Every student succeeding
State Schools Strategy 2014–2018
Mentoring Beginning Teachers

Business Service Managers

Under the Mentoring Beginning Teachers (MBT) program, all provisionally registered teachers with fewer than 200 days teaching experience, who are permanently employed or on a term-long contract in a Queensland state school, will be matched with a mentor during their first 12 months of teaching.

The MBT program focuses on professional learning and growth with the aim of elevating teaching standards and improving student outcomes.

The MBT program includes:
- training mentors to guide the practice of beginning teachers
- matching beginning teachers with experienced teachers
- supporting mentors by providing them with release time
- providing mentors with ongoing networking and professional learning opportunities to improve the support available to beginning teachers.

MBT mentor training workshops

The MBT program provides experienced teachers with the opportunity to participate in a fully funded two-day accredited mentor training workshop. Teacher Relief Scheme (TRS) funding for these workshops is paid automatically to schools through the School Grant TRS in the School Appropriation & Budget Application (SABA), under the Transformational HR Project profile.

Release time funding arrangements

Schools that have identified beginning teachers will automatically receive payment of the equivalent of 18 hours of TRS funding per full-time beginning teacher, per term. For part-time teachers, schools will receive a pro-rata amount of the 18 hours.

Calculation of each term’s grant is based on an end-of-term report of beginning teacher employment information from the HR systems. The payment will be made early in the following term, through the SABA schedule, and does not require a separate application. The funding can be identified through the payment descriptor as the project name and relevant term (for example, Mentoring Beginning Teachers, TRS Term 1 2015). After each payment is made, an email is sent to principals stating the full amount and naming each beginning teacher with the amount they receive.

Accountability

The MBT TRS payment is a targeted appropriation to support the mentoring of beginning teachers and schools are accountable for reporting on the use of the funds. While schools are able to make local decisions about the use of the funding towards this purpose, it is expected that most of the funding will be used for TRS allocated for mentoring purposes.
Tips to help identify beginning teachers

For the purposes of the MBT program, beginning teachers are defined as teachers with:

1. fewer than 200 days teaching experience
2. provisional registration
3. permanently employed or on a term-long contract in a Queensland state school.

To identify beginning teachers at your school, you can confirm the number of days that they have taught with the department by using MyHR Corporate Reporting (https://hrcr.eq.edu.au/HRCR/default.aspx) — Reports > Establishment > Teacher Milestones by Emp

Enter the beginning teacher’s name or employee number and click ‘View report’. You can identify how long the teacher has been working with DET.

To check if the teacher is provisionally or fully registered, use the Queensland College of Teachers Register Search (https://www.qct.edu.au/Interactive/RegisterSearch/RegSearch.html). After entering the teacher’s details, you can verify their registration status.