



*TEACHERS REGISTRATION
BOARD*

STRATEGIC PLAN

2007 - 2009

Foreword

This plan has been developed to provide the Teachers Registration Board with a clear vision for the future, with the practical steps and the resourcing required to implement this vision.

A key purpose in proclaiming the *Teachers Registration Act 2000* was to ensure that all students in Tasmanian schools are taught by well qualified persons of good character.

The Board is committed to this purpose and its functions as defined in the *Teachers Registration Act 2000*. The Plan has been developed with the active participation of all Board members, aiming to provide high quality, efficient service to its clients, including teachers in Tasmanian Government and registered schools, and stakeholders.

The Board recognises that there are numerous trends and forces which will continue to impact on the teaching profession and shape the environments in which the Board and the profession work. These include the changes in family and social structures, as well as in the expectations and values of students; all of which may be affected by the impact of globalisation, climate change and the continual evolution of information, communication and other new technologies. Other factors affecting the teaching profession include the pressures for and of public accountability, at both state and national levels, increasing expectation of education to meet economic and social demands, the looming teacher shortage and the demographic and economic consequences of an aging population.

The Board sees its future as a dynamic facilitator in raising and maintaining the standard of professional teachers, enhancing the profile of the teaching profession in the community, keeping abreast of current world trends in teaching standards and professional learning, and as a pro-active communicator to its clients and stakeholders.

The Board has identified the following strategic goals to ensure its obligations and priorities are addressed:

- Goal 1: A Registered Teaching Profession
- Goal 2: A Highly Skilled Teaching Profession
- Goal 3: A Highly Respected Teaching Profession
- Goal 4: An Informed and Engaged Teaching Profession

The Plan will be regularly reviewed to measure progress and realign strategies and actions as required.

The Board's 2005-2007 plan was reviewed in September 2007 and updated to the 2007-2009 plan, noting that a new Board will be appointed in March 2010.

Greg Suitor
Chair

Our Vision

The Teachers Registration Board will contribute to a world class education system based on competent teachers of good character, registered through best practice processes and professional teaching standards endorsed by the TRB.

Our Purpose

The Teachers Registration Board is an independent body established to ensure school students receive quality teaching from registered, qualified and competent teachers of good character.

Goal 1: A Registered Teaching Profession

The Teachers Registration Board will ensure all persons employed to teach in Tasmanian schools are appropriately qualified, skilled and of good character.

Measures

- All Tasmanian teachers are correctly and appropriately registered
- All granted Limited Authorities to Teach are valid, based on appropriate and correctly documented cases
- A fair, efficient and effective process is established for Board inquiries and disciplinary processes
- Annual staffing returns are undertaken by teacher employers to ensure compliance with the Act
- Teacher registration is under continual review

The following Priority Actions address these measures for the period 2007-2009.

Priority Actions

- 1.1 Development of the 2008+ 'Provisional Registration' to 'Registration' process
- 1.2 Development of the 2008+ Renewal of 'Registration' process
- 1.3 Completion of the processes for maintenance of registration for 2007, 2008 and 2009
- 1.4 Monitoring of the TRB's policies and their implementation, including the policies for Qualifications and Registration, Limited Authorities to Teach and Under Direct Supervision
- 1.5 Implementation of the amendments to the *Teachers Registration Act 2000*
- 1.6 Ongoing monitoring of the *Teachers Registration Act 2000*
- 1.7 Development of enforcement and compliance processes, including prosecution, based on the amendments to the Act
- 1.8 Monitoring of the enforcement and compliance processes, including prosecution
- 1.9 Development of inquiry and disciplinary processes, based on the amendments to the Act
- 1.10 Monitoring of the inquiry and disciplinary processes
- 1.11 Conduct of the annual 1 July Census Returns and analysis for compliance in 2007, 2008, 2009
- 1.12 Preparation of the TRB's Annual Reports for 2007, 2008 and 2009

Goal 2: A Highly Skilled Teaching Profession

The Teachers Registration Board will contribute to the development of teacher education courses and broader issues concerning ongoing professional learning.

Measures

- There are approved pre-service teacher education programs, based on the *Tasmanian Professional Teaching Standards Framework* and the MCEETYA *National Framework for Professional Standards for Teaching*
- The Board is involved in the development, accreditation/approval, monitoring and review of pre-service teacher education programs in Tasmania and elsewhere in Australia
- Policy, procedures and information about the requirements for changing from 'provisional registration' to (full) 'registration' are developed, disseminated and implemented
- Policy, procedures and information about the requirements for renewal of 'registration' are developed, disseminated and implemented

The following Priority Actions address these measures for the period 2007-2009.

Priority Actions

- 2.1 Implementation of the approval/accreditation processes for pre-service teacher education programs, at the local and national levels
- 2.2 Monitoring of the Board's approval/accreditation processes and its positions on entry and graduation standards and practicums/ internships in teacher education courses offered by the University of Tasmania
- 2.3 Maintain work with the Australasian Forum of Teacher Registration and Accreditation Authorities (AFTRAA) and other teacher registration and accreditation authorities about pre-service teacher education programs and the approval/accreditation processes
- 2.4 See 1.1; Implementation of the 'provisional registration' to 'registration' process, using the *Tasmanian Professional Teaching Standards Framework*, for 2008+
- 2.5 See 1.2; Implementation of the 2008+ Renewal of 'Registration' process, using the *Tasmanian Professional Teaching Standards Framework*
- 2.6 Monitoring and review of the *Tasmanian Professional Teaching Standards Framework*, including its implementation and usage

Goal 3: A Highly Respected Teaching Profession

The Teachers Registration Board will—in its role as an advocate for the profession—implement strategies to broaden the public understanding and enhance the status of the teaching profession.

Measures

- A code of professional ethics for the teaching profession is in place and promoted and used as appropriate
- A positive public profile of teachers is enhanced by Board contributions

The following Priority Actions address these measures for the period 2007-2009.

Priority Actions

- 3.1 Monitor the TRB's Code of Professional Ethics for the Teaching Profession, including its relationship with employers' Codes of Conduct
- 3.2 Development of a set of promotion opportunities, activities and events, including some based on World Teachers' Day, in 2007, 2008 & 2009
- 3.3 Hold celebratory events for teachers granted (full) 'registration' during 2008+
- 3.4 Development of a communications and marketing strategy, (including Goal 4, Actions 7 and 8)

Goal 4: An Informed and Engaged Teaching Profession

The Teachers Registration Board will cultivate effective and constructive client and stakeholder relationships.

Measures

- A raised Board profile with teachers and employers
- Communication strategies developed and implemented
- Useful TRB website links to relevant professional information for registrants and prospective registrants established and used
- Board and registration requirements effectively communicated

The following Priority Actions address these measures for the period 2007-2009.

Priority Actions

- 4.1 Maintain development of the TRB website as a useful, reliable and up-to-date information resource
- 4.2 Maintain development of email to regularly communicate with registrants
- 4.3 Maintain development of the network of school-based TRB representatives
- 4.4 Promotion and or usage of the *Tasmanian Professional Teaching Standards Framework*, including information on how they may be used by teachers with respect to registration
- 4.5 Maintain the monitoring of how the Board can provide information to registered teachers about professional learning opportunities, in addition to the Department of Education's Infostream service
- 4.6 Consideration of what professional learning about teacher registration the Board could provide – to whom, by whom and when
- 4.7 Consideration of publication options, including a newsletter for registrants with contributions from registered teachers
- 4.8 Consideration of an annual program of visits by TRB Board members and staff to meet and talk with teachers and stakeholders
- 4.9 Continued collaboration with AFTRAA and other teacher registration and accreditation authorities
- 4.10 Hold celebratory events to recognise registrants' achievements