

# Draft Strategic Plan Refresh Consultation

May 2020



**Teaching  
Council of  
Aotearoa  
New Zealand**

Matatū. Tū Mataora.  
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# Draft Strategic Plan Refresh

- What does a strategic plan do
- Why are we doing this now
- Proposed approach
- We want your help to seek feedback from the profession

# What does a strategic plan do

- Describes a vision – looking ahead into the future
- Establishes aspirational and long term goals
- Establishes priorities for the short – medium term
- Includes shorter-term actions to build towards those goals

# Why are we doing this now?

- Timing guided by legislation – 3-yearly reviews of 5-year plans
- Links to the Fees and Levy Consultation
- Currently overlaps with Governing Council election cycle

# Legislated responsibilities

- Section 478 of the Education and Training Act 2020 describes our purpose:

“...to ensure safe and high-quality leadership, teaching, and learning for children and young people in early childhood, primary, secondary, and senior secondary schooling in English-medium and Māori-medium settings through raising the status of the profession.

# Approach to developing a new draft plan

- We've looked back at the current Strategic Plan 2019 – 2022 *Our Path to the future*
  - We've looked at progress made towards the goals
  - We've heard feedback from the profession through the fees and levies consultation process and other forums
  - We've considered the overall vision, goals and priorities
  - We've amended the language here and there
  - Some additional priorities and actions are added
- We're recommending a light-touch refresh of the current plan

# Content of current draft plan

- We've made minor amendments to the current plan:
  - Updating and tweaking some language for greater clarity
  - Reflecting Council's wish to underscore the importance of being in a profession, and being Tiriti-led
  - Including areas signalled as important by the profession

# What we heard from the profession. We need to:

- strengthen teachers' capability to lead inclusive teaching practices
- strengthen pathways for enrolment in initial teacher education programmes, in teacher registration for speakers of Pacific languages, and to support Pacific bilingual and immersion settings
- extend the Unteach Racism resources to include confronting and dismantling racism
- refresh both our *Code | Ngā Tikanga Matatika* and *Standards | Ngā Paerewa* as they have been in place for five years
- continue to engage with teachers and stakeholders to explore ways to highlight the role of teaching as a profession, with a focus on mana and teacher wellbeing.



# How we've incorporated this feedback

## New or amended actions

- Disseminate best practice resources with a focus on inclusive teaching practices
- Support the development of pathways for Pacific language teachers seeking to teach in a range of education settings
- Investigate the value of introducing scopes of practice to recognise specific specialised expertise – for example Pacific languages
- Continue cross-sectoral collaboration to support the development and use of Unteach Racism kaupapa and resources
- Undertake a review of the *Code | Ngā Tikanga Matatika and Standards | Ngā Paerewa*
- Strengthen the teaching profession's understanding of the role mana plays in teaching and leadership
- Continue work on approaches to support the development of a tikanga-based regulatory framework

# Vision and Goals

## Vision

- Our vision is to maximise the success of every tamariki | rangitahi | whānau through highly effective leadership and teaching

## Goals

- Collective responsibility for the learner journey and equitable outcomes for every tamariki | rangitahi | whānau
- Consistent high-quality inclusive teaching and leadership within and across learning environments
- Every teacher | kaiako and leader embraces improvement, innovation and change
- Champion the role of teachers as professionals working in a profession

# Priorities

- Strengthen and promote a self-managing profession
- Build professional awareness, participation and capability
- Enable leadership of a coherent, high-performing, inclusive education system
- Speak out, speak with, and speak up for the profession
- Enhance our organisation's efficiency and effectiveness

# Service Promise

<b>TIRITI – LED</b> We work according to the principles of Te Tiriti o Waitangi and in partnership with the profession	<b>ACCOUNTABILITY</b> Acting in the public interest
<b>LEADERSHIP WITHIN THE PROFESSION</b> Building on our foundational frameworks and facilitating professional engagement and development	<b>TRANSPARENCY</b> Communicating ideas, solutions and outcomes across the profession
<b>EQUITY:</b> Working to maximise the success for all tamariki   rangitahi   whānau	<b>GROWTH AND EMPOWERMENT</b> Strengthening a self-managing profession and raising its status
<b>RESPECT</b> Listening to all members of the profession –engaging, communicating, and discussing important issues together	<b>CULTURAL COMPETENCE</b> Demonstrating cultural competence in our work and being agents of change for better outcomes for Māori and Pasifika tamariki   rangitahi   whānau
<b>INCLUSIVENESS</b> Working across diverse teaching and learning communities	

# Priority actions, activities and outcomes

Priority Actions	Activities: What we are going to do to get there	Why we are doing this – outcomes
<b>STRENGTHEN AND PROMOTE A SELF-MANAGING PROFESSION</b>		
<p>Build public confidence in the Council   Matatū identification and management of compliance, conduct or impairment concerns.</p>	<p>Continue to enhance decision-making process to improve timeliness.</p> <p>Continue work on approaches to support the development of a tikanga-based regulatory framework.</p>	<p>The teaching profession has the trust and confidence of parents and communities.</p>
<p>In collaboration with the profession, set expectations for professional responsibility and conduct.</p>	<p>Expand ways to promote and educate teachers   kaiako on the Code   <i>Ngā Tikanga Matatika</i> to increase awareness and commitment.</p> <p>Continue to work with teachers   kaiako to help them feel empowered to have conversations with each other about the Code   <i>Ngā Tikanga Matatika</i> in day-to-day practice.</p> <p>Continue to facilitate opportunities for learning across the profession.</p>	<p>Teaching professionals willingly meet and model the responsibilities and behaviours as set out in the new Code</p>

# Feedback wanted

- Do the vision, goals, priorities and service promise look about right?
- What would you add or take away?
- Do the priority actions and activities look like the right things to do achieve the goals?
- Are there any priorities or activities you think should be added?
- Are there any priorities or activities that should be removed?
- Any other comments?

# Next Steps

- Consultation link: <https://teachingcouncil.nz/news-advocacy/consultations/strategic-plan-consultation/>
- Consultation will run from 18 May– 3 June
- Governing Council will consider the analysis of feedback from the profession, and draft a revised Strategic Plan
- A new strategic plan will be developed and published by 30 June

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