

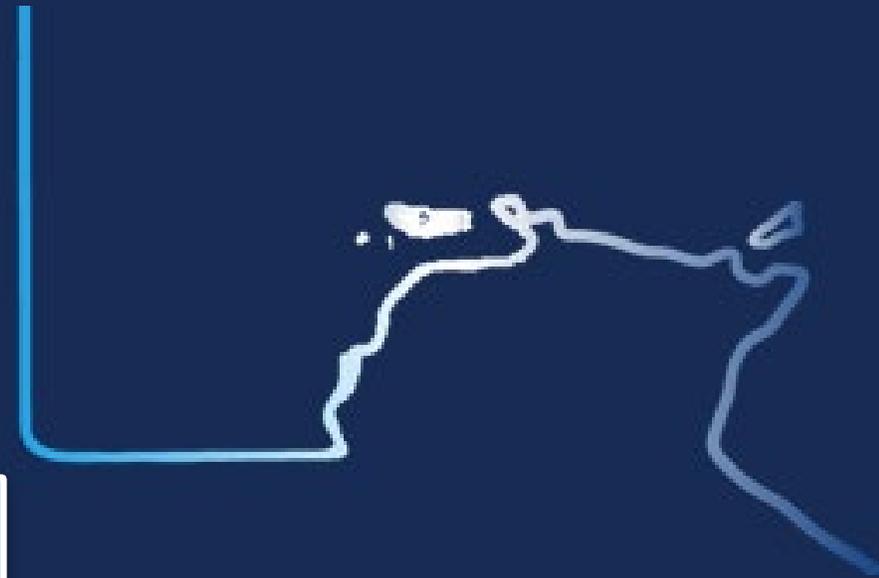
TRB

TEACHER REGISTRATION BOARD
of the Northern Territory

Strategic Plan 2023 - 2025

OUR VISION

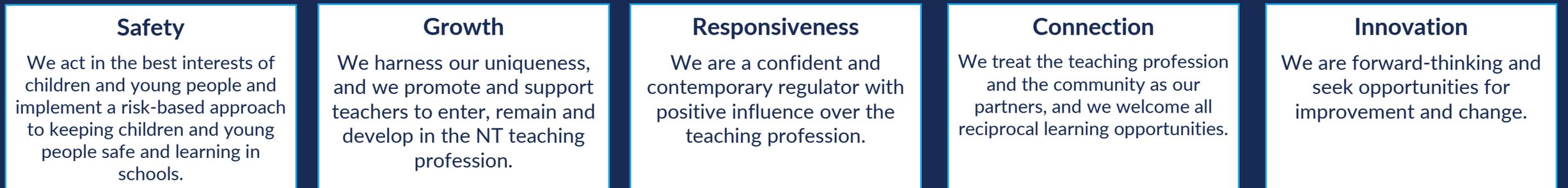
Public confidence in the Northern Territory teaching profession, through quality regulation, in the best interests of children's education.



OUR VALUES



OUR STRATEGIC PRIORITIES



Overview

This plan outlines the strategic priorities and actions of the Northern Territory Teacher Registration Board (the Board) for 2023-2025. It is based on the requirements of the *Teacher Registration (Northern Territory) Act 2004*, the vision and values of the Board, and current local and national drivers for change within the quality and regulation of the teaching workforce.

This plan recognises our need to respond to growing community expectations of the teaching profession, and to ensure the teaching profession in the Northern Territory is respected for its crucial role in delivering excellence in education.

Strategic Priority Areas



Strategic Objectives and Actions

Safety

We act in the best interests of children and young people and implement a risk-based approach to keeping children and young people safe in schools.

Strategic Objectives

- A teaching profession that works safely with children and young people.
- Teachers understand that protecting the safety of children also protects their own safety.
- Decisions are risk-focused and made in the best interests of children and young people, and the profession.
- Board competency in regulation and administrative decision-making.
- Board members know their role, responsibilities and legislative obligations.

Strategic Actions

- Further build information sharing processes and practices with other regulatory bodies, within the teaching profession and outside.
- Apply a robust regulation framework to ensure NT teachers are qualified, current in their practice and suitable to teach students.
- Conduct investigations and inquiries for disciplinary proceedings in a timely way with adequate resourcing.
- Governance documents reflect the best interests of children and young people, and expectations of the profession.
- Deliver consistent decision-making that is based on administrative law principles and informed by child safety.
- Decisions are informed by the Australian Professional Standards for Teachers.
- Board members are supported to continuously develop their practice as administrative decision-makers.

Growth

We harness our uniqueness, and we promote and support teachers to enter, remain and develop in the NT teaching profession.

Strategic Objectives

Growth in capability

- Quality teaching practice that achieves student success and reflects the Northern Territory context.
- Teachers have career aspirations and understand the value of continuously developing their capabilities.
- The teaching profession develops in accordance with the Australian Professional Standards for Teachers.

Growth in size

- The Territory is an appealing jurisdiction for teachers to work in.
- Territorians are supported to join and remain in the NT teaching profession.

Growth in status

- Teachers are supported through the career stages of the Australian Professional Standards for Teachers.
- Greater engagement in, and achievement of, Highly Accomplished or Lead Teacher certification.

Growth in diversity

- The NT teaching profession reflects the diversity of the population.
- Teachers are highly skilled at understanding and teaching the needs of students in the NT.
- Teachers are culturally responsive and deliver equitable educational opportunities, experiences and outcomes for all students.

Strategic Actions

- Develop and/or review educational resources for teachers that support quality teaching practice and support teachers to protect their students and themselves from harm.
- Continue to promote and embed the Australian Professional Standards for Teachers, ensuring inclusion of teachers of all disciplines and backgrounds.
- Use the language of the Standards at the relevant career stage.
- Implement processes that ensure that teacher mobility is safe and upholds the standards for registration.
- Participate in consultation and implementation of teacher attraction and retention strategies.
- Advocate for teacher safety and the reduction of occupational violence to ensure teachers are supported to safely remain in the profession.
- Capture the voices of NT Aboriginal educators, and promote the importance of Aboriginal cultures, languages, histories, and learnings to the teaching profession.
- Work within the evidence base to support initial teacher education providers to attract and graduate underrepresented groups in teacher education courses.
- Expand regulation to specifically recognise Aboriginal teachers.

Connection

We work in partnership with the teaching profession, the community and other stakeholders and embrace reciprocal learning opportunities.

Strategic Objectives

- Stakeholders are engaged in a way that upholds and benefits the regulation of the NT teaching profession.
- Public confidence in the Board is increased.
- The achievements of the NT teaching profession are celebrated publicly with the community.

Strategic Actions

- Strengthen the understanding of regulatory impact and the work of the Board on stakeholders.
- Co-design governance documents and processes with stakeholders.
- Develop and maintain strategic and working relationships with co-regulators, and professional bodies and networks.
- Create forums and events that are accessible to the profession and members of the public that acknowledge the role of teachers in the NT.

Responsiveness

We are a confident and contemporary regulator with positive influence over the teaching profession.

Strategic Objectives

- Contemporary regulation that establishes and upholds high standards of professional practice.
- The NT influences national agendas and major reform.
- The Board acts in the public interest through good governance, making reasonable, proportionate and risk-based decisions.
- Early adoption of new measures to improve teacher regulation.

Strategic Actions

- Proactively monitor opportunities for regulatory improvement.
- Participate in events, groups and forums that shape and influence state and national teacher regulatory policy.
- Develop and implement governance and processes that are evidence-based and responsive to the needs of the profession and community expectations.
- Respond to ongoing reforms and changes to accommodate emerging issues.
- Develop and/or maintain committees to support regulatory action and provide advice to the Board.
- Maintain and enhance measures that will achieve child safety.

Innovation

We are forward-thinking and seek opportunities for improvement and change..

Strategic Objectives

Innovation in technology

- A robust and responsive teacher registration system.
- Registration systems that reduces the administrative burden on teachers and streamlines processes.

Innovation in knowledge

- An evidence-based approach to improvement.
- Development of our own, local evidence base.
- Knowledge of staff about government, other jurisdictions and policy.

Innovation in the workplace

- A workplace that is agile and can adapt to change.
- A workplace where staff are actively engaged, productive, and solution focused.
- A workforce that is appropriately resourced, well managed and fit-for-purpose.

Strategic Actions

- Develop and improve online facilities and innovative communication modes for registration, renewal, professional learning and career progression processes.
- Focus on identifying gaps and issues and facilitating research.
- Develop research partnerships.
- Seek out and harness conversations with Aboriginal educators and communities.
- Connect with other Teacher Regulatory bodies and other national bodies and groups.
- Develop contemporary knowledge of practice, skills and experience.