



Starting or returning to teaching in a school?

The public must be confident that teachers in Queensland are professional, competent and qualified. Fully registered teachers may need to update their knowledge and skills regarding teaching and learning, curriculum, policies and legislation if they commence or return to teaching in a school setting.

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

What is 'teaching'?

It is important to understand how teaching is defined for five-yearly renewal of full registration.

'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*).

When is a Return to Teaching condition applied?

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

For ROP at renewal of full registration, 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 the Queensland kindergarten learning guideline.

What experience counts towards recency of practice?

- Teaching in a recognised school (including relief teaching)
- Teaching the Queensland kindergarten learning guideline (QKLG) within the kindergarten year
- Working as a non-teaching Principal/Deputy/HOD/HOC
- Working as an advisory teacher (time spent in school only)

Other teaching roles may be considered on an individual basis.



What is the RTT condition?

Teachers who do not meet ROP 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.

Why do I have an RTT condition?

You have an RTT condition because you have declared that you have not met recency of practice (teaching for 100 days) in a previous five-year renewal period. An RTT condition does not imply a reduction in status or credentials as a registered teacher.

The RTT condition simply ensures that teachers who have had a significant absence from teaching (or have had irregular contact with schools) have their knowledge and skills brought up to date.

This helps maintain the integrity of the profession and helps teachers feel more confident as they return.

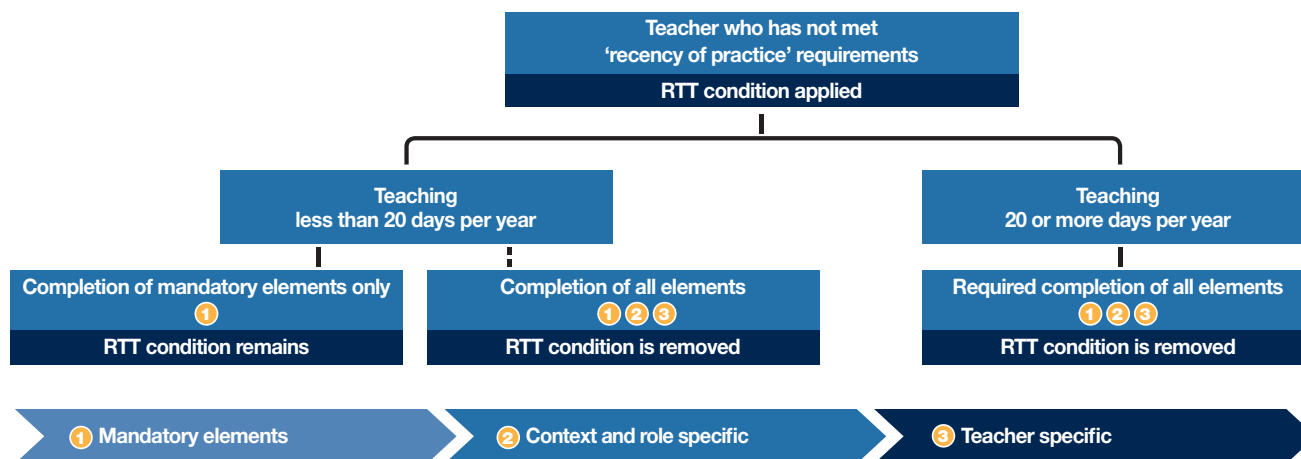
What are the RTT requirements?

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 until they complete all components of the RTT program.

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.



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 Teacher Self Assessment 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.

Returning to Teaching policy guidelines

RTT program elements

Mandatory elements	Context and role specific	Teacher specific
<ul style="list-style-type: none">▪ Queensland College of Teachers Code of Ethics and/or employer code of conduct▪ Key child protection legislation▪ Australian Professional Standards for Teachers – Proficient career stage	<ul style="list-style-type: none">▪ Australian Curriculum; Queensland Curriculum and Assessment Authority Kindergarten Guidelines; Senior Secondary Subjects and their assessment expectations (as applicable)▪ Diverse student learning needs; inclusion; support for Aboriginal and Torres Strait Islander students; support for cultural and linguistic diversity▪ Recording, reporting and behaviour support and learning engagement	<ul style="list-style-type: none">▪ Digital capability▪ Pedagogical skills▪ Behaviour management▪ Use of student data and student learning profiles to differentiate teaching▪ Trauma informed practice▪ Assessment practices▪ Curriculum planning and resourcing▪ Academic integrity and Artificial Intelligence▪ Multi-tiered system of supports▪ Ongoing commitment to CPD activities as directed by the Principal

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.

QCT RTT program

This pathway is free and available in your myQCT account if you have an RTT Condition. It includes completion of the mandatory, context/role specific, and teacher specific elements, totalling 20 hours of RTT professional development.

Once all elements have been completed and recorded in your CPD records in your myQCT account, you can apply to the Queensland College of Teachers (QCT) to review your RTT condition. Please visit the Returning to Teaching section in your myQCT account for full details.

How is the RTT condition met?

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

The QCT will remove the condition from a teacher's registration once it has received evidence of completion of an RTT program.

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 commencing or 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.)

How do I apply for a review of my condition?

A teacher can apply to the QCT for a review of an RTT condition using the Application for Review of Returning to Teaching Condition available in myQCT. Providing evidence of completion of an approved RTT program will enable the removal of the condition.



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