



Returning  
to Teaching

# Re-connect

Returning to Teaching  
policy guidelines



## Your return starts here!

The public must be confident that teachers in Queensland are professional, competent and qualified. Teachers who have had a significant absence from, or only irregular contact with, schools or early childhood education and care services will normally need to update their knowledge and skills regarding curriculum, policies and legislation if they return to teaching.

### Returning to Teaching condition

At renewal of registration, if a teacher with full registration has not met recency of practice requirements (100 days of teaching within a five year registration period) then a Returning to Teaching (RTT) condition is applied.

Whether a teacher is a permanent, supply, relief or contract teacher, these guidelines are designed to provide a great starting point to re-connect with teaching ●●●

# What is 'teaching'?

It is important to understand how teaching is defined for registration purposes.

**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 educational leadership to an educational program).

**For recency of practice purposes,** this teaching must occur in an Australian school or in another setting such as an early childhood education and care service where the teacher is delivering an education program based on a Queensland Curriculum and Assessment Authority approved or accredited syllabus or kindergarten guideline.



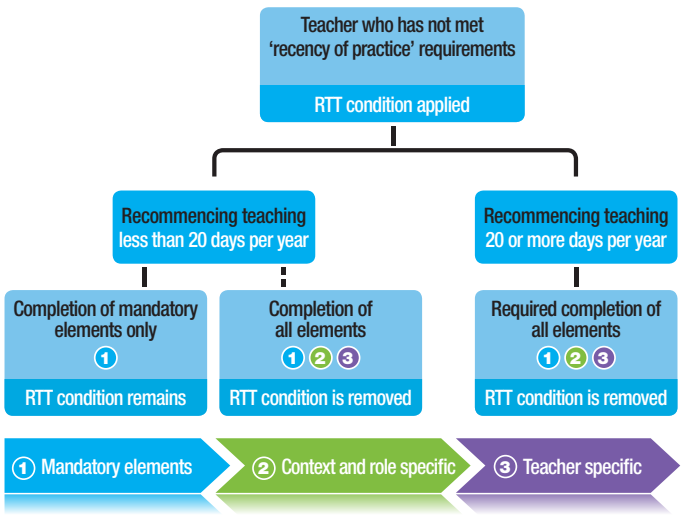
## What is the condition?

The condition is that if the teacher subsequently returns to teaching they must complete an RTT program.

The timeframe for completion of elements of the program will depend on the number of days that the teacher teaches in a calendar year when they return to teaching.

A teacher with an RTT condition who recommences teaching (or who has already recommenced teaching) must satisfactorily complete the mandatory elements of an RTT program within 12 months of the date they recommence teaching in their five-year registration period (or within 12 months of the date the condition was imposed if they had already recommenced teaching). The condition remains on their registration until they complete all components of an RTT program.

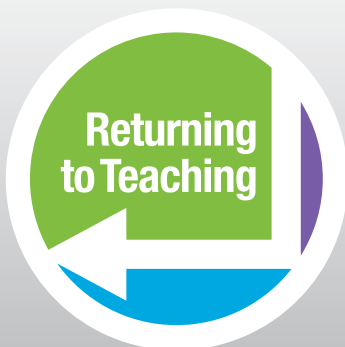
If a teacher with an RTT condition teaches for 20 days or more in any calendar year in their registration period they must complete all RTT program elements within 12 months of the first day of teaching in that calendar year. Notice of successful completion will allow the condition to be removed.



## How is the condition met?

The condition must be met on recommencing teaching (including supply and contract work). An RTT program must be undertaken in the 12 months before or after recommencing teaching.

The QCT will remove the condition from a teacher's registration once it has received notification from the teacher, principal, employing authority or provider of an endorsed RTT program.



## What is an RTT program?

An RTT program must be flexibly designed to consider the individual teacher and the teaching context. Wherever possible, this should be aligned with employer-based performance and/or professional development planning. The use of a self-reflection tool (e.g. the Australian Institute for Teaching and School Leadership tool, or similar) based on the Australian Professional Standards for Teachers may assist in determining the appropriate professional learning required.

The program requires a minimum of 20 hours of relevant professional development and can contribute to a teacher's Continuing Professional Development (CPD) requirements. The professional development should include a full range of activities, both formal and informal, that develop an individual's skills, knowledge and expertise for their role.

### RTT program elements

① Mandatory elements	② Context and role specific	③ Teacher specific
<ul style="list-style-type: none"> <li>▪ Queensland College of Teachers (QCT) Code of Ethics and/ or employer code of conduct</li> <li>▪ Key legislation – <i>Child Protection Act 1999, Work Health and Safety Act 2011</i></li> <li>▪ Australian Professional Standards for Teachers – Proficient career stage</li> <li>▪ For Early Childhood Teachers – Education and Care Services National Law</li> </ul>	<ul style="list-style-type: none"> <li>▪ Australian Curriculum; Queensland Curriculum and Assessment Authority Kindergarten Guidelines; Senior Secondary Assessment expectations (as applicable)</li> <li>▪ Diverse student learning needs; differentiation; support for Aboriginal and Torres Strait Islander students; support for cultural and linguistic diversity</li> <li>▪ Recording, reporting and student management requirements</li> </ul>	<ul style="list-style-type: none"> <li>▪ Digital literacy and pedagogical skills</li> <li>▪ Behaviour management</li> <li>▪ Interpretation of student data to differentiate teaching</li> <li>▪ Ongoing commitment to CPD activities as directed by the Principal</li> </ul>

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.

## How is the condition removed?

Teachers with less than 20 days of teaching in the first calendar year of returning to teaching must notify the QCT of completion of the mandatory elements of professional development via their myQCT account. The RTT condition will remain in place.

If a teacher who has completed the mandatory RTT program elements continues to teach less than 20 days annually in their registration period, the QCT strongly encourages them to revisit the mandatory elements each year.

Teachers with 20 or more days of teaching in a calendar year of returning to teaching must complete all of the RTT program elements through one of the following options, and provide evidence of completion to the QCT:

- Complete an RTT program endorsed by the QCT and provide a notice of successful completion.
- Complete an employer-based RTT pathway and provide a notice from a Principal or Director of an early childhood and care service of successful completion.
- Complete an individualised program and provide verification of completion to the QCT via myQCT. (This can include a combination of evidence of employer-related, QCT provided or online activities and may be the preferred pathway for early childhood and supply/relief teachers.)

## Can the condition be reviewed?

A teacher may apply to the QCT for a review of an RTT condition using the Application for Review of Returning to Teaching Condition available on the QCT website.

## Transitional arrangements

Teachers with an RTT condition immediately prior to the commencement of this policy (1 January 2017) who have commenced a school-based or QCT endorsed RTT program pathway prior to 2017 are able to meet the requirements of their RTT condition under the arrangement in place at the time they commenced their program.





The best place to start for teachers with an RTT condition is online.

RTT professional development **resources** and **links** are available in **myQCT** - accessed through the QCT website.



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