

# Strategic Plan 2021-24

## Our vision

- for all Victorian children and young people to have the best teachers.

## Our purpose

- to regulate for a highly qualified, competent and reputable teaching profession.






## Our principles

- accountable and transparent
- efficient and timely
- evidenced-based
- risk-based
- proportionate.

## Our functions

- assess suitability of, and register, teachers
- approve teacher education programs
- ensure all teachers maintain standards
- monitor and assist compliance
- investigate misconduct and take appropriate regulatory action.

## Strategic objectives

	 Provide for the safety and wellbeing of children and young people	 Set the standards and enable quality teaching	 Engage actively with, and learn from, stakeholders	 Provide an efficient and effective registration process	 Be a capable and high performing regulator
<b>Areas of focus</b>	<ul style="list-style-type: none"> <li>• strengthen child safety screening and the teacher suitability framework</li> <li>• embed VIT's risk-based approach</li> <li>• optimise investigative processes to ensure the effective and efficient management of VIT's professional conduct caseload.</li> </ul>	<ul style="list-style-type: none"> <li>• enhance initial teacher education (ITE) and accreditation</li> <li>• build understanding of professional standards of teachers</li> <li>• strengthen teacher professional learning.</li> </ul>	<ul style="list-style-type: none"> <li>• strengthen stakeholder relationships</li> <li>• give voice to community expectations</li> <li>• recognise the complexity of the education system, including its regulatory environment</li> <li>• strengthen the understanding of VIT's regulatory impact on stakeholders.</li> </ul>	<ul style="list-style-type: none"> <li>• improved registration experience for the teaching profession</li> <li>• timely, transparent and consistent assessment of registration applications</li> <li>• timely, accurate and consistent advice and assistance to applicants, registrants and employers</li> <li>• assessments of suitability to teach are risk-based and promote child safety and wellbeing.</li> </ul>	<ul style="list-style-type: none"> <li>• strengthen governance and accountability</li> <li>• build a high performing workforce</li> <li>• address current and future cost pressures to ensure financial viability</li> <li>• foster strategic relationships with co-regulators and the education sector</li> <li>• enhance systems to support regulatory functions and obligations.</li> </ul>
<b>Actions</b>	<ul style="list-style-type: none"> <li>• educate teachers, school and early childhood service leadership and employers about the revised Code of Conduct</li> <li>• strengthen the understanding of reporting obligations for employers, school and early childhood service leadership, teachers, parents, students and the public</li> <li>• strengthen effective information sharing with co-regulators (including information sharing processes to underpin automatic mutual recognition)</li> <li>• utilise a risk-based model to inform investigative approach</li> <li>• identify opportunities to intervene in order to prevent harm</li> <li>• investigate misconduct and breaches of the Code of Conduct and take appropriate regulatory action</li> <li>• review functionality of, and information available on, the public register and Register of Disciplinary Action (RODA)</li> <li>• publish a suitability to teach framework.</li> </ul>	<ul style="list-style-type: none"> <li>• educate teachers and pre-service teachers about the Australian Professional Standards for Teachers (APST), professional standards, and Code of Conduct and Code of Ethics</li> <li>• develop and implement a framework, criteria, and process for VIT approval of pathway programs into accredited ITE programs</li> <li>• develop and implement a framework, criteria, and process for VIT endorsement of continuing education programs</li> <li>• assure quality of ITE programs</li> <li>• report annually to the Minister on the implementation of, and compliance with, the Victorian Selection Framework</li> <li>• support teachers to move from provisional to full registration</li> <li>• facilitate effective mentoring of early career teachers</li> <li>• review VIT's approach to professional learning to ensure a contemporary framework</li> <li>• showcase best teaching practices</li> <li>• work with the Australasian Teacher Regulatory Authorities (ATRA) to achieve harmonisation of the APST</li> <li>• showcase employment based ITE programs.</li> </ul>	<ul style="list-style-type: none"> <li>• review and maintain VIT's stakeholder engagement plan</li> <li>• conduct stakeholder satisfaction surveys and embed learnings</li> <li>• develop and implement digital media strategy</li> <li>• use VIT's parent and student stakeholder group to gauge community expectations on VIT's risk lens</li> <li>• strengthen and enhance stakeholder understanding of VIT's regulatory functions.</li> </ul>	<ul style="list-style-type: none"> <li>• improve the self-managed registration process for applicants, teachers and employers</li> <li>• utilise VIT's redesigned website to provide applicants, teachers and employers with relevant information relating to registration processes</li> <li>• increase proactive engagement with pre-service teachers and providers to ensure an efficient registration process for graduate teachers</li> <li>• implement e-cards</li> <li>• increase proactive engagement with key permission to teach (PTT) stakeholders to ensure an efficient registration process for PTT holders and schools</li> <li>• increase VIT staff training to promote consistent and accurate assessment of applications</li> <li>• improve efficiency and quality of engagement across teacher and principal hotlines</li> <li>• proactively engage with stakeholders about changes in the registration landscape</li> <li>• be responsive to teacher workforce shortage issues</li> <li>• evaluate registration policies with a gender equity lens.</li> </ul>	<ul style="list-style-type: none"> <li>• strengthen and support business and staff performance</li> <li>• continue to build a positive and inclusive workforce culture</li> <li>• develop a knowledge management system and improve training for staff</li> <li>• use data and intelligence to inform VIT's regulatory approach</li> <li>• strengthen strategic relationships with co-regulators and the education sector</li> <li>• focus on achieving long-term financial sustainability</li> <li>• communicate with, inform and work effectively with Government</li> <li>• regularly review VIT's performance against the strategic plan and statement of expectations</li> <li>• develop and implement VIT's Gender Equality Action Plan</li> <li>• work with the Department of Education to design and implement legislative reform</li> <li>• increase risk controls to mitigate cyber security threats.</li> </ul>