

# Returning to Teaching

## POLICY

### Purpose

To ensure that teachers with full registration update their knowledge and skills to commence or return to teach in a Queensland school, if they do not have recent experience in such a setting.

### Rationale

Fully registered teachers have approval to teach in Queensland schools. The public must be confident they are highly professional, competent and qualified. Without recent experience teaching in an Australian school setting, they will normally need to update their knowledge and skills regarding teaching and learning, curriculum, policies and legislation.

### Scope

This policy applies to fully registered teachers who, on application for five-yearly renewal of their full registration, do not meet the Queensland College of Teachers (QCT) recency of practice requirement or continue to have a Returning to Teaching (RTT) condition on their registration from their previous period of registration.

### Policy statement

Teachers who do not meet recency of practice requirements at the time of renewal will have an RTT condition placed on their registration. The condition is that they satisfactorily complete an RTT professional development program if they:

- return to teaching in a Queensland school; or
- have already returned to teaching in a Queensland school; or
- start teaching in a Queensland school for the first time, in expansion of their career in other educational settings.

### Requirement to complete mandatory elements

A teacher with an RTT condition who starts or restarts teaching must satisfactorily complete the mandatory elements of an RTT program within 12 months of the date they start or restart teaching in their new five-year registration period (or, if they had already started or restarted teaching, within 12 months of the date the condition was imposed). The condition remains on their registration.

### Requirement to complete full program

If a teacher with an RTT condition teaches for 20 days or more in any calendar year in their registration period they must complete all RTT program elements within 12 months of the first day of teaching in that calendar year. Evidence provided to the QCT of successful completion will trigger a review to consider cancellation of the condition.

# Returning to teaching policy

The RTT program elements are outlined below.

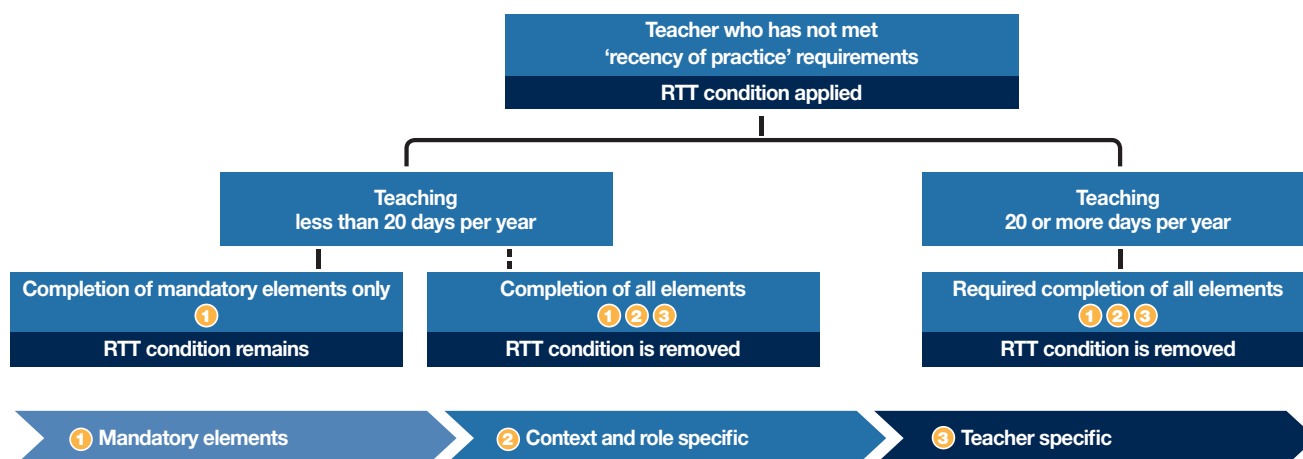
A teacher who does not meet the requirements of a condition on their registration may have their registration suspended, cancelled or their renewal of registration refused.

Mandatory elements	Context and role specific	Teacher specific
<ul style="list-style-type: none"> <li>▪ Queensland College of Teachers Code of Ethics and/or employer code of conduct</li> <li>▪ Key child protection legislation</li> <li>▪ Australian Professional Standards for Teachers – Proficient career stage</li> </ul>	Self-selected based on role and context for teaching.	Selected by teacher based on self-reflection and professional learning needs.

All elements should be undertaken through activities such as QCT and employer-provided online modules, a QCT-endorsed RTT program, web conferences, school-based and early childhood professional learning sessions, and recent work-related experience.

## Definitions

**‘Educational program’** is one based on the Australian curriculum or a syllabus or kindergarten guideline accredited, developed, purchased or revised by the Queensland Curriculum and Assessment Authority (Education (Queensland College of Teachers) Regulation 2016 s12(1)). This means the definition includes teachers who are delivering the Queensland kindergarten learning guideline.



**‘Professional development’** required to meet the RTT condition should include a full range of activities that develop an individual’s skills, knowledge and expertise for their teaching role. The completed activities must align to the Australian Professional Standards for Teachers.

**‘Recency of practice’** for the purposes of renewal of registration means that within a registration period a person has practised as a teacher on a full- or part-time basis for at least 100 days or has attained the experience that the QCT recognises is equivalent to teaching at a Queensland school for at least 100 days.

**‘Registration period’** for fully registered teachers is five years from the date of initial registration or the date of renewal of registration.

**‘Renewal’** is when fully registered teachers apply to renew their registration every five years.

**‘Teaching’** is defined as undertaking the duties of a teacher delivering an educational program; assessing student participation in an educational program; or otherwise administering or providing consistent and substantial leadership to an educational program. The teaching must be in a school or in another setting, delivering an educational program prescribed under a regulation. (Schedule 3, *Education (Queensland College of Teachers) Act 2005*).

## Related policies and delegations

Continuing Professional Development Policy and Framework  
Acceptable other experience for moving to full registration policy

## Legislation

*Education (Queensland College of Teachers) Act 2005* – sections 29 – 33, 39 – 44, 45 – 47,  
*Education (Queensland College of Teachers) Regulation 2016* – section 11

## Supporting documents

Available online, in myQCT for teachers with an RTT condition and on the QCT website [www.qct.edu.au](http://www.qct.edu.au)