

10 September 2018

The Hon. James Merlino, MP
Minister for Education
2 Treasury Place
EAST MELBOURNE VIC 3002

Dear Minister Merlino

Statement of Expectations for the Victorian Institute of Teaching

Thank you for your letter of 30 June 2018, containing your Statement of Expectations (SOE) for the Victorian Institute of Teaching (VIT) 2018-2020.

On behalf of the Council, I respond to the SOE, outline the way in which the VIT will meet your expectations and confirm the VIT's strong commitment to improving the efficiency and effectiveness of its regulatory activity.

In your letter, you acknowledge the achievements of the VIT in:

- working with Early Childhood teachers to apply standards to Teacher Registration
- embedding professional development for teachers concerning children with Special Needs
- Working to respond professionally and diligently in the area of Reportable Conduct and Child Safe standards.

The Council welcomes the opportunity to inform you of the way in which it proposes to implement the recommendations of the VIT Review delivered to you this year by Penny Armytage. The major initiatives are contained in the accompanying table for ease of reference.

The VIT commenced the work required to implement the recommendations of the review immediately on receiving the Government response to the review.

The review not only presents a challenge to the VIT but also an exciting opportunity for the VIT to strengthen its role as an effective regulator, assisting in the delivery of high quality education and promoting child safety and well-being.

High Quality Education

The VIT will continue to collaborate with the Department of Education and Training (DET) and Initial Teacher Education (ITE) providers to ensure the effective implementation of the Victorian Selection Framework (VSF), including the establishment of equivalence for entry into teacher education programs to an ATAR of 70.

The VIT will continue to undertake a conscientious application of reform in the area of ITE programs to ensure that accredited programs are of high quality, are compliant and

assist in ensuring improved teacher quality. The VIT works in concert with other teacher registration authorities to this end.

The VIT will work with DET on the delivery of an effective mentoring program to strengthen and support early career teachers, including those in the Early Childhood sector, to meet professional standards.

The VIT will work closely with Early Childhood sector stakeholders to develop effective support and process for Early Childhood teachers who are the newest members to join our teacher register.

The VIT will continue to work with teachers to support the understanding of how to gain full participation in professional learning to address children with Special Needs and more broadly to understand about diversity and inclusiveness of practice.

Promoting Child Safety and Wellbeing

The VIT will work collaboratively with co-regulators to ensure both the effective operation of the Reportable Conduct scheme and to make a full response to issues arising from the government's redress scheme.

The VIT will continue to monitor the responses to the Betrayal of Trust inquiry and Royal Commission into Institutional Responses to Child Sexual Abuse, making appropriate adjustments to the VIT's regulatory framework and policies.

The VIT will use its information in a more intelligence-led manner to adjust its risk-based approach to reduce non-compliance. Adoption of best practice in our business systems will assist in this aim.

Effective Regulation

The VIT Council welcomes the opportunity to review its regulatory framework and tools so as to protect and promote the best interests of children.

We will work together with DET and our co-regulators to form a community of practice and adopt the best strategies to ensure that only suitable persons are registered as teachers.

The VIT has an effective relationship with the office of the Commissioner for Children and Young People (CCYP) to support the operation of the Reportable Conduct scheme. The Institute will publish the Minister's Statement of Expectation and this response on its website.

Yours sincerely



Lesley Lamb
Chairperson

	Expectation	Response
1	supporting the Government to consider and implement regulatory amendments arising from the VIT Review including the statutory requirement for VIT to consider child safety and wellbeing, greater alignment of VIT registration to the Working with Children Check scheme, and coordination and information sharing between agencies and regulators (recommendations 1, 6, 7 and 8);	<ul style="list-style-type: none"> • VIT will refocus its Strategic Plan to ensure legislative change to functions – community expectations and Child safety and wellbeing - are reflected. [VIT REVIEW recommendation 1c] • VIT is committed to working with DET on legislative reform. [VIT REVIEW recommendation 1c] • With the introduction of the Education legislation, Amendment Act (Victorian Institute of Teaching, TAFE and Other Matters) Act 2018 changes aligning VIT checking processes with those of the Working with Children Check Unit of the Department of Justice and Regulation (WWC), an effective relationship will be established. VIT will work closely with WWC to effectively communicate the legislative change and ensure alignment and the promotion of child safety. [VIT REVIEW recommendation 6] • VIT will continue to establish and review MOUs with co-regulators. [VIT REVIEW recommendations 7 and 8]
2	contributing to and collaborating with the Department on the development of reforms to Part 2.6 of the Act, including the teacher disciplinary system, to ensure that the VIT's procedures represent best regulatory practice and address issues with the current system as identified in the VIT Review (recommendations 1, 2, 3, 4 and 12(c));	VIT is committed to working with DET on legislative reform and welcomes the opportunity to strengthen and modernise its regulatory tools and frameworks. It will draw on the experience and practice of other regulators to develop a strong and modern practice. [VIT REVIEW recommendation 1, 2, 3,4 and 12c]
3	continuing to improve teacher quality and education, and risk identification and compliance (recommendations 22, 23, 25 and 29); and	<p>Developing closer partnerships with Initial Teacher Education (ITE) providers in order to leverage opportunities to improve teacher quality and manage regulatory risk. VIT will develop an ITE Engagement plan. [VIT REVIEW recommendation 22]</p> <p>VIT will adapt its regulatory approach to identify ways in which it can assist teachers and their employers to comply with regulation and policy. VIT will aim to increase the</p>

		<p>assistance given to teachers to comply with the standards and to avoid misconduct. [VIT REVIEW recommendation 23]</p> <p>The VIT Council will review its Strategic Plan to incorporate a focus on quality in teaching. [VIT REVIEW recommendation 25]</p> <p>VIT will immediately take action to engage a principal practitioner. [VIT REVIEW recommendation 29]</p>
4	<p>Improving the efficiency and effectiveness of VIT’s processes through the development of a set of regulatory principles applying to all of its functions and activities, and the adoption of contemporary, aligned regulatory policies and governance models. (see recommendations 15, 17, 18, 19, 21 and 24).</p>	<p>VIT will move to modern risk-based policies and regulatory frameworks that are teacher focussed and meet community expectations. [VIT REVIEW recommendation 15,17, 18, 19, 21 and 24]</p> <p>VIT will adopt best practice in its business systems to support compliance and a reduction in regulatory burden. [VIT REVIEW recommendation 15,17, 18, 19, 21 and 24]</p>
5	<p>Furthermore, I expect the VIT to continue to advise and support the Government’s policy agenda as appropriate, and to play a role in achieving this agenda through the VIT’s regulatory function and by cooperating with my Department and other regulators and departments across jurisdictions and portfolios. This includes collaborating on the Government’s agenda to make Victoria’s teachers the best in the country, through our continued focus on ensuring excellence in teacher quality, education and practice. It also includes the provision of data, information and advice to my Department. VIT will need to consider any schools and teaching initiatives agreed with the Commonwealth Government, any relevant actions agreed in response to the Royal Commission into Institutional Responses to Child Sexual Abuse, and any other emerging policy issues requiring VIT input, including matters arising from the National Review of Teacher Registration being conducted by an Expert Panel under the auspice of the Australian Institute for Teaching and School Leadership.</p>	<p>VIT will engage with the sector to produce the best possible educational outcomes. VIT’s vision is to regulate the profession so all Victorian children and young people have the best teachers.</p>