

*APPROVED:*

*At LA Senate Meeting No 9*

*on 30 August 2021*

**Luther Academy**  
**development plan for study field RELIGION AND THEOLOGY**  
**by 2025**

The aim of the study field (SF) “Religion and Theology” is to ensure for students opportunity to acquire existentially constant spiritual guides and values in the dynamic environment of the modern society.

**Luther Academy (LA) provides education in the study field “Religion and Theology”** to give students an opportunity to gain Bachelor's degree in theology via high-quality studies that are based on interdisciplinary research and cooperation with Latvian and international partners (Evangelical Lutheran Church of Latvia in particular), promotion of religious literacy, economic and social sustainability as well as development of a student-oriented education and learning environment.

In the academic year 2021/2022, the study field “Religion and Theology” offered by the LA covers the academic study programme Theology implemented at the Bachelor's level.

The tasks of the study field are based on the tasks defined in the LA development strategy for 2021 - 2025

tasks:

- 1) to offer modern, quality and research-based higher education;
- 2) to prepare suitable, competitive theology and religion professionals meeting the current needs of the society;
- 3) to introduce new study forms and approaches;
- 4) to implement various types of cooperation to improve the quality of studies;
- 5) to implement student attraction policy;
- 6) to develop and strengthen capacity and quality of the academic research in the strategic specialization of the LA;
- 7) to expand national and international cooperation in the areas of academic scholarship and research;
- 8) to improve the infrastructure and availability of funding for academic research at the LA;
- 9) to develop an offer of lifelong learning suitable for LA's target audiences;
- 10) to build cooperation with people interested in volunteering to research their educational needs and develop an offer;
- 11) to use lifelong learning as a long-term link with the LA graduates;
- 12) to rise popularity of the Open Academy.

## The key tasks of the study field to be accomplished in 2021–2025

1. **To offer modern, high-quality and research-based higher education**
  - Improvement of the study field quality;
  - Improvement and development of the study programmes and curriculums thereof;
  - Improvements to have highly-qualified teaching staff and increase professional qualities thereof;
  - Improvements to have highly-qualified academic staff and increase professional qualities thereof;
2. **To train suitable, competitive theology and religion professionals meeting the current needs of the society**
  - Cooperation with employers, graduates and other related institutions.
3. **To introduce new study forms and approaches**
  - Improvement of educational environment and infrastructure;
  - Development of opportunities offered by the Open Academy.
4. **To implement student attraction policy**

Direction of activities	ACTIONS	Term	Person in charge
	<b>1. To offer modern, high-quality and research-based higher education</b>		
<b>Improvement of the study field quality</b>	1.1. Ensuring that the field of study is accredited	2023	Head of the study field
	1.2. Regular surveying of students on the quality of studies, study methods and lecturer performance. Giving feedback to students on the improvement measures planned and implemented.	Every semester	Study Department
	1.3. External examination of the internal quality assessment policy	2025	Quality Manager
<b>Improvement and development of the study programs and curriculums thereof</b>	1.4. Provision and update of the study program curriculum based on the current trends in education and labor market	Once a year	Methodology Commission
	1.5. Broadening of the study programs offered in the existing study fields: 1) professional Bachelor's degree programme; 2) first level professional higher education programme; 3) Master's degree programme; 4) distance learning program with a suitable educational environment available in a foreign language.	Academic year 2024–2025  Academic year 2025–2026	Head of the study field  Director of the program in foreign language

		Academic year 2025–2026	
		Academic year 2024–2025	
	1.6. Cooperation with Latvian higher education institutions to develop a set of elective courses.	2021–2025	Program Director
<b>Improvements to have highly-qualified academic staff and increase professional qualities thereof</b>	1.7. Employment of more academic staff members with a doctoral degree	2025	Quality Manager
	1.8. Increasing mobility of the LA's staff (Erasmus, etc.)	2024–2025	Vice Rector for Sciences
	1.9. Organization of measures to improve pedagogical and scientific competencies of the teaching staff	Once a year	Vice Rector for Studies
<b>Expansion of academic research capacity</b>	1.10. Implementation of measures integrating researches undertaken by students in the educational process	2021–2025	Council of Science
	1.11. Development of a plan for reproducing the LA staff engaged in the scientific research	2023	Council of Science
	1.12. Obtain and use Erasmus+ Charter	2024	Vice Rector for Sciences
	1.13. Quantitatively increase research results of the LA academic staff	2021–2025	Council of Science
	1.14. Use local and international cooperation opportunities for planning and development of scientific research projects	2021–2025	Vice Rector for Sciences
	1.15. To grow the LA library collection, incl. expand e-resources	2021–2025	Vice Rector for Sciences
	1.16. Increase the amount of funds dedicated to research, incl. raising external funds	Every year	LA Board
	1.17. Recruit post-graduates for scientific research projects	2021–2025	Council of Science
	<b>2. To train suitable, competitive theology and religion professionals meeting the current needs of the society</b>		

Cooperation with employers, graduates and other related institutions.	2.1. Cooperate and communicate actively with LA graduates incl. through graduate surveys about the usefulness of the acquired knowledge and skills and application in the industry, employment, study plans and cooperation opportunities	Once a year	Study Department
	2.2. Cooperate and communicate actively with employers incl. through employer surveys in order to find out their opinion about the preparedness and fitness of graduates to the requirements of the labor market, cooperation opportunities and involvement mechanisms	On a regular basis	Deputy Rector
	2.3. Organize meetings with student representatives, graduates, employers and the Convent of Advisers as a platform for the development of various initiatives.	Once a year	Rector, Deputy Rector
	2.4. Develop an external cooperation plan that identifies all partners and stakeholders, defines the goals of cooperation and achievable results	2022–2023	Deputy Rector
	<b>3. To introduce new study forms and approaches</b>		
<b>Improvement of educational environment and infrastructure;</b>	3.1. Increase the availability of study courses on CANVAS e-environment	2021–2025	Program manager
	3.2. In the course of study, acquire and apply modern and efficient teaching method and digital solutions	2021–2025	Methodological Council
	3.3. Improvement of student support system to ensure good study experience and decrease the number of drop-outs	2021–2025	Senate
<b>Development of opportunities offered by the Open Academy.</b>	3.4. Formulate the areas of LA's lifelong learning offer with topics and teaching forms demanded by the Church and society	2023	Vice Rector for Studies
	3.5. Plan and develop LA's lifelong learning offer	2024	Methodology Commission
	3.6. Ensure and develop the opportunities of Open Academy's offer in e-environment	2025	Methodologist
	<b>4. To implement student attraction policy</b>		
	4.1. Develop strategy for attraction of potential students from various target groups	2023	Deputy Rector

	4.2. Organize events and use different opportunities for providing information about LA	2021–2025	Student Council
	4.3. Inform society and LA's partners in a targeted manner about the content offered by the Open Academy	2023–2025	Vice Rector for Studies

Work and management of the SF Council is based on the principle of collegiate responsibility in making strategic decisions, and on the principle of individual responsibility in relation to work duties.

The internal quality assurance system provides for annual monitoring of the SF development plan, SWOT analysis, carrying out of necessary changes in the development plan, thus, granting constant improvement, development and efficiency of SV. Efficiency of SF work shall be described in the annual self-evaluations of the field of study.