**IDEAA Three-Year Training Plan (2024-2027)**

**Introduction:** The Institute for Development of Education and Academic Affairs (IDEAA) at UBT is committed to enhancing academic development and growth through the introduction of innovative methodologies in teaching, research, and institutional operations. This three-year training plan (2024-2027) is strategically designed to address current and future challenges in higher education, research, and professional development. The plan aligns with IDEAA’s mission to improve quality assurance in education and research and foster collaboration with domestic and international partners.

**2024: Laying the Foundations for Innovation and Digital Transformation**

**Focus:** Building core competencies in digital education, research methodologies, and soft skills, ensuring the foundation for future advancements in academic excellence and research capacity.

**Q1: Digital Education & Data Proficiency**

* **Training Courses:**
  + Moodle Virtual Learning Environment (VLE) Implementation and Utilization
  + Digital Education for Academic Staff and Human-Computer Interaction (HCI)
  + Data Analysis using SPSS for Research and Decision Making
  + Integration of Soft Skills in Teaching: Part I
* **Objectives:**
  + Equip faculty with the necessary digital tools to facilitate effective online learning.
  + Strengthen data analysis skills for research and evidence-based decision-making.

**Q2: Research Methodologies & Information Security**

* **Training Courses:**
  + Statistical Methods in Decision Making
  + Introduction to Information Security in Educational Environments
  + Database Security: Best Practices and Implementation
* **Objectives:**
  + Develop robust research methodologies, supporting high-quality academic outputs.
  + Ensure awareness and implementation of IT security protocols in academic settings.

**Q3: Professional Development & Classroom Management**

* **Training Courses:**
  + Effective Classroom Management Techniques
  + Meeting Management for Academic Leaders
  + Professional Writing Skills: CV and Cover Letter Development
* **Objectives:**
  + Foster professional growth through effective classroom management and leadership skills.
  + Support staff in enhancing their professional profiles for internal and external opportunities.

**Q4: Emotional Intelligence & Inclusive Education**

* **Training Courses:**
  + Emotional Intelligence in Academic Settings
  + Addressing Diverse Student Learning Needs
  + Communicating Across Cultures in the Global Classroom
* **Objectives:**
  + Develop emotional intelligence for improved communication and student engagement.
  + Promote inclusive education strategies to meet the diverse needs of students.

**2025: Advancing Competencies and International Collaboration**

**Focus:** Deepening expertise in advanced teaching methodologies, expanding research capabilities, and fostering international collaboration in education and research.

**Q1: Advanced Pedagogy & Learning Techniques**

* **Training Courses:**
  + Teaching 21st Century Skills in Higher Education
  + Project-Based Learning for Enhanced Student Engagement
  + Interactive Learning through Digital Platforms
* **Objectives:**
  + Advance teaching methodologies to prepare students for future skills requirements.
  + Encourage innovative, interactive approaches to learning that enhance student outcomes.

**Q2: Research Enhancement & Global Partnerships**

* **Training Courses:**
  + Research Advisor Masterclass for HDR Supervisors
  + Supporting the Welfare of HDRs During Candidature
  + Career Orientation and Professional Development for Academic Staff
* **Objectives:**
  + Strengthen the quality of research supervision and support for higher-degree researchers.
  + Foster international research collaborations and career development pathways.

**Q3: Online Learning & Technological Innovation**

* **Training Courses:**
  + Advanced Online Learning Platforms for Distance Education
  + Integration of Contemporary Technological Tools in the Classroom
  + Fundamentals of Computer Networks for Educators
* **Objectives:**
  + Enhance the digital competency of academic staff to effectively manage online learning environments.
  + Integrate cutting-edge technology into educational practices for improved outcomes.

**Q4: Leadership in Innovation & Cultural Awareness**

* **Training Courses:**
  + Entrepreneurship Community of Practice: Teaching 21st Century Skills
  + Leadership in Virtual and Remote Work Environments
  + Aboriginal & Torres Strait Islander Cultural Competency Training
* **Objectives:**
  + Develop entrepreneurial skills and foster innovation in teaching and research.
  + Build leadership capabilities for managing remote teams and international collaborations.

**2026: Specialization, Innovation, and Sustainable Growth**

**Focus:** Specializing in critical academic and research areas while promoting sustainable professional growth and long-term institutional development.

**Q1: Specialization in Security and Decision Making**

* **Training Courses:**
  + Advanced Database Security and Risk Management
  + Occupational Safety and Professional Stress Management for Educators
  + Advanced Statistical Methods for Research Projects
* **Objectives:**
  + Enhance specialization in critical areas such as database security and occupational safety.
  + Apply advanced statistical methods to research and decision-making processes.

**Q2: Innovation in Teaching and Research**

* **Training Courses:**
  + Graduate Teaching Associates Program
  + HEA@UBT (Higher Education Accreditation Program)
  + Communicating Research through Media and Public Platforms
* **Objectives:**
  + Support early-career academics through specialized teaching programs.
  + Strengthen UBT’s public outreach by effectively communicating research outcomes.

**Q3: Sustainability and Capacity Building**

* **Training Courses:**
  + Learning Design Community for Interactive Learning
  + UBT Sustainability in Education Projects: Best Practices
  + Tutors@UBT: A Professional Development Program for Tutors
* **Objectives:**
  + Ensure the sustainability of educational projects by building internal capacity.
  + Foster a culture of continuous learning and professional development.

**Q4: Policy Innovation and Impact**

* **Training Courses:**
  + UBT Learning & Teaching Focused Network
  + Research and Development Opportunities in Key UBT Sectors
  + IDEAA Think-Tank Policy Development for Higher Education and Research
* **Objectives:**
  + Position IDEAA as a policy hub for innovation in higher education and research.
  + Support strategic growth through cutting-edge policy and development initiatives.

**Conclusion:**

This comprehensive training plan ensures a structured, progressive approach to developing the academic, research, and professional capacities of UBT staff. Through a strategic mix of foundational skills, advanced learning, and specialization, IDEAA will support the continuous growth and excellence of UBT, contributing to the institution’s mission of fostering national and international collaboration, innovation, and impact.