

Experience more.

Supporting teacher career pathways in Queensland state schools

July 2026

Every experience shapes the teacher you become

Every school community is unique. Teaching across different schools, communities and educational settings provides opportunities to broaden your experience, strengthen your professional practice and build the skills that support a rewarding career in Queensland state schools.

If you are currently teaching in south east Queensland, there are a range of opportunities available to help you broaden your professional experience and achieve your personal goals while supporting workforce needs across the state.

Whether you are seeking permanent employment, considering a move to a new school, looking to broaden your teaching experience or thinking about future leadership opportunities, these pathways support your professional journey.

As part of our commitment to ensuring that all Queensland students, wherever they live or learn, can access the teachers they need, we are prioritising recruitment for permanent and long-term temporary employment opportunities in priority schools and locations across the state in 2027.

This is your opportunity to step into a new school, unlock your potential and make an impact where it's most needed.

This guide outlines the opportunities available and explains how you can find out more.

Who is this guide for?

This guide is designed for temporary and permanent teachers currently working in state schools within the department's education regions across south east Queensland, who are interested in exploring new teaching experiences and career opportunities.

This includes teachers employed in:

- Metropolitan North Region
- Metropolitan South Region
- North Coast Region
- South East Region

The opportunities outlined in this guide focus on pathways from these regions to priority schools and locations across Queensland, including in rural, remote and regional communities.

Please note that the pathways outlined in this guide compliment the Department's teacher transfer and mobility processes. Search OnePortal for more information about these processes.

Why broaden your experience?

Teachers who work across a variety of school contexts throughout their careers develop valuable professional capabilities.

Diversity of teaching experiences can help you:

- strengthen your teaching practice through exposure to different educational settings
- build confidence, resilience and adaptability
- develop new skills and professional perspectives
- gain experience across diverse school communities
- strengthen future career and leadership opportunities
- develop a deeper understanding of Queensland's diverse communities
- make a rewarding contribution to students, schools and communities where your experience is most needed

For teachers with school leadership aspirations, experience across diverse school contexts can also be highly regarded and support your longer-term career goals.

For principals, encouraging and supporting the professional growth of teachers is an important workforce planning strategy that builds capability, supports succession planning and helps to develop future school leaders.

Career Pathways for Teachers

Whether you are a temporary teacher seeking permanent employment, or a permanent teacher interested in opportunities for professional growth or exploring a lifestyle change, there are several options available when considering where your teaching career could take you next.

Depending on your current circumstances, these opportunities may include:

- **an experience focused pathway** – Relieve at Level (RAL) placement for one year in a priority school and return to your current school
- **a mobility pathway** – transfer to a priority school for 2 years with a guaranteed placement at your preferred school upon completion of the transfer period
- **a pathway to permanency** – permanent appointment to a priority school for 2 years and a guaranteed placement at your preferred school upon completion of the placement

These opportunities might mean moving to a priority school within your region, moving to a new regional, rural or remote community, or making the transition into a different school context.

This guide can help you decide which opportunities are right for you, learn more about current priority schools and communities, and start a conversation about the next step in your career.

Experience Pathway

One-Year RAL placement

For some teachers, a RAL placement provides a supported pathway to gain broader professional experience in a priority school or location without a long-term commitment to a new school or community. It also offers opportunities to return to your current school or preferred location at the end of the placement period.

About the pathway

This pathway allows teachers to gain valuable experience in a different school community, while continuing to contribute to the long-term success of their substantive school.

A RAL placement is available to permanent teachers currently employed in regions within south east Queensland, wanting to broaden their professional experience while maintaining their connection to their current school.

Teachers may undertake a one-year RAL placement in an eligible priority school.

Throughout the placement, teachers remain permanently attached to their substantive school.

At the completion of the agreed placement, teachers can return to their substantive school.

Participation in the experience pathway:

- is voluntary
- requires endorsement by your current principal
- must align with your school's workforce planning and succession planning
- requires agreement between the teacher, current principal, receiving principal and regional Human Resources

If you are interested in exploring an experience pathway, your first conversation should be with your principal.

Mobility Pathway

2-year priority school transfer

Taking opportunities to experience new school settings and communities provides valuable personal and professional development opportunities. Through the teacher mobility processes, you can find a school and community that aligns with your career, personal and lifestyle goals.

About the pathway

The mobility pathway supports permanent teachers, currently employed in regions within south east Queensland, to experience a new school community through a permanent transfer.

Teachers who permanently transfer to an eligible priority school or location and complete 2 years of service will receive a guaranteed placement at their nominated and preferred school.

Teachers nominate their preferred school before commencing the pathway, providing certainty for both the teacher and departmental workforce planning.

Permanency Pathway

2-Year priority school appointment

Gaining permanent employment is often an important milestone in a teacher's career and provides employment security and access to more career pathways with the Queensland Department of Education.

About the pathway

The permanency pathway supports teachers currently employed in regions within south east Queensland on a temporary or contract basis, to be prioritised for permanent employment.

Teachers who accept a permanent appointment to an eligible priority school or location and complete 2 years of service will receive a guaranteed placement at their nominated and preferred school.

Teachers nominate their preferred school before commencing the pathway, providing confidence about their longer-term career path, while supporting workforce planning.



For Ainsley, a teacher at Charleville School of Distance Education, her journey to rural Queensland began eight years ago on the Gold Coast.

At the time, relocating with a young family felt like a big step into the unknown.

'We had young kids and it was quite daunting,' Ainsley says.

'There were lots of questions about what life would look like—childcare, how we would make the move and whether it would work for our family.'

With careful research and the support of the department, those uncertainties soon began to ease.

[Read more about Ainsley's experience on the Teach Queensland website.](#)

Which pathway is right for you?

Whether you're looking for new experiences, permanent employment or the next step in your career, the summarised opportunities below aim help you to find the pathway that's right for you.

 EXPERIENCE PATHWAY	 MOBILITY PATHWAY	 PERMANENCY PATHWAY
 Who? Permanent teachers	 Who? Permanent teachers	 Who? Temporary teachers
 Opportunity One-year Relieve at Level (RAL) in a Priority School	 Opportunity Permanent transfer to a Priority School	 Opportunity Permanent appointment to a Priority School
 Outcome Return to your substantive school after one year	 Outcome Guaranteed placement at your nominated preferred school after 2 years	 Outcome Guaranteed placement at your nominated preferred school after 2 years

Other opportunities

Locally agreed RAL arrangements

The career pathways outlined above provide supported and structured opportunities that align with the department's workforce priorities.

In addition, principals may, in consultation with regional Human Resources, agree to other RAL arrangements where these align with:

- the professional development and career goals of the teacher
- the workforce planning requirements of both the releasing and receiving schools
- regional workforce priorities
- operational requirements.

These locally agreed arrangements are determined on a case-by-case basis and do not form part of the structured career pathways. Any agreed service period, return arrangements or subsequent placement outcomes will be determined by the parties at the time the RAL agreement is established.

Where a structured career pathway arrangement is not the most appropriate option, principals may work with regional Human Resources to develop an alternative RAL

arrangement that supports workforce planning and teacher development. Such arrangements should be documented and agreed by all parties before the placement commences.

Planning your pathway

Teachers participating in either the Mobility Pathway or Permanency Pathway will nominate their preferred future school before commencing their placement in the priority school or location.

This enables the department to undertake future workforce planning while providing participating teachers with confidence about their longer-term career path.

If the department is unable to confirm the nominated preferred school before the mobility arrangement is formally confirmed, teachers may choose to:

- withdraw their expression of interest
- nominate an alternative preferred school
- defer participation until their preferred school can be guaranteed

This approach ensures teachers can make an informed decision before committing to the pathway.

Financial incentives and relocation assistance

Many priority schools, particularly in regional, rural and remote Queensland, offer teachers access to financial incentives and generous individual and family benefits including:

- incentives through the Recognition of Rural and Remote Service Scheme (RoRRS)
- relocation and travel assistance
- housing and locality benefits (where applicable)

The [Choose your Teaching Adventure booklet](#) outlines the benefits on offer and the locations where incentives are available.

Explore your opportunities

Thinking about broadening your teaching experience but not sure where to start? With several pathways available, there has never been a better time to explore where your teaching career in Queensland state schools could take you next.



Talk with your principal	Your principal is best placed to discuss: • your career aspirations • professional development goals • opportunities to broaden your teaching experience • whether an Experience Pathway (RAL) aligns with your development and the school's workforce planning They can also share their personal experiences of teaching in different school communities across Queensland.
Complete the Career pathways expression of interest form	If you would like to discuss one or more of these pathways, you can complete the online Career pathways expression of interest form. An expression of interest (EOI) allows you to: • indicate whether you are a temporary or permanent teacher • nominate the regions or locations that most interest you • identify which career pathways you would like to explore • receive details about the pathways information sessions and opportunities in Queensland state schools Your EOI will be directed to the most appropriate team to connect with you and discuss your circumstances and the options available. Submitting an EOI does not commit you to accepting an opportunity. It is just a step to finding out more.
Join the Career pathways for Queensland state school teachers Live Chat	Permanent teachers interested in learning more about transfer opportunities and broader career mobility opportunities within Queensland state schools, are encouraged to attend the Career pathways for Queensland state school teachers Live Chat on Thursday 10 September 2026. The session will include information about: • the experience focused, mobility and permanency pathways • statewide teacher transfer opportunities • priority schools and locations, including regional, rural and remote communities

	• financial incentives and benefits, including relocation support • career development opportunities Find out and more and register to attend
Join a Teach Queensland Live Chat in Term 3	During Term 3, we are hosting a series of online information sessions after school about current opportunities in state schools. These sessions include hearing about the professional and personal experiences of teachers and school leaders in our priority locations and settings. For details about these sessions and to register your attendance visit the Teach Queensland Live Chats webpage.
Attend the Teach Queensland Career Fair	The Teach Queensland Career Fair will be held in Brisbane on Saturday 5 September 2026. Connect with school and regional representatives to find out where you are most needed. You can chat with the experts about the career pathways, incentives and relocation support, professional development opportunities and more. You can also attend a series of engaging panel discussions and information sessions. Visit the Teach Queensland Career Fair webpage for more information and to register your attendance.
Attend an online Priority Region information session	We will be hosting an online information session in early Term 4 to showcase our priority regions, to help you explore the range of opportunities and understand how different career pathways can support your professional goals. During the session you'll have the opportunity to: • understand the Experience, Mobility and Permanency Pathways • explore teaching opportunities available across Queensland including in regional, rural and remote communities • learn about priority schools and locations • learn about incentives, relocation assistance and available supports, and • ask questions about the opportunities that may align with your career goals Submit the Career Pathways expression of interest form to receive an invitation to join this online information session.
Visit the Teach Queensland website	Visit the Teach Queensland website to learn more about the diversity of opportunities that teaching in Queensland state schools can offer, professional and personally. This includes information about each education region and the incentives and benefits on offer to teachers and their families living in rural and remote communities. You can also find stories about teachers who have already relocated to where they are most needed.

Ready to explore your options?

Complete the online [Career Pathways expression of interest form](#) to connect with recruitment and mobility experts, and to receive information about the pathway opportunities that interest you.

Visit the [Experience More. Career pathways for Queensland state school teachers webpage](#).