

# Strategic Plan 2024-2027

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| Purpose                           | To regulate for a qualified, proficient, reputable and safe teaching profession in the public interest                                                                                                                                                                                                                                                                                                                                                                                                   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Vision                            | For all Victorian children and young people to have the best teachers                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Strategy                          | We regulate to help create a safe place for all children and young people to learn from Victoria’s teachers                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| Our regulatory principles         | <div>Outcomes focused</div> <div>Our functions are clearly focused on achieving our strategic objectives.</div>                                                                                                                                                                                                                                                                                                                                                                                          | <div>Accountable and transparent</div> <div>We perform our functions responsibly, objectively, fairly, consistently and transparently.</div>                                                                                                                                                                                                                                                                                                                     | <div>Efficient and timely</div> <div>We focus on prevention and take a proactive approach to relationship building, information sharing and education.</div>                                                                                                                                                                                                                                                                                                                                          | <div>Intelligence led</div> <div>We analyse and use the best available data and intelligence to identify emerging trends, patterns, risks and weaknesses.</div>                                                                                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|                                   | <div>Risk based</div> <div>We consider risk when exercising all of our functions, considering the safety and wellbeing of children and young people.</div>                                                                                                                                                                                                                                                                                                                                               | <div>Proportionate</div> <div>We make regulatory decisions and allocate resources based on the risks, consequences, benefits and strategic objectives involved.</div>                                                                                                                                                                                                                                                                                            | <div>Collaborative</div> <div>We develop and maintain collaborative and productive working relationships with duty holders and stakeholders.</div>                                                                                                                                                                                                                                                                                                                                                    | <div>Engaging</div> <div>We inform and educate the teaching profession about their responsibilities and obligations to safety and quality in teaching.</div>                                                                                                                                                                                                                                                                                              | <div>Responsive and flexible</div> <div>We are responsive and flexible to emerging trends and issues, and current risks.</div>                                                                                                                                                                                                                                                                                                           |
| Strategic objectives and outcomes | <div>Safety and wellbeing of children and young people</div> <div>Demonstrated knowledge and capability of the teaching workforce in child safety obligations to enable reduction of risk of harm to children.</div>                                                                                                                                                                                                                                                                                     | <div>Quality teaching</div> <div>Increase in the number and proportion of registered, qualified teachers who demonstrate engagement with the Australian Professional Standards for Teachers.</div>                                                                                                                                                                                                                                                               | <div>Strong relationships</div> <div>Improved communications and awareness of VIT’s role, clearer partner role definition, and increased data sharing and collaboration with strategic stakeholders.</div>                                                                                                                                                                                                                                                                                            | <div>A high-performing regulator</div> <div>A financially sustainable approach to regulation with an efficient and effective registration system supported by a high performing workforce.</div>                                                                                                                                                                                                                                                          | <div>Lead and influence reform</div> <div>Effective implementation of national and state reform, supported by legislative change, a clear reform roadmap, and buy in from our authorising environment, with adequate resourcing.</div>                                                                                                                                                                                                   |
|                                   | <div>Strategic initiatives</div> <div><ul style="list-style-type: none"><li>Influence system-wide approaches to child safety.</li><li>Deliver proportionate, timely and efficient management of professional conduct matters.</li><li>Improved understanding and implementation of the Code of Conduct, child safety and other regulatory obligations across the profession.</li><li>Embed mandatory child-safety learning in professional learning requirements at annual registration.</li></ul></div> | <div>Strategic initiatives</div> <div><ul style="list-style-type: none"><li>Streamline and modernise registration pathways.</li><li>Support professional learning aligned with the APST across the continuum of practice.</li><li>Agree and adhere to national standards for accreditation and registration.</li><li>Deliver outreach programs and develop resources for teachers and educational leaders on standards of professional practice.</li></ul></div> | <div>Strategic initiatives</div> <div><ul style="list-style-type: none"><li>Build and maintain trusted relationships through MOUs, forums and structured engagement.</li><li>Engage meaningfully with communities, teachers, educational leaders, employers, learners and child advocacy groups.</li><li>Seek, publish and respond to feedback.</li><li>Improve clarity, transparency and respectfulness of communications.</li><li>Develop and deliver a Reconciliation Action Plan.</li></ul></div> | <div>Strategic initiatives</div> <div><ul style="list-style-type: none"><li>Build workforce, capability, wellbeing and trauma-informed practice.</li><li>Invest in systems and processes to improve regulatory intelligence.</li><li>Improve process efficiency and automation.</li><li>Measure and report regulatory outcomes and performance, financials, and continuous improvement.</li><li>Deliver on the Statement of Expectations.</li></ul></div> | <div>Strategic initiatives</div> <div><ul style="list-style-type: none"><li>Take an active leadership role in national reforms and standard setting by working effectively with state and federal counterparts.</li><li>Develop a clear and comprehensive legislative reform agenda.</li><li>Progress reform priorities in Victoria.</li><li>Secure commitment and sustainable funding from our authorising environment.</li></ul></div> |