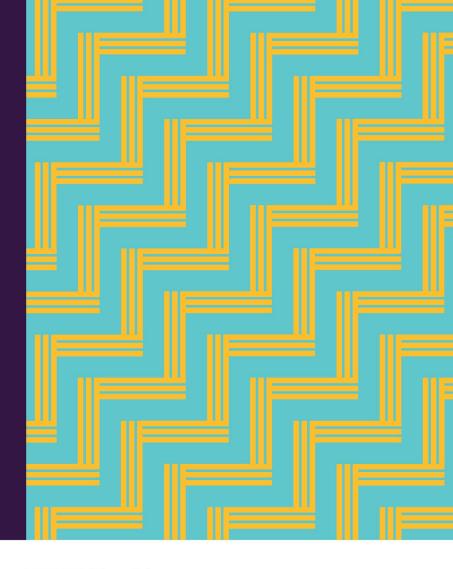
# **Draft Strategic Plan Refresh Consultation**

May 2020





Matatū. Tū Mataora. **Stand tall. Shape the future.** 

## **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 Pacifc 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**

TIRITI – LED  We work according to the principles of Te Tiriti o  Waitangi and in partnership with the profession	ACCOUNTABILITY Acting in the public interest
LEADERSHIP WITHIN THE PROFESSION  Building on our foundational frameworks and facilitating professional engagement and development	TRANSPARENCY Communicating ideas, solutions and outcomes across the profession
EQUITY: Working to maximise the success for all tamariki   rangitahi   whānau	GROWTH AND EMPOWERMENT Strengthening a self-managing profession and raising its status
RESPECT Listening to all members of the profession –engaging, communicating, and discussing important issues together	CULTURAL COMPETENCE  Demonstrating cultural competence in our work and being agents of change for better outcomes for Māori and Pasifika tamariki   rangitahi   whānau
INCLUSIVENESS  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
STRENGTHEN AND PROMOTE A SELF-MANAGING PROFESSION		
Build public confidence in the Council   Matatū identification and management of compliance, conduct or impairment concerns.	Continue to enhance decision-making process to improve timeliness.  Continue work on approaches to support the development of a tikanga-based regulatory framework.	The teaching profession has the trust and confidence of parents and communities.
In collaboration with the profession, set expectations for professional responsibility and conduct.	Expand ways to promote and educate teachers   kaiako on the Code   Ngā Tikanga Matatika to increase awareness and commitment.  Continue to work with teachers   kaiako to help them feel empowered to have conversations with each other about the Code   Ngā Tikanga Matatika in day-to-day practice.  Continue to facilitate opportunities for learning across the profession.	Teaching professionals willingly meet and model the responsibilities and behaviours as set out in the new Code

## 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: <a href="https://teachingcouncil.nz/news-advocacy/consultations/strategic-plan-consulation/">https://teachingcouncil.nz/news-advocacy/consultations/strategic-plan-consulation/</a>
- 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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Stand tall. Shape the future.

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