



Queensland

Quality Teachers Youth Bill 2008

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2008

A Bill

for

**A Youth Act to improve the recruitment, retention and quality of
teachers in Queensland**

[s 1]

The Parliament of Queensland enacts—	1
Part 1 Preliminary	2
1 Short title	3
This Youth Act may be cited as the <i>Quality Teachers Youth Act 2008</i> .	4 5
2 Commencement	6
This Youth Act commences on a day to be fixed by proclamation.	7 8
3 Definitions	9
In this Youth Act—	10
<i>authority subjects</i> means subjects based on syllabuses that have been approved and issued by the QSA the results of which can be included in the calculation of OPs and FPs, the most common selection devices used by the tertiary sector.	11 12 13 14
<i>authority-registered subjects</i> means subjects developed from Study Area Specifications and generally include substantial vocational and practical components the results of which can not be included in the calculation of OPs and FPs.	15 16 17 18
<i>bachelor's degree</i> means an undergraduate academic degree awarded for a course or major that generally lasts for 3, 4 or in some cases 5 or 6 years.	19 20 21
<i>bonus</i> means money granted or given in addition to regular pay, usually as acknowledgement of such things as work done, extra services, length of service.	22 23 24
<i>Education Queensland</i> means the government department responsible for more than 1300 State schools staffed by more	25 26

than 35000 teachers and attended by more than 490000 students.	1 2
<i>experienced teacher</i> means a person who has been teaching for at least 5 years and has knowledge inside and outside the classroom environment.	3 4 5
<i>extra-curricular activities</i> means activities for students such as coaching of sporting teams, involvement in cultural groups, conducted outside school hours by teachers who are generally expected to be involved.	6 7 8 9
<i>FP</i> is the field position which is a year 12 student's rank order based on overall achievements in authority registered subjects in up to 5 fields and which are only relevant to current Queensland year 12 students who are eligible for an OP.	10 11 12 13
<i>harsh areas</i> means remote or secluded areas of the State, such as remote northern Queensland in which many teachers would not choose to work.	14 15 16
<i>immediate dismissal</i> means an immediate and official notice of dismissal from employment due to unreasonable behaviour, such as engaging in inappropriate and unprofessional behaviour with students.	17 18 19 20
<i>master's degree</i> means a postgraduate academic degree awarded after the completion of an academic program of 1 to 6 years in which students would normally enrol after the completion of a bachelor's degree.	21 22 23 24
<i>mentor</i> see section 5.	25
<i>mentoring program</i> means a program that all teachers will participate in for a period of 18 months from the commencement of their first year of teaching.	26 27 28
<i>OP</i> is the overall position based on a student's average performance in subjects taken for the Queensland Senior Certificate and which provides a State-wide rank order of how well students perform in comparison with other Queensland students in the 25 OP bands (OP1–OP25), where OP1 is the highest and OP25 is the lowest.	29 30 31 32 33 34

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<i>probation</i>	means an 18 month mentoring period where teachers' qualifications will be assessed prior to full employment.	1 2 3
<i>quality teacher</i>	means a teacher who has been proven to be capable of teaching students to a high standard.	4 5
<i>QSA</i>	means the Queensland Studies Authority which is the authority responsible for the Queensland Certificate of Education, senior exit statements, approval of QSA subjects, all aspects of the Queensland Core Skills Test and administering students OP scores in conjunction with the Queensland Tertiary Admissions Centre.	6 7 8 9 10 11
<i>secondary school</i>	means a place of learning for students studying in years 8 to 12.	12 13
<i>student</i>	means a person enrolled in a State secondary school or equivalent secondary school.	14 15
<i>study leave</i>	means paid leave, similar to annual leave, taken by a teacher and used for further study and professional development, such as at university.	16 17 18
<i>teacher</i>	means a person working at a school teaching at least 1 QSA approved subject.	19 20
<i>termination of contract</i>	means the ending of a employee's contract with the employer.	21 22
Part 2	Mentoring program	23
4	Establishment	24
	This section establishes a mentoring program for newly graduated teachers.	25 26

5	Mentors	1
	(1) Newly graduated teachers will be mentored by an experienced teacher (a <i>mentor</i>) for a period of 18 months.	2 3
	(2) Mentors will provide guidance and professional support for new teachers.	4 5
	(3) An experienced teacher will—	6
	(a) have at least 5 years teaching experience; and	7
	(b) be recognised as a quality teacher.	8
 Part 3		
	Regulations	9
6	Qualifications required to teach years 11 and 12	10
	Teachers of authority registered subjects included in the calculation of OPs and FPs must hold a masters degree in that subject or another relevant subject.	11 12 13
7	Opportunity to gain necessary qualification	14
	Teachers undertaking study for a masters degree will be entitled to study leave.	15 16
8	Professional experience	17
	In lieu of a masters degree, relevant professional work experience may qualify persons to teach authority registered subjects included in the calculation of OPs and FPs.	18 19 20

[s 9]

Part 4	Incentives	1
9	Increase in teacher salary	2
	There will be an increase in the teacher salary throughout the State.	3 4
10	Teachers in regional and harsh areas	5
(1)	Teachers in regional and harsh areas will receive an initial monetary bonus in addition to an increased salary.	6 7
(2)	Teachers moving to regional and harsh areas to work will receive an initial monetary bonus, an increased salary, and assistance with relocating.	8 9 10
(3)	Necessities, such as safe accommodation, will be provided by Education Queensland.	11 12
(4)	Adequate communication systems will be provided by Education Queensland to ensure that teachers are not isolated and can reach assistance immediately.	13 14 15
(5)	An optional rotational system will be offered allowing teachers to work in an area for 12 months and then move to another area of their choice.	16 17 18
11	Teachers in troublesome areas or schools	19
(1)	Education Queensland will decide which areas or schools are troublesome through extensive research.	20 21
(2)	Teachers working in troublesome areas or schools will be given an initial monetary bonus, in addition to an increased salary.	22 23 24
(3)	Safety requirements will be provided and maintained by Education Queensland.	25 26
(4)	An optional rotational system shall be offered allowing teachers to work in an area for 12 months and then move to another area of their choice.	27 28 29

(5)	If a school is considered to be in a regional and harsh area and is also troublesome, teachers will qualify for assistance under both provisions.	1 2 3
12	Further education	4
(1)	Teachers completing further education will be given monetary assistance.	5 6
(2)	Teachers will receive a monetary bonus on the completion of the further education.	7 8
13	Extra-curricular activities	9
	Teachers who coordinate or assist with extra-curricular activities will receive a monetary bonus.	10 11
Part 5	Underperforming teachers	12
14	Teacher review and evaluation	13
(1)	Teachers will undergo annual evaluations conducted by Education Queensland.	14 15
(2)	Teachers found to be performing below the Education Queensland standards will be placed on probation.	16 17
(3)	If on completion of the probationary period, a teacher is still not meeting Education Queensland standards, disciplinary action may be taken.	18 19 20
15	Disciplinary measures	21
	Disciplinary action can be taken for underperforming teachers as follows—	22 23
(a)	suspension for a specified amount of time;	24
(b)	termination of contract.	25