Acceptable Notice by a Principal of Satisfactory Completion of a ‘Returning to Teaching’ Program

POLICY

QUEENSLAND COLLEGE OF TEACHERS
The ‘Returning to Teaching’ Condition

The Education (Queensland College of Teachers) Act 2005 requires that fully registered teachers who do not have ‘recency of practice’ have their full registration renewed subject to a Returning to Teaching (RTT) condition.

The purpose of the RTT condition is to ensure teachers complete a RTT professional development program within the 12 months before, or within the first 12 months after, returning to teaching in schools, to support their reconnection with the knowledge, skills and practice of contemporary classrooms.

The Education (Queensland College of Teachers) Regulation 2005 (the Regulation) outlines the elements of a RTT program and the evidence required to establish satisfactory completion of a RTT program.

Meeting the RTT condition

Teachers have two options to meet the RTT condition on their registration.

(1) Complete an endorsed RTT professional development program. These are listed on the Queensland College of Teachers (QCT) website at http://www.qct.edu.au/Renewal/ApprovedPrograms.html. Notice of satisfactory program completion is provided to the QCT by the provider.

(2) Complete an RTT program which satisfies the elements and program content set out in the legislation (criteria provided below). Notice of program completion is provided to the QCT by the Principal of a school at which the teacher teaches at the time the notice is given.

RTT Professional Development Program

Required elements of the RTT program

Under the Regulation, the RTT program must provide the teacher with up-to-date knowledge and skills related to the following elements: (i) effective teaching practice; (ii) contemporary issues about education (i.e. curriculum and assessment, syllabus implementation, and policies about education for Queensland schools); and (iii) legislation applying in the State, and relevant to teachers, about the care or protection of children. The RTT program must also have regard to the Australian Professional Standards for Teachers (APST).

Completion of an endorsed RTT program

RTT programs that have been endorsed by the QCT satisfy the requirements of the Regulation. Teachers who complete endorsed RTT programs within the required timeframe will meet their RTT condition, and subsequently, have the condition removed from their full registration.

Criteria for satisfactory completion of an equivalent RTT program

A teacher may engage in professional development activities which meet the requirements for a RTT professional development program within the required timeframe, and provide evidence of this to the Principal of the school at which he/she teaches. If the Principal considers that the teacher’s professional development program has met all of the requirements (as outlined below), a notice of satisfactory completion of a RTT program can be provided to the QCT, and the condition will be removed from the teacher’s full registration.

A program on which a teacher intends to rely for the purposes of a Principal giving notice of satisfactory completion will include:

- (a) completion of the required professional development within the specified timeframe, and teaching at the relevant school at the time the Principal provides notice of satisfactory program completion to the QCT.
- (b) engagement in 20 hours (desirable) of structured professional development across the five Strands, related to the APST, and addressing each of the following elements:
  - Effective teaching practice: learner centred pedagogy; teaching students with diverse learning needs; positive constructive student management; and cooperative learning practices
  - Curriculum, assessment and syllabus implementation: Australian curriculum; assessment of, for and as learning; reporting and assessment requirements; and literacy and numeracy expectations
  - Contemporary issues in education: child protection; awareness of major policies and emerging priority areas; and partnerships with communities
  - Legislation: awareness of relevant legislation (including anti-discrimination and inclusion); ethical frameworks and legal implications; role, functions and policies of the QCT; and working with the APST.
- (c) provision of a range of evidence of suitable professional development to the Principal, including:
  - records of engagement in structured professional development activities related to each of the required elements; and
  - examples of active engagement with the content, practical applications to the classroom context and critical reflection.

Recognition of prior learning

Applications for recognition of prior learning (RPL) will be considered by the Principal of the school at which the relevant teacher teaches. Where a teacher can demonstrate relevant current knowledge and understandings against the content of a particular strand or specific topic of a strand as a result of recent learning, employment or experience, they may be eligible for RPL.

Equivalent RTT program

The judgement regarding a teacher’s satisfactory completion of an RTT program is based on demonstration of the criteria above.

The Principal is responsible for making the judgement and providing notice of this to the QCT, representing the required input into a decision by the QCT as a statutory authority. The Principal must use the guidelines and template for providing notice that the teacher has met each of the requirements and provided acceptable evidence of this. Principals may seek advice from the QCT in individual cases, for example, where they consider they have insufficient evidence on which to make a decision.

The policy requires that the Principal signs the notice and forwards it to QCT. The school is responsible for keeping a copy of documentation used to support the judgement that the teacher has satisfactorily completed a RTT program.

On receipt of an acceptable/satisfactory Notice, the QCT cancels the RTT condition, formally advises the teacher that the RTT condition has been removed from his/her full registration and issues a new registration certificate.