

## FACULTY VISION

The focus of the work of the Faculty of Education is learning and development — the learning and development of individuals of all ages, and of organisations and communities.

We are committed to advancing the public interest through high quality, innovative and ethical research, teaching and community service that takes seriously the complexity of the local and global horizons of a public university. To this end, we will create and pursue opportunities that strengthen and sustain a vibrant intellectual community.

Our vision is of:

**Graduates** drawn from diverse communities who are capable, ethical citizens of the world, distinguished by their knowledge, intellectual engagement and professional skill, and their innovation and flexibility.

**Research** practice and scholarly output that is recognized locally and internationally for its originality, rigour and impartiality, and advice and services that inform and lead professional practice, public debate and policy, and community action.

**An environment** — intellectual, social, physical and web — that challenges, enthuses and supports all to learn and excel and which sustains productive working relations characterised by parity of respect, contribution and recognition.

To strengthen and sustain our capacity to realise this vision, we will become increasingly self reliant, vigorously pursuing new opportunities while managing an effective balance between diversification, growth and consolidation. We will privilege forms of diversification that align most closely with our research and teaching priorities and strengths.

## FUTURE DIRECTIONS

The Faculty of Education will support Monash University's values and strategic directions by our attention to quality and to the local and global horizons of all that we do. We will seek a balanced portfolio of high quality teaching and research on each of our campuses and, wherever we operate, locally and internationally, we will strive for fidelity to the research-teaching nexus that we believe to be the essence of a university education

### **1 Courses, teaching and learning**

Strategies relating to *teaching and learning* will be directed towards achieving:

- 1-1 Curriculum that is current, theoretically and practically rigorous, internationally oriented and locally relevant and promotes professional ethics of care and justice.
- 1-2 Varied and productive pedagogies that challenge and extend all students intellectually while being respectful and inclusive of difference.
- 1-3 Course structures, policies and procedures that are efficient and sustainable while enabling innovative and flexible teaching, learning and assessment.
- 1-4 Rigorous and transparent quality assurance processes that inform all aspects of the curriculum of the Faculty and engender confidence in and satisfaction with outcomes.
- 1-5 High demand for the Faculty of Education's courses from a diverse range of students.

We will extend our global engagement through international teaching relationships particularly but not only in the Asia Pacific region and provide expanded opportunities for our students to learn and

work in different cultural settings. We will further develop our relationship with our local communities — schools and public and private organisations — providing students with models of communities of learners at all stages of development in all kinds of settings.

We will develop innovative and flexible approaches to course delivery that offer face to face and virtual learning and pastoral care sites for students to support connections between students and peers and between students and staff. We will implement quality assurance processes and provide professional development opportunities to ensure teaching approaches, materials and resources that are contemporary, engaging and professionally presented. Through integrated data management and innovative web design we will integrate and manage the educational facets of students' course experience including academic study, fieldwork, professional and community experiences and administration.

## **2 Research and scholarly practice**

Strategies relating to *research and scholarly practice* will be directed towards achieving:

- 2-1 A clear and focused research profile which gives the Faculty of Education an identity, recognition and impact within its various research fields nationally and internationally, and influences policy and practice more broadly.
- 2-2 A culture of innovation and support that is vibrant and actively removes constraints to imaginative, high quality and impartial research practice.
- 2-3 Each academic Faculty member with her or his own productive research agenda and pursuing a distinctive intellectual trajectory.
- 2-4 Research induction that enables participants to pursue rigorous and ethical research practice in a range of different educational and occupational contexts, including for academic careers in universities.
- 2-5 A diversity of research supports that resource and acknowledges a diversity of innovative research outcomes.

An immediate focus will be the successful functioning of research groupings within the Faculty. These groupings will contribute to increased research productivity and reputation by:

- concentrating staff expertise in ways that consolidate existing and emerging research strengths;
- mentoring and working with staff who are 'new researchers' within the group, to assist in their writing of research proposals and recognised publications and generally support the development of their track records;
- being a focus for research development plans for extending opportunities and undertaking funded and contract research and consultancy work;
- providing a structure for communicating our research expertise and strengths to students and other scholars, assigning supervisors to new research students and facilitating the research training of these students;
- making our research work more visible outside the Faculty.

We will further the development of international research and professional networks on all continents and enhance the attractiveness of the Faculty of Education to international staff, students and visitors. Our research engagement with our local communities will strengthen links with schools and regions and also expand further into public and private sectors.

## **3 Faculty environment**

Strategies relating to the *faculty environment* will be directed towards achieving:

- 3-1 A high quality physical and resource environment for learning and working
- 3-2 A friendly, efficient and inclusive organisational environment for students that encourages their engagement, autonomy and learning

- 3-3 A friendly, efficient and inclusive organisational environment for staff that supports high quality research, teaching and administration
- 3-4 High quality and diverse staffing for all facets of the Faculty of Education's activities.
- 3-5 All members of staff contributing productively and striving to excel in an atmosphere of fairness, trust and respect.

We will focus on ensuring the continuance of a vibrant intellectual community and a welcoming and friendly, efficient and effective learning and working environment even as we grow and diversify. In recognition of the different benefits of face to face and computer mediated interaction, we will seek innovative and robust approaches to each that facilitate communication and provide staff and students with a common and connected Monash experience, whatever their location or the extent and nature of their engagement with the Faculty.

We will encourage and support innovation, resourcefulness, flexibility and cooperation amongst staff, in order to develop satisfying, efficient and effective ways of working that further enhance our research and research training, our teaching and our management of the student experience. In this regard, we will invest in improvements to our IT content management and review our current administrative practices to identify areas for improvement and to increase seamlessness of activities. Our policies and practices will be premised on productive working relations characterised by parity of respect, contribution and recognition.

#### **4 Faculty development**

To support the managed growth and expansion of high quality research and teaching programs, strategies for the *sustainable development* of the faculty will be directed towards achieving:

- 4-1 High demand for the Faculty of Education's commercial research and consultancy services in fields that align with its research and development priorities
- 4-2 High demand for the Faculty of Education's award and non-award full fee based courses drawing a diversity of students from Education and non-Education sectors
- 4-3 Leadership of a diverse range of influential relationships with industry, community and the professions that enhance the reputation and position of the Faculty and its capacity to engage in productive research, teaching and community service
- 4-4 Business practices that are highly regarded within the Faculty and externally as efficient, ethical and effective in returning benefits to the Faculty and its staff and to its clients.

To secure these ends, we will seek to position ourselves so that we pro-actively influence the shape of, as well as respond to, emerging market opportunities. In this regard, we will also be selective in our responses to opportunities, by ensuring that we make strategically informed choices and commitments that are aligned with our capabilities, resources and priorities.

The maintenance and furtherance of our profile and reputation in teaching and research depend on the range of our existing partnerships and networked relations with other key groups, and their consolidation, and on the continued identification and expansion of the numbers of such partnerships. We will continue, therefore, to foster goodwill and trust in our dealings with customers and partners. Within the framework of scholarly values to which we stand committed, our aim will be to respond as flexibly as possible by, for example, customising our programs to meet their immediate and long term needs.