

Information Pack



Elevate

Global Leadership
Immersion
Program



Lutheran Education
AUSTRALIA

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Introduction

The Global Leadership Immersion program offers Lutheran Education Australia principals a formal job shadowing opportunity through an international exchange with colleagues abroad. Focused on enhancing student performance, the program acknowledges the value of sharing and learning from global counterparts facing similar educational challenges. It addresses critical issues such as leadership shortages, increasing role complexity, and the demands of globalization, aiming to equip school leaders to thrive in multicultural, dynamic environments and foster inclusive, high-performing schools.

Participants engage in a two-week immersive shadowing experience within international educational settings, gaining practical skills, global perspectives, and exposure to innovative leadership strategies. The program promotes cross-cultural collaboration and builds professional networks, enhancing leaders' capacity to implement effective solutions in their schools.

Program Overview

The program provides school leaders with a transformative professional development experience through a two-week (one week in each country) shadowing program in international educational settings. It fosters global perspectives, adaptive leadership skills, and cross-cultural collaboration. Participants shadow experienced school leaders in a host country, gaining hands-on insights into global education systems, leadership approaches, and innovative practices. The reciprocal exchange model includes hosting the partner at their own home, enhancing professional growth and leadership capabilities.

Outline

Pre-travel

Participants are encouraged to apply for the program one year in advance by completing a questionnaire designed to identify their strengths, areas for growth, and learning goals. Based on their responses, participants are paired with an international colleague whose expertise and experience align with their skills and desired outcomes.

During this pre-travel phase, LEA will facilitate:

- Matching of colleague partners
- Pre-travel communication between partners
- Practical support for travel planning

Exchanges last one week each and involve billeted accommodation (optional). The matched colleagues will negotiate the following:

- Timing and location of the first visit
- Timing and location of the second visit
- Accommodation preferences - either billeted or holiday accommodation

All arrangements are communicated to LEA, which organises the necessary support for each visit.

First exchange

The first exchange takes place within the first six months of the year. LEA maintains regular communication with the pair to ensure the visit proceeds smoothly.

Second Exchange

The second exchange occurs within the second six months of the year. LEA continues to provide support and ensure the success of the visit.

Post program

Participants are encouraged to share their experiences by:

- Writing articles for eNews,
- Sharing stories on the LEA website and/or
- Presenting at conferences.

LEA will support participants in these activities. Additionally, participants will complete a survey to provide feedback on their satisfaction with the program, helping inform future improvements.

Benefits

When educators are exposed to experiences totally outside their regular environments, they can look with a 'clear' lens at their own practices and ask the relevant questions necessary for change to occur.

By participating in this program participants will:

- have opportunities to collaborate globally on issues of common concern
- gain collegial networking and mentoring opportunities
- participate in cultural and educational contextual immersion fostering understanding and sensitivity, essential for leading diverse school communities
- observe broader practice to provide solutions for similar issues at home
- enhance their school's ability to prepare students for a globally interconnected world
- increase the positive impact on their school's standing in its community through demonstration of commitment to professional development and global engagement.

Costs

The administrative costs of this program are funded through LEA levies. Participants cover flight, accommodation, and meals, with homestay options reducing international travel costs significantly. Alternative accommodation is available at participants' expense. See [Accommodation](#) section on the following page for further details.

Applications

Who Can Apply?

Current principals, heads of sub-schools, heads of campus, and deputies in Lutheran Education Australia.

How to Apply

The Application portal will open on 1st June 2026 and close 16th October 2026. Applications are via a survey which can be found here (<https://forms.office.com/r/YD77e0w0Xs>) or by scanning the QR code below.



The Application Survey

When you apply you will be asked about:

- Personal, demographic and contact information
- Your school profile – size, levels of schooling, staff size, any school focus areas.
- Your professional learning goals
- Your family and home profile (to aid with accommodation planning)
- Personal interests and hobbies
- Whether you are bringing a partner
- Any special requirements you may have

Application Timeline

Once applications close, participants will be notified of their placement on or before November 16th 2026.

Once matched, participants in the exchange then establish contact with the identified exchange partner (email, FaceTime, WhatsApp etc.) to organise details and timing of the exchange.

On the Exchange

Travel

All travel arrangements, including any insurance, and transportation costs to and from the partnering country are the responsibility of the participant, as are expenses incurred in the visiting country. This also applies to any travel document/visa/immigration related advice should the participant have questions/concerns.

Accommodation

Accommodation and meals are provided by the host principal, fostering international professional communities. You will be given the opportunity, at application, to opt out of the homestay component of the program if you prefer to stay in your own holiday accommodation. This would need to be at your own expense.

Program Timeline



FAQs

Can I bring my partner and/or family?

You are welcome to bring your partner/family on the exchange, however, depending upon the accommodation capacity of your hosting partner, you may need to arrange your own accommodation in this instance.

Do I have to stay in my partner's home?

It is highly encouraged to take advantage of the homestay option as this will enhance the benefits of the program. However, if you prefer to stay in holiday accommodation, you are welcome to do this at your own expense.

Does the exchange have to occur at specific times?

Our Ontario partners will visit for seven days during the Ontario March Break (Mid-March 2027) or during the summer (mid-July / August 2027). You will be invited to organise your visit to Ontario at a time suitable to both you and your partner.

How are participants matched?

Participants are matched according to their experience, school profiles, personal interests, professional strengths and learning needs.

How long will I and my partner stay?

You will each stay 7 days in your exchange country, 1 week in Ontario, 1 week in Australia

What do I need to pay for?

You will be responsible all transportation costs to and from the partnering country and expenses incurred in the visiting country, including accommodation if you chose not to select the homestay option.

What should I pack?

Pack professional business attire for the exchange component and appropriate to the season of your visit. Remember that Ontario can be very cold in winter months and warm outer clothing will be essential if visiting in winter. Also bring some casual clothing for any sightseeing activities. Bring essential travel documents, chargers, adapters, and any necessary medication.

Further Information

For further information contact Suzanne Jessen, LEA Director of Leadership

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