cost for the program is **\$690* 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 relevant Director of Schools.

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

In 2023, the cost for the program will be **\$15 per participant**

- 6. Forming the Facilitator** supports 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 2.3-day gathering in Melbourne followed by a practical opportunity to apply this experience

in working with Liberating Education Team members to facilitate the local face-to-face component of the *A Call to Participation* program. A pre-requisite for this program is participation in one of the national formation programs.

Region	Date	Venue
Forming the Facilitator	22 – 24 March	Amberley Centre, Vic

In 2023, the cost for this program is **\$550* 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 2023 is summarised below:

2023 National Formation Program Costs (per participant)

Program	Type	Duration	Cost
A Call to Participation (Mission)	Non-residential	On-line + Single Day	\$160
A Call to Transformation	Residential	Two continuous days	\$370
A Call to Leadership	Residential	Two continuous days	\$370
A Vision for Liberation	Residential	Three continuous days	\$690
Corroboree – AVFR			
A Discerning Heart	On-line	Preceding endorsement	\$15
Forming the Facilitator	Residential	2.3 continuous days	\$550

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.

Other Dates for 2023

Program/Conference	Date	Location if confirmed
Identity Leaders' Conference	1 – 2 June	TBC
Senior Leaders Induction Stage 3	14 – 15 June	Catholic Leadership Centre Melbourne
Learning Conference	7 – 8 Sept	TBC
Let's Talk EREA Aboriginal Immersion	26/8 – 1/9	Northern NSW

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 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 2023 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.

Further information about each of the programs can be found on our [website](#). 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) as Director of Formation.

Thank you for your attention to these matters.

A handwritten signature in black ink, appearing to be 'Jo Hart', written in a cursive style.

Jo Hart

**Acting National Director
EREA Liberating Education**