

Step Up



STEP UP: A TRAINING COURSE FOR MIDDLE LEADERS

**Supporting and developing
middle leaders in CSA Schools**

**Christian Heritage College (CHC), Australian
College of Ministries (ACOM) and Tabor College are
pleased to recognise the completion of Step Up as
credit for post graduate study.**



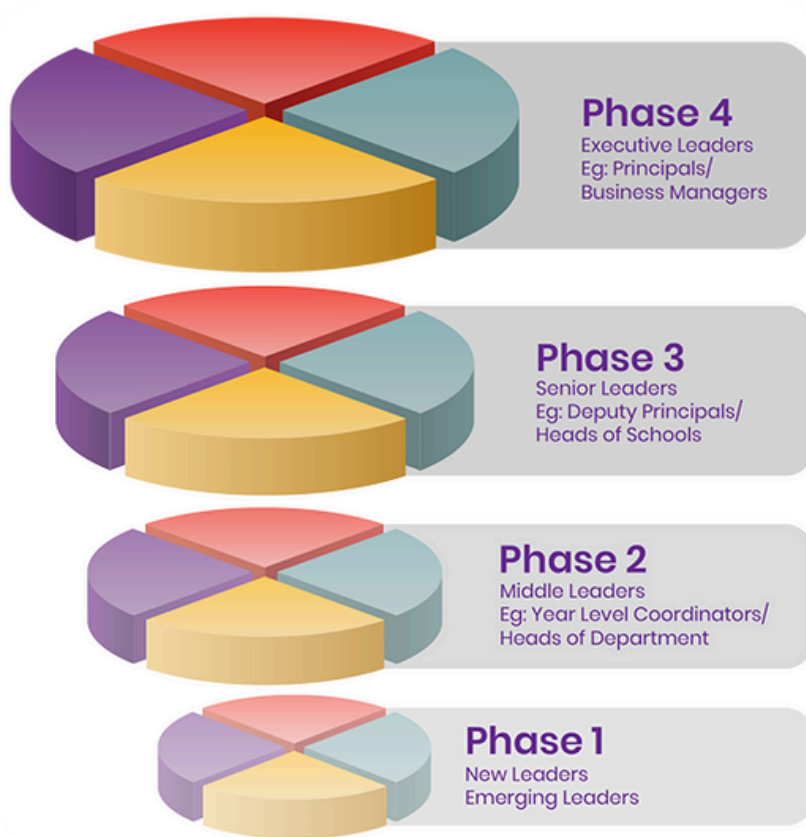
**2026 - FEBRUARY TO OCTOBER
IN VIC/TAS, NSW, QLD, SA, WA**



OVERVIEW

This course has been intentionally designed and developed for middle leaders in Christian schools. Middle leaders are primarily responsible for coordinating and leading teams across various functional areas within the school through key roles that may include year level leaders, subject leaders, curriculum leaders and pedagogy coaches. Within the CSA Leadership Rubric, these leaders would be identified as Phase 2 leaders – a leader who generally leads a small team responsible for a specific operational area of the school.

Phases of Leadership



Ref: CSA Leadership Framework



Leadership is a fundamental part of providing excellent Christian education. Schools led well are flourishing, dynamic places to be. Schools that are led well, see staff empowered and released to do their vital work and young lives transformed so that they may take their place in the world (Wolfe & Iselin, 2021, p. 3)

KEY LEARNING INTENTIONS

Establishing key leadership behaviours, skills and mindsets is critical at a middle leadership level, as individuals move forward from managing self to managing others in dynamic, complex, influential and transformative ways. Through participation in the Step Up Training Course for Middle Leaders participants will:

- ✓ **Strengthen their understanding of self and the importance of their ongoing development**
- ✓ **Engage in evidence-based, work-integrated professional learning**
- ✓ **Understand how to develop, lead and inspire exceptional teamwork and drive positive change**
- ✓ **Become skilled in building relationships and communicating effectively**
- ✓ **Develop capacity in operational aspects of their roles that include: having difficult conversations, managing team dynamics, conflict resolution, understanding legal and regulatory frameworks, organising professional learning, leading aspects of school improvement and cultivating purposeful and innovative change processes with teams**

COURSE OVERVIEW

LEADERS OF VISION

Purposeful and Strategic Leadership
Leading improvement, innovation and change

LEADERS OF CULTURE

Relational and Community Leadership
Engaging and working with the community

LEADERS OF FAITH

Spiritual and Moral Leadership
Developing self and others

LEADERS OF PRACTICE

Instructional and Operational Leadership
Leading, teaching, learning and the management of the school

The course content will be informed by the 4 key domains of the CSA Leadership Framework which, in turn, is underpinned by both biblical principles and the AITSL Professional Standards for Principals.



PARTICIPANT EXPERIENCE

The course will employ an integrated and multi-faceted learning methodology combining expert tuition, guided personal thought and reflection, peer knowledge sharing and practical workplace application. Modes of learning will include in-person intensives, self-assessment, peer review feedback, coaching and incorporate a capstone personal leadership project.

PROGRAM SNAPSHOT 50 + HOURS CPD

**9 MONTHS
DURATION**

**3 IN-PERSON
INTENSIVES**

**AT LEAST 1
SCHOOL VISIT**

**360° TOOL
AND DEBRIEF**

**LEADERSHIP
PROJECT**

**PROFESSIONAL
CONVERSATIONS**



COURSE COORDINATOR



DR MARIA VARLET
CSA DIRECTOR OF
MEMBER SERVICES

COURSE FACILITATORS



Marl Ash
EXECUTIVE OFFICER,
NSW/ACT, CSA



Mark Ryan
EXECUTIVE OFFICER,
SA, CSA



David Yates
EXECUTIVE OFFICER,
QLD, CSA (2026)



Jennifer Trodden
EXECUTIVE OFFICER,
VIC/TAS, CSA



Lynne Nixon
EXECUTIVE OFFICER,
WA, CSA (2026)



CONTENT / MODULES

Following is a detailed guide of the modules of the course.

Completion of the CliftonStrengths Assessment

Pre-course

Intensive 1:

The first intensive day will provide the key foundations for the course.

Topics covered will include:

- Calling, Vocation and Leadership
- Leading & Managing Self
- Leading from the Middle
- Personal Leadership Project

Intensive 1:

QLD – Mon 16 Feb
NSW – Wed 18 Feb
VIC – Fri 20 Feb
SA – Mon 16 Mar
WA – Wed 18 Mar

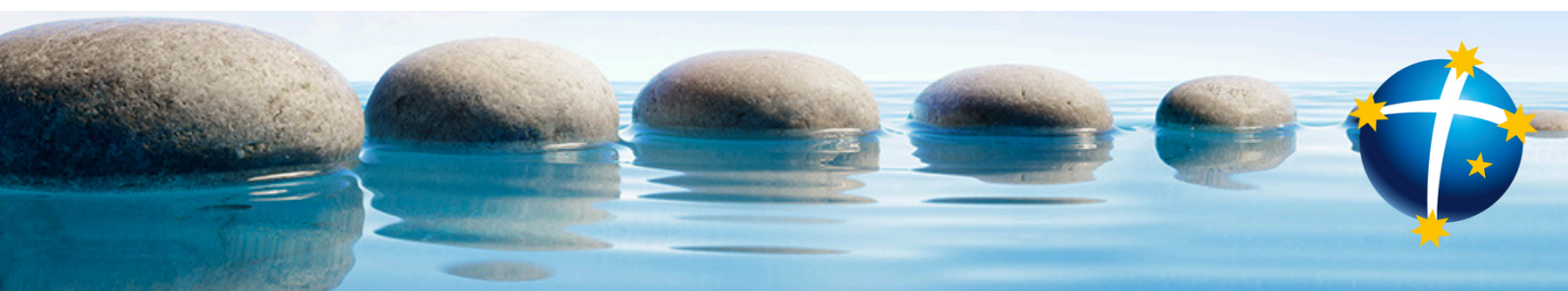
CSA 360 Leadership Development Tool

Across the year
after the first
intensive

Personal Leadership Project

Each course participant will undertake a Personal Leadership Project in his or her own school, using an action research methodology. The Leadership Project is an outcome-driven activity which focuses on opportunities to lead positive change within the school, as well as personal leadership growth. Participants will produce a project report and give a brief verbal presentation to course peers.

Participant to
work on this
between the
intensives and
report back
outcomes at final
session of
Intensive 3



CONTENT / MODULES CONTINUED

Professional Conversations

Each participant will be asked to engage in professional conversations with an executive leader. One of these conversations will be a debrief of the CSA 360 Leadership Development Tool Report.

During the course

School Visits

Each course participant is asked to undertake a minimum of 1 school visit during the 9-month course. After the visit, the participant will complete a School Site Visit Personal Reflection using the template provided.

Between Intensive 1 and 3

Intensive 2:

The second intensive day will cover:

- Cultivating feedback cultures
- Effective communication
- Managing difficult conversations and situations

Intensive 2:

QLD – Mon 27 Jul
VIC – Wed 29 Jul
NSW – Fri 31 Jul
SA – Mon 3 Aug
WA – Wed 5 Aug

Intensive 3:

The third intensive day will complete the course.

Topics covered will include:

- Embodying story and sustaining impact
- Leading improvement and change
- Presentation of course learnings and reflections including Personal Leadership Project

Intensive 3:

QLD – Mon 19 Oct
NSW – Wed 21 Oct
VIC – Fri 23 Oct
SA – Mon 26 Oct
WA – Thu 29 Oct



ENROLMENT AND COSTS

Participation in this course will be open to applicants who:

- Currently hold a middle leadership position in a CSA member school
- Are committed to completing all elements of the course
- Have obtained the approval of their Principal who is also committed to supporting the applicant to complete all elements of the course

As part of the enrolment process, applicants will be asked to do an initial online questionnaire and complete the CliftonStrengths tool.

COURSE COST

**\$750pp
+GST**
(CSA member schools)

Course cost includes:

- CSA 360 Leadership Development Tool with a 30 minute debrief
- Three in-person intensive days (includes day catering and resources)
- Course materials and access to the CSA Professional Learning Hub

Not covered:

- Costs incurred conducting school visits (participant/school to cover)
- Travel costs associated with attending the intensive days
- CliftonStrengths Tool: USD24.99 (participant/school to cover)

Note: there may be other costs incurred during the program and this is an indicative amount

Note: The cost for staff from schools who are not CSA members will be \$1125pp+GST

Upon completion of all elements of the course, participants will receive a detailed CPD certificate

INTERESTED?

REGISTER HERE

ENQUIRIES:

Email: vicadmin@csa.edu.au

Phone: 0423 891 405 (Dr. Maria Varlet)

