



Queensland

Quality Teachers Youth Act 2008

Act No. 3 of 2008



Queensland

Quality Teachers Youth Act 2008

Contents

		Page
Part 1	Preliminary	
1	Short title	4
2	Commencement	4
3	Definitions	4
Part 2	Mentoring program	
4	Establishment	6
5	Mentors	7
Part 3	Regulations	
6	Qualifications required to teach years 11 and 12	7
7	Opportunity to gain necessary qualification	7
8	Professional experience	7
Part 4	Incentives	
9	Increase in teacher salary	8
10	Teachers in regional and harsh areas	8
11	Teachers in troublesome areas or schools	8
12	Troublesome classification criteria	9
13	Further education	9
14	Extra-curricular activities	9
Part 5	Underperforming teachers	
15	Teacher review and evaluation	10
16	Corrective measures	10



Queensland

Quality Teachers Youth Act 2008

Act No. 3 of 2008

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

[Assented to 4 July 2008]

The Parliament of Queensland enacts—

Part 1 Preliminary

1 Short title

This Youth Act may be cited as the *Quality Teachers Youth Act 2008*.

2 Commencement

This Youth Act commences on a day to be fixed by proclamation.

3 Definitions

In this Youth Act—

authority subjects 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.

authority-registered subjects 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.

bachelor's degree 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.

bonus means money granted or given in addition to regular pay, usually as acknowledgement of such things as work done, extra services, length of service.

Education Queensland means the government department responsible for more than 1300 State schools staffed by more

than 35000 teachers and attended by more than 490000 students.

experienced teacher means a person who has been teaching for at least 5 years and has knowledge inside and outside the classroom environment.

extra-curricular activities 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.

FP 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.

harsh areas means remote or secluded areas of the State, such as remote northern Queensland in which many teachers would not choose to work.

immediate dismissal means an immediate and official notice of dismissal from employment due to unreasonable behaviour, such as engaging in inappropriate and unprofessional behaviour with students.

master's degree 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.

mentor see section 5.

mentoring program means a program that all teachers will participate in for a period of 18 months from the commencement of their first year of teaching.

OP 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.

[s 4]

probation means an 18 month mentoring period where teachers' qualifications will be assessed prior to full employment.

quality teacher means a teacher who has been proven to be capable of teaching students to a high standard.

QSA 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.

secondary school means a place of learning for students studying in years 8 to 12.

student means a person enrolled in a State secondary school or equivalent secondary school.

study leave means paid leave, similar to annual leave, taken by a teacher and used for further study and professional development, such as at university.

teacher means a person working at a school teaching at least 1 QSA approved subject.

termination of contract means the ending of a employee's contract with the employer.

Part 2 Mentoring program

4 Establishment

This section establishes a mentoring program for newly graduated teachers.

5 Mentors

- (1) Newly graduated teachers will be mentored by an experienced teacher (a *mentor*) for a period of 18 months.
- (2) Mentors will provide guidance and professional support for new teachers.
- (3) An experienced teacher will—
 - (a) have at least 5 years teaching experience; and
 - (b) be recognised as a quality teacher.

Part 3 Regulations

6 Qualifications required to teach years 11 and 12

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.

7 Opportunity to gain necessary qualification

Teachers undertaking study for a masters degree will be entitled to study leave.

8 Professional experience

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.

Part 4 Incentives

9 Increase in teacher salary

There will be an increase in the teacher salary throughout the State.

10 Teachers in regional and harsh areas

- (1) Teachers in regional and harsh areas will receive an initial monetary bonus in addition to an increased salary.
- (2) Teachers moving to regional and harsh areas to work will receive an initial monetary bonus, an increased salary, and assistance with relocating.
- (3) Necessities, such as safe accommodation, will be provided by Education Queensland.
- (4) Adequate communication systems will be provided by Education Queensland to ensure that teachers are not isolated and can reach assistance immediately.
- (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.

11 Teachers in troublesome areas or schools

- (1) Education Queensland will decide which areas or schools are troublesome through extensive research.
- (2) Teachers working in troublesome areas or schools will be given an initial monetary bonus, in addition to an increased salary.
- (3) Safety requirements will be provided and maintained by Education Queensland.
- (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.

- (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.

12 Troublesome classification criteria

An area or school will be classified as troublesome when—

- (a) the suspension or expulsion rate is more than 10% higher than the State average; or
- (b) drug and alcohol offences have been committed on the premises more than 5 times in 1 year; or
- (c) sexual or physical assault charges have been above the acceptable level decided by—
 - (i) the school principal; and
 - (ii) a review by Education Queensland; or
- (d) the crime rate in the area is more than 10% higher than the State average.

13 Further education

- (1) Teachers completing further education will be given monetary assistance.
- (2) Teachers will receive a monetary bonus on the completion of the further education.

14 Extra-curricular activities

Teachers who coordinate or assist with extra-curricular activities will receive a monetary bonus.

Part 5 Underperforming teachers

15 Teacher review and evaluation

- (1) Teachers will undergo annual evaluations conducted by Education Queensland.
- (2) Teachers found to be performing below the Education Queensland standards will be placed on probation.

16 Corrective measures

- (1) Corrective action may be taken against underperforming teachers during a primary period of probation of 6 weeks as follows—
 - (a) classes and lesson plans may be monitored by a deputy principal;
 - (b) compulsory attendance at professional development sessions.
- (2) A failure to meet the acceptable quality of teaching after the primary period of probation will result in a second 6 week period of probation and the following—
 - (a) salary reduction of 5%;
 - (b) demotion from a senior or experienced teacher's position;
 - (c) recommencement of the mentoring program for teachers with less than 5 years teaching experience.
- (3) Failure to meet the acceptable quality of teaching after a second probationary period will result in—
 - (a) suspension from teaching for up to 3 months; or
 - (b) the termination of contract.