



# College Connection



**Back Row (L-R):** Mr John Beaton, Ms Wanda Lambert (Deputy-Chair), Mr Gary Barnes, Mr Mark McCall, Mr Perry Anderson, Ms Therese Rourke, Mr Mark Hollands, Mr Neville Grayson AM, Ms Dianne Aylward, Professor Neil Dempster  
**Front Row (L-R):** Mr Kevin Twomey, Mr John Kennedy, Ms Sandra Nightingale, Professor John Dewar (Chair), Ms Susan Lund, Dr Roger Hunter, Ms Ruth Nichols

## Board membership

Under the previous *Education (Teacher Registration) Act 1988*, the Board of Teacher Registration comprised 16 members, of whom 8 were required to be registered teachers, with 4 of these practising teachers. Under the new *Education (Queensland College of Teachers) Act 2005*, the Board of the College comprises 17 members, of whom 9 are required to be registered teachers, with 8 of these required to be practising teachers. In reality the final composition of the current Board includes 13 registered teachers.

At the inaugural meeting of the Board on 9 February, members agreed that the role of the Board would be to identify strategic priorities, to develop the College's policy framework and to ensure proper accountability for the work undertaken by committees and the Office of the College.

A brief biography of each Board member can be accessed via the College's website at

[http://www.qct.edu.au/the-college/board\\_c10.aspx](http://www.qct.edu.au/the-college/board_c10.aspx) ●

## news alert

At its March meeting the Board finalised the membership of various committees that will support it in performing its various functions. In addition to the two disciplinary committees that are prescribed in the Act (the Teachers Disciplinary Committee and the Professional Practice and Conduct Committee), the Board has established five other committees.

Committees are featured on page 3 of this issue

## issue 1

- in this issue*
- Chair's message
  - Board member's message
  - Overview of new committees
  - Website update
  - Professional Standards update
  - Professional Conduct update

# chair's message



**John Dewar**  
QCT Chair

Welcome to the first edition of 'College Connection'. At its inaugural meeting, the Board endorsed the production of this publication and two subsequent editions to be distributed later in the year. This will ensure you are kept informed about the work being undertaken by the College in 2006, including the development of policies and procedures directly related to your teacher registration in Queensland.

Teachers have shown a great deal of interest in the College, the Board and its committees since it was established at the beginning of the year. The information provided in this publication will clarify some of the issues that have been raised through your communications with the College; and will keep you informed of the work that the College is doing on your behalf, in furtherance of the obligations imposed on the College by legislation.

It has been a busy couple of months for Board members with many important decisions having been made and, of course, there are many more to be made in the coming months. I am

confident that the diversity of Board members and their professional and personal experiences will continue to ensure that the professionalism of teachers and the demands of the teaching profession are paramount considerations when decisions are made.

We were fortunate that the Minister for Education and Minister for the Arts, Rod Welford, was able to attend the Board meeting in February. In discussions with Board members, the Minister clearly articulated the important role that the College has in promoting the teaching profession in Queensland by continuing to ensure high professional standards for teachers. The College will also be enthusiastically contributing to promoting positive public perceptions of teaching as a recognised profession and has established a small working party to assist in identifying strategies for achieving this.

As Chair, I have recently taken the opportunity to meet with the College's key stakeholders individually, to reaffirm the positive relationships that had been established by the former

Board of Teacher Registration. I hope that the discussions at these meetings will strengthen our ties with these organisations and that the important conversations will continue as the College progresses its work.

Teaching is an extremely important and demanding profession - a profession that has benefited us all at some point in our lives. However, some can be quick to criticise the teaching profession, without an understanding of the realities of the roles and responsibilities undertaken by teachers. The strength of any profession is its people and in Queensland we are extremely fortunate to have a highly professional workforce, demonstrated by your eligibility for teacher registration. You should be extremely proud of the vital contribution you make to our State and to the development of its young people.

I encourage you to actively maintain your connection with the College by reading the articles in this publication and subsequent editions, by providing the College with your email address, and by regularly visiting the College's website. ●

**The staff  
of the College would like to  
thank teachers for their patience, courtesy and  
understanding during the transition from the Board of  
Teacher Registration to the Queensland College of Teachers.  
This has been a challenging time for both teachers and  
College staff as we all adjust to the implications of  
the new legislation.**

# College *committees*

The February and March meetings of the Board included consideration of the committee structure required to support it in performing the functions of the College. In addition to the two disciplinary committees that are prescribed in the Act (the Teachers Disciplinary Committee and the Professional Practice and Conduct Committee), the Board has established the following committees:

- Professional Standards Committee
- Registration Committee
- Corporate Services and Resources Committee

- Professional Standards Internal Review Committee
- Professional Conduct Internal Review Committee

These Committees are reflective of the wide and varied functions of the College. The representation of practising teachers on all these committees is quite high, for example the Professional Standards Committee membership includes 15 registered teachers, 8 of whom are currently practising.

In addition, the Chairs of the Professional Practice and

Conduct Committee, Professional Standards Committee, Registration Committee, Corporate Services and Resources Committee and the Professional Conduct Internal Review Committee are all practising teachers, while the Chair of the Professional Standards Internal Review Committee is a registered teacher.

The terms of reference and membership of each of these committees are outlined on the QCT website at: [http://www.qct.edu.au/the-college/board\\_committees\\_c4.aspx](http://www.qct.edu.au/the-college/board_committees_c4.aspx) ●



At its April meeting the Board of the College agreed to provide a Toll Free Telephone Service for teachers outside of the Brisbane Metropolitan Area.

The Corporate Services and Resources Committee will be investigating the best available service to meet the needs of teachers and to fit within the College's budgetary constraints. Details of the Toll Free Number will be provided on the College's website in the near future.

## Promoting the Profession *Working Party*

As mentioned in the Chair's message, a Promoting the Profession Working Party has been established by the Board. The working party will assist the College in planning achievable strategies for fostering a positive public perception of teachers and their work, and for promoting teaching as a desirable career option.

The members of this working party, all of whom are passionate about the teaching profession, are Board

members Sandra Nightingale (St Rita's Primary School) and Ruth Nichols (Burpengary State School), and non-Board members Elizabeth Kriesch (St Columba's School) and Julie Peel (Milpera State High School). Two staff members of the Office of the College, who are registered teachers, are also members of this working party, Marilyn Cole (Senior Client Services Officer) and Mel Bennett (Executive Officer). ●

## Renewal Of Registration

At the end of each five-year period, teachers will apply for renewal of their registration and will have to satisfy the College that they meet requirements as to recency of practice and continuing professional learning (CPL). For previously registered teachers, whose registration 'rolled over' to the new Queensland College of Teachers on its commencement, this will first occur at the end of 2010.

### REGENCY OF PRACTICE

To meet the recency of practice requirement at the time of renewing your registration, you will need to have taught, either on a full- or part-time basis, for at least one year within the preceding five years.

If you do not meet the recency of practice requirement you will not be required to meet the CPL requirements. You will still be able to renew your registration, but it will be with the condition that you successfully complete a 'Returning to Teaching' professional learning program prior to or within the first 12 months of returning to teach in a school.

The College will be developing policy in this area, including the Returning to Teaching programs, over coming months and will provide updates through its newsletter and the website.

### CONTINUING PROFESSIONAL LEARNING (CPL)

Teachers who meet the recency of practice requirement will also have to meet the CPL requirements in order to renew their registration. As indicated above, the first time this will occur is at the end of 2010.

The College will be developing a Continuing Professional Learning

framework which will be linked to the new professional standards being developed in 2006. The College will be considering areas such as the amount and nature of CPL that will be required.

The report of the review leading to the establishment of the Queensland College of Teachers recommended that the CPL required for renewal include areas such as individual studies; conferences and external workshops; school-based in-service activities; relevant professional practice in other settings; and school mentoring roles. The College will further consider these requirements. As a general guide, CPL is expected to be very broadly defined, and to include many of the kinds of activities likely to be undertaken as part of the usual work of practising teachers.

When it has been determined what is to be required, the College will advise registered teachers of those requirements and of how they should record their CPL activities. It would be prudent for registered teachers to keep a record of CPL activities undertaken from the beginning of 2006.

Regular updates on progress in developing the CPL framework will

be provided and it is anticipated that registered teachers will be given the opportunity to provide feedback that will inform the development of the final requirements.

## Registration Certificates and Cards - Validity Dates

You may have noticed that the validity dates on your registration card and registration certificate differ. The reason for this is that the date on the card (see "card valid to") gives the date that the annual fee for the following year is due and the date on the certificate (see "period valid to") gives the date on which the period of registration ends.

While the annual fee needs to be paid every 12 months, the period of registration is 5 years for fully registered teachers and initially 2 years for provisionally registered teachers.

Fully registered teachers may renew their registration near the end of the 5 year period. Before the end of the initial 2 year period, provisionally registered teachers who have not gained full registration may extend their provisional registration for another 2 year period.

Information about period of provisional registration, gaining full registration and renewal of registration are provided elsewhere in this newsletter. Further information about these processes can also be found on the College website ([www.qct.edu.au](http://www.qct.edu.au)).

### PERIOD OF PROVISIONAL REGISTRATION

The period of provisional registration is 2 years from the day the College grants the registration. Provisional registration may be extended once for a further 2 year period.

This means that the initial period of provisional registration for a teacher who had been provisionally registered when the Board of Teacher Registration was replaced by the Qld College of Teachers (i.e. on 1 January 2006) would end on 31 December 2007. If they had not gained full registration within the initial 2 year period, provisional

registration could be extended for another 2 year period and would then end on 31 December 2009.

### GAINING FULL REGISTRATION

To be eligible for full registration, a provisionally registered teacher needs to successfully complete one year of teaching and have a Principal's Report form completed which recommends that full registration be granted.

It is the responsibility of the provisionally registered teacher to obtain the form and to ask their principal to complete the form.

The form provides answers to commonly asked questions such as:

- what kind of teaching experience is acceptable for the assessment of eligibility for full registration?
- who should complete the report?
- what types of evidence should be considered to determine whether a provisionally registered teacher has met the standards for full registration?
- when should the report be completed?

The Principal's Report form is available on the College website ([www.qct.edu.au](http://www.qct.edu.au)). ●

## professional conduct *unit*

The College has a Professional Conduct Unit which has been in operation from the beginning of 2006. Its role is to implement the discipline and enforcement functions of the *Education (Queensland College of Teachers) 2005 Act*.

This role includes:

- promoting laws, policies and practices that uphold the rights, interests and well-being of students and teachers;
- receiving and investigating complaints about teachers;
- conducting regular criminal history screening checks on teachers;
- instigating and conducting disciplinary actions against teachers where appropriate;

- developing information-sharing arrangements with relevant agencies to support the discipline and enforcement functions as well as other College functions;
- administering appeals against decisions of the College; and
- giving effect to and monitoring compliance with disciplinary orders as well as compliance with the Act.

An important function of the Unit this year will involve the development of a Code of Practice about the professional conduct or practice of approved teachers. The code will document a formal framework to guide and encourage all teachers to achieve high standards of ethical behaviour and service provision.

A few years ago, when teachers were surveyed about the former Board of Teacher Registration's Ethical Standards for Teachers, many were very positive about the potential benefits to all teachers of a guide such as this, especially if it could be developed into a code of practice. It was also considered at that time that the code would be useful in disciplinary proceedings as evidence of appropriate professional conduct or practice in the teaching profession.

## corporate services

### Corporate Services and Resources Committee

The Corporate Services and Resources Committee was established by the Board of the Queensland College of Teachers at its first meeting in March. The members of the committee are:

Mark Hollands (Chair), Board member

Wanda Lambert, Board member

Ruth Nichols, Board member

Neville Moo, Director, Audit Operations, Department of Education and the Arts

Terry Dwan, Assistant Director, Information and Communication Technologies, Queensland Studies Authority

Director, Office of the Queensland College of Teachers or nominee

The role of the Corporate Services and Resources Committee is to:

- support the Queensland College of Teachers to operate as an efficient and effective organisation focused on its core responsibilities;
- oversee the delivery of corporate services and to ensure these services reflect the strategic focus of the Board;
- monitor the College's financial administration to ensure compliance with relevant legislation and government policy, including financial reporting, accounting policies and disclosures;
- oversee the College's audit relationships, including the charter, authority and effectiveness of the internal audit function; and
- provide advice to the Board of the College on:

- the College's annual budget;
- the development of the College's strategic plan;
- staffing, organisational and industrial relations issues;
- compliance matters, including regulatory and statutory compliance procedures, codes of conduct, whistle blowing policies and ethical matters;
- risk management, including understanding key risk areas, fraud considerations and links to business objectives;
- internal controls, including management's systems for ensuring effectiveness;
- information and communication technology issues; and
- other matters referred to the committee by the Board.

The Corporate Services and Resources Committee will meet at least four times per year. It met on 9 March 2006 and has planned at least five further meetings for 2006:

- 10 April 2006
- 9 May 2006
- 7 June 2006
- 10 August 2006
- 11 October 2006 ●

# Board member's message

BY Ms Therese Rourke



When I look back through my career and all the professional development experiences, some stand out from the rest. While having very different content and purpose there were common characteristics that made them memorable for me. All had relevance for my career at the time, were ongoing and included support, encouraged personal reflection and were geared directly to the outcomes which I wanted to achieve for the students in my class.

PD must be relevant to the individual teacher, at various points in a teacher's career as we need different knowledge and skills. I recall that at the beginning of my career it was often about just how to survive the week! At other times this need developed out of observations and insights. We all face new challenges, for example how to get the best outcomes for a child with special needs. For me, PD which has no relevance to my current need is unlikely to find any use in the classroom. Timing is everything.

PD must also have follow up. As teachers we know that students do not always pick up a new skill with just one experience. It just doesn't happen. Why then should we, as learners expect to be able to run with a new idea or teaching strategy after one exposure to it? We need to be able to try a new strategy, talk to others about it and tailor it to our needs. The expectation of super teacher who can do everything is simply unrealistic and leads to "burn-out".

Associated with this support is time to reflect on what we've learned. We need both structured and unstructured time to consider what we have learned in order to make the best use of our professional development opportunities. Sadly this is often devalued or overlooked as we continue with the day-to-day business of teaching.

A very important job for the new Queensland College of Teachers is the development of policy regarding continuing professional learning. The new legislation requires teachers to undergo continuing professional learning in order to renew their registration every five years. As an elected practising teacher on the Board of the College I have a responsibility to be a voice for teachers in the development of this policy and will use my experiences as a guide.

I believe all professional development must inevitably come back to the most important question: What benefit is there in this for the students I teach every day? If we don't get a satisfactory answer to that then we are only doing "training" for compliance's sake. We as a College need to keep this in mind as we develop our policy. ●

## qct staff movements

There have been several significant staff movements within the Office of the College over the last few months.

Those who have had a close association with the College and the BTR may be interested to know that:

DR GRAEME HALL has commenced a position, Director of Preservice Teacher Education and Research, with Teaching Australia in Canberra.



Graeme's association with the BTR began in 1989 when he became an elected teacher representative on the Board. Graeme continued as a Board member (including being Deputy Chair from June 2001) until his appointment as Director of the Office of the BTR in October 2002. The Board of the College wishes to acknowledge Graeme's significant contribution to the work of the BTR and to the establishment of the new College.



MSTRISH GIBSON

MSTRISH GIBSON has commenced a position as a Policy Officer, in the Strategic Implementation Branch of the Department of Education and the Arts. Trish was an Education Officer with the BTR for 10 years and was Research Officer in the new Office of the College.

DR MAUREEN BELLA, who was with the Offices of the of the BTR and its predecessor the BTE, and the Office of the College, for many years (1980-87 and 1996-2006) has taken up a secondment as a Senior Policy Officer with the Department of Communities.



DR MAUREEN BELLA

The College has welcomed a number of new staff members who have been willing to share their knowledge and skills and have actively contributed to work of the Office. Details of the current staff of the Office of the College are listed on the QCT website at: [http://www.qct.edu.au/the-college/college\\_staff\\_c14.aspx](http://www.qct.edu.au/the-college/college_staff_c14.aspx) ●

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Working for You

## Do we have your email address?

The College has been using electronic communication to provide key stakeholder groups with regular updates for the past few months. This has proven to be effective, efficient and low in cost.

Teachers can also now receive electronic communication from the College by providing an email address and subscribing to our email list through the Teacher Services Log-in section of the website.

It is important that you inform the College if your email address changes so that we are able to communicate effectively with you.



Cecily's heart sank as she surveyed her new class list, which included five different spellings of Caitlin, a Camira and a Chevrolet.

This picture is reproduced with the kind permission of the artist, Celia Allison. Further details are available at [www.cecily.co.nz](http://www.cecily.co.nz)

# Gold Coast teacher "cleans up" in home makeover competition



QTCU Gold Coast Branch Manager, Ron Stephen and CUNA Mutual's Client Service Manager, Tim Pontifex present Terese Hogarth with her \$15,000 prize.

A thrilled first year teacher has vowed to do "whatever it takes" to create her dream home with \$15,000 in prizes from the QTCU Home Makeover competition.

Terese Hogarth was so excited to win the competition that she now has her sights firmly set on achieving her goal of home ownership by December.

Incredibly, Terese was unaware she had entered the competition by taking out CUNA Mutual motor vehicle insurance\* on her new car in January.

Only an oversized cheque

from QTCU<sup>^</sup> and CUNA Mutual representing \$15,000 in home makeover prizes convinced Terese of the scale of her amazing competition win.

With a savings plan already underway for her first home purchase, Terese is focusing on her furniture shopping list which already includes a new lounge suite, entertainment unit and kitchen white goods.



**Queensland Teachers' Credit Union Limited**

\*Queensland Teachers' Credit Union Limited ABN 83 087 651 054 AFSL 241195. \*Insurance policies have certain conditions, limitations and exclusions. Any advice provided has not considered your personal objectives, financial situation or needs. Before acting on the advice and deciding to acquire or continue to hold an insurance product(s) you should carefully read and consider the Product Disclosure Statement(s) (PDS) and consider whether the advice provided is appropriate to your personal objectives, financial situation or needs. PDS's are available from QTCU or the CUNA Mutual Group. Insurance products are issued by CUNA Mutual General Insurance, a business name owned by CUMIS Insurance Society Inc ABN 72 000 562 121, AFSL 245491 (Incorporated in Wisconsin USA. The members of the Society have no liability) &/or CUNA Mutual Life Australia Limited ABN 83 089 981 073, AFSL 245492.

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## website update

The Queensland College of Teachers Website has been established to ensure information is easily accessible. Information on the website caters for a variety of audiences including registered teachers and teacher employers, people undertaking preservice teacher education programs, and those who may be considering teaching as a career.

A secure log-in section has been established on the website to enable you to easily update your personal details and check your registration status. It will also assist you in meeting your obligations, outlined in the Act, such as notifying the College of changes to any of the following:

- your name
- your address
- your school (if you are permanently employed as a teacher)

The College website will continue to be developed as relevant policies, procedures and information become available. We encourage all registered teachers to regularly visit the website to ensure they are kept informed of the work being undertaken by the College. The QCT website can be accessed at: [www.qct.edu.au](http://www.qct.edu.au) ■

contact us



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