



The Lutheran Church – Missouri Synod, School Ministry
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For the Recruitment and Training of Lutheran School Leadership Candidates

Background

Since 1996, The Lutheran Church – Missouri Synod has conducted School Leadership Recruitment and Training processes through the School Leadership Development Project (SLED). As a result, nearly 400 potential administrative candidates have been prepared for leadership in Lutheran schools.

Purpose

To identify and recruit thirty leadership participants serving in Lutheran schools and train them through two national SLED events conducted by LCMS School Ministry.

Rationale

Lutheran schools are one of the Synod's premier agencies for Witness, Mercy and Life Together. It is predicted that between 2015 and 2020, 40 percent of the Lutheran school administrators currently serving in schools will retire creating a significant leadership void for Lutheran schools. It is essential that the recruitment and training of new school leaders occurs to replace those lost through attrition or retirement from service in Lutheran schools.

Plan

District education executives identify and nominate outstanding educators currently serving in Lutheran schools for participation in SLED. Candidates are selected by the SLED Project Management Team and trained over the course of a year at two national SLED events with an online component throughout the year.

Candidates receive leadership training designed specifically for school leaders serving in Lutheran schools, are mentored by well-respected, experienced administrators, and complete a major project that will benefit the schools where they currently serve.

At the end of the second event, participants receive School Leadership Endorsement from the Lutheran Church – Missouri Synod, enhancing their eligibility for placement as Lutheran school administrators. Additionally, participants can select the option to complete SLED for three hours of graduate credit from Concordia University.

Measurable Outcomes

The SLED process equips 30 high quality candidates for placement as administrators in LCMS schools.

The process results in improvement in the schools where candidates currently serve because of their involvement with ongoing leadership projects.

The process provides an on-going mentoring relationship between experienced Lutheran administrators and administrative candidates that extends beyond the scheduled three events.

Two Events

Two on-site events with an ongoing online component are conducted during the year (June and June).

Event #1 is a three-day training event conducted by the LCMS SLED Leadership Team in St. Louis in June. Experts in the field of educational leadership conduct training sessions addressing a variety of leadership topics affecting Lutheran schools. Additionally, each candidate identifies a significant leadership project that is developed throughout the year to benefit the schools they currently serve.

The ongoing online component is the platform where SLED resources and assignments are housed and accessed throughout the year long SLED experience.

Event #2 is a three-day training event conducted by the LCMS SLED Leadership Team in St. Louis the following June. Experts in the field of educational leadership conduct the training sessions. Participants continue to work with their mentors and present their leadership projects. A formal graduation process is conducted.

Ongoing Mentoring Relationships

A Lutheran school leader, whether novice or veteran, experiences many common emotions. Perhaps no emotion is more powerful than that of isolation. Mentoring provides an effective tool to increase collaboration among Lutheran school leaders. SLED mentoring connects an experienced, successful educational leader to help and encourage the on-going professional development of an emerging Lutheran school leader (SLED participant) through teaching, encouraging, providing support and promoting or sponsoring the individual.

SLED mentors are selected by the SLED leadership team based on demonstrated leadership ability, reputation in their community and success. During the scheduled events, mentors work with SLED participants, guiding and directing table activities. Additionally, they maintain contact with participants throughout the year advising and serving as a source of constant assistance and encouragement. Contact is maintained through monthly phone calls and e-mail as well as personal contact when requested. The use of the online platform will also be used by the mentors and participants. It is intended that the mentoring relationship established through SLED leads to on-going collegial relationships that extend throughout the careers of the participants.

Cost

The cost to the SLED participant is \$500. Travel, housing and meals are covered for the individual by the SLED program.

Schedule of Events

SLED Event 1

Hilton Airport, St Louis, Mo.

Day 1

1:00-1:30	Registration
1:30-3:00	Welcome, Opening, and Orientation
3:00-3:15	Break
3:15-4:15	Leadership Interview #1 with LCMS Corporate Leaders
4:15-4:30	Break
4:30-5:30	Leadership Interview #2 with LCMS Corporate Leaders
6:00-8:30	Banquet Dinner and Mentor Table-Mixers

Day 2

8:00-8:45	Devotion
9:00-10:00	Featured School Leadership Speaker
10:00-10:30	Break
10:30-12:00	Major Project Discussions
12:00-1:00	Lunch
1:00-3:00	Featured School Leadership Speaker
3:00-3:15	Break
3:15-5:00	Featured Leadership Speaker
6:00-8:30	Dinner with Mentor Groups

Day 3

8:00- 9:00	Announcements and Devotion
9:00-10:15	Featured School Leadership Speaker
10:15-10:45	Break and Check-out
10:45-12:00	Featured School Leadership Speaker
12:00-1:00	Lunch
1:00-2:30	Featured School Leadership Speaker
2:30-2:45	Closing Prayer and Depart for Home

SLED Event 2

Hilton Airport, St. Louis, Mo.

Day 1

1:00-2:00	Registration
2:00 -3:30	Welcome/Opening/Orientation
3:30 -5:00	Leadership Interview #1 with LCMS Corporate Leaders
5:00 -6:30	Dinner with Mentor Groups
6:30 -8:30	Leadership Interview #2 with LCMS Corporate Leaders

Day 2

8:00-8:30 am	Devotions
8:30-10:00	Featured Leadership Speaker
10:00-10:30	Break
10:30-12:00	Featured Leadership Speaker
12:00-1:00	Lunch
1:00-3:00	Featured Leadership Speaker
3:00-3:15	Break
3:15-5:00	Major Project Sharing
6:00-8:00	Banquet

Day 3

7:15-8:00	Transportation to the LCMS International Center
8:00-8:30	Devotion
8:30-10:00	Featured Leadership Speaker
12:00-1:00	Lunch and Tour of the International Center
1:00-1:45	Graduation
1:45-2:00	Closing Prayer and Depart for Home