

# Teaching Certificates and Qualifications

## ▶ Regulation Review

Sector Consultation - Phase 2, Meeting 2

June 12, 2024



# Land and treaty acknowledgment

- ▶ We recognize that Manitoba is on Treaty 1, 2, 3, 4, 5, 6 and 10 Territories and the ancestral lands of the Anishinaabe, Anishinewuk, Dakota Oyate, Denesuline, Ininiwak and Nehethowuk Peoples. We acknowledge Manitoba is located on the Homeland of the Red River Métis. We acknowledge northern Manitoba includes lands that were and are the ancestral lands of the Inuit.
- ▶ We respect the spirit and intent of Treaties and Treaty Making and remain committed to working in partnership with First Nations, Inuit and Métis people in the spirit of truth, reconciliation and collaboration

# Agenda

Time	Agenda
1:30	Land Acknowledgment/Introductions
1:35	Presentation & Discussion (recap and 'what we heard')
2:00	Discussion Topic 1: Credit Hour Requirements
2:45	Break
3:00	Discussion (continued)
3:00	Discussion Topic 2: Teachables List
3:45	Discussion Topic 3: Further pre-service Requirements (Phase 3 preamble)
4:00	Discussion Topic 4: Considerations for Implementation / Summary of Proposed Amendments in Phase 2
4:20	Closing remarks
4:30	End

# Background

On April 4, 2024, Manitoba Education and Early Childhood Learning met with representatives from the following organizations to discuss Phase 2 of the review of Teaching Certificates and Qualifications Regulation:

- ▶ Manitoba School Boards Association (MSBA)
- ▶ Manitoba Teachers' Society (MTS)
- ▶ Manitoba Association of School Superintendents (MASS)
- ▶ Manitoba Federation of Independent Schools (MFIS)
- ▶ Council of Deans of Education of Manitoba (CODEM)

The focus of the discussion was on potential changes to “teachables” - major, minor, and breadth credit requirements taken outside of the B.Ed. degree (i.e., “content” courses from B.A. / B.Sc. / other undergraduate degree).

# Phased approach

## PHASE 1

Fall 2023

- Removed some barriers to certification and recognition of experience for IETs.

## PHASE 2

Summer 2024

- Address issues that received general support from sector partners.
- Department will continue to discuss what the transition period and implementation will look like with post-secondary institutions via regular CODEM/MEECL meetings

## PHASE 3

23(1)(a)

# Goals for today

- Provide a summary of what we have heard to date.
- Review proposed “phase 2” changes to the Teaching Certificates and Qualifications Regulation, including proposal for changes to credit hour requirements.
- Seek input on updates to teachable majors list.
- Begin the conversation on what these changes would mean in practice and their implementation.

Note: There will be further opportunities for MEECL and post-secondary institutions to discuss implementation / what the transition period would look like

# Recap:

## Credit requirements / “teachables”

- ▶ Current credit requirements for both **Manitoba graduates** and **internationally educated teachers (IET)** are:
  - ▶ **Senior Years stream:** teachable major (30) + minor (18).
  - ▶ **Early/Middle Years stream:** teachable major (18) + minor (12) + breadth requirements (24).
- ▶ These requirements **do not apply** to teachers from **other Canadian provinces/territories** (CFTA - Canada Free Trade Agreement), with rare exceptions.
- ▶ Manitoba is **currently on the higher end** in terms of credit requirements compared to jurisdictions across Canada.

Either stream leads to a general K-12 teaching certificate.

CFTA applicants have their MB certificate mirror their current certificate, independent of academic qualifications

# What we have heard to date

- ▶ Many different perspectives, especially around what the B.Ed. should look like (out of scope for current Phase 2 review)
- ▶ Reasonable consensus that:
  - ▶ **Specialization in a teachable area is more important for Senior Years** than for Early/Middle Years.
  - ▶ There is **value to breadth requirements, particularly for Early/Middle Years.**
  - ▶ At the same time, **stringent requirements can be a barrier to admission into a B.Ed. program and for certification of IETs.**
  - ▶ **Equity issue** for both Manitoba students (e.g., socioeconomic considerations - which students can afford an extra year or two of study to fulfill credit requirements?) and internationally educated teachers.
  - ▶ Major/minor/breadth language is **confusing** - undergraduate degrees may include a major, minor, and breadth requirements (e.g., writing, math), which may be defined by post-secondary institutions differently than in our Regulation.
  - ▶ Desire to **update** the list of teachable subjects.



# What we have heard - cont'd

Reasonable support for the following **new model**:

- ▶ eliminates minors for both streams.
- ▶ eliminates majors for Early/Middle Years.
- ▶ reduces credit hours for Senior Years major.
- ▶ reduces credit hours for Early/Middle Years breadth requirements.

While there were no major objections to this **new model**, there was also no consensus:

- some were in favour of **increasing** breadth requirements or maintaining the status quo.
- others recommended **eliminating** teachables/breadth entirely and instead accepting any undergraduate degree.

Credit Hour Requirements	Current State: Early/Middle Years	New model: Early/Middle Years	Current State: Senior Years	New model: Senior Years
Teachable Major	18	-	30	<b>24</b>
Teachable Minor	12	-	18	-
Breadth - Language	6	<b>6</b>	-	-
Breadth - Math	6	<b>3</b>	-	-
Breadth - His/Geo	6	<b>3</b>	-	-
Breadth - Science	6	<b>3</b>	-	-

Note: B.Ed. must include a practicum (24 weeks or 30 credit hours), 6 credit hours of special education and 3 credit hours of Aboriginal Issues. Post-secondary institutions retain the discretion to set their own admissions policies.

# Update:

## AB/BC model and proposed new model for MB

- ▶ In 2010, Alberta's (AB) and British Columbia's (BC) certification requirements were harmonized under the Trade, Investment and Labour Mobility Agreement (TILMA) between the two provinces.
- ▶ AB recently informed department staff that TILMA requirements are no longer in effect. AB's current requirements are similar to Nova Scotia's future state:
  - ▶ hold a Bachelor of Education (or another degree with an education component that is approved by the Minister),
  - ▶ have language proficiency in English or French, and
  - ▶ fulfill residency requirements (i.e., Canadian citizenship, permanent residency, work visa).

Ultimately, the new model proposed for certification in MB is inspired by BC and AB models, but adapted for the MB context

# Regulated Requirements - Teachables

## Jurisdictional Scan

P/T	Early/Middle Years			Senior Years		
	Major	Minor	Breadth	Major.	Minor.	Breadth.
AB	...	...	...	...	...	...
BC	...	...	15	24	...	6
MB	<b>18</b>	<b>12</b>	<b>24</b>	<b>30</b>	<b>18</b>	...
NB***	30	30	...	24	36	...
NL	...	...	6	Undergrad w/ Major		6
NS*	...	...	24	30	18	...
ON**	...	...	...	...	...	...
PE	Undergrad w/ Major or Minor			Undergrad w/ Major or Minor		
SK	39 (in 3 different areas)		3	24	15	3

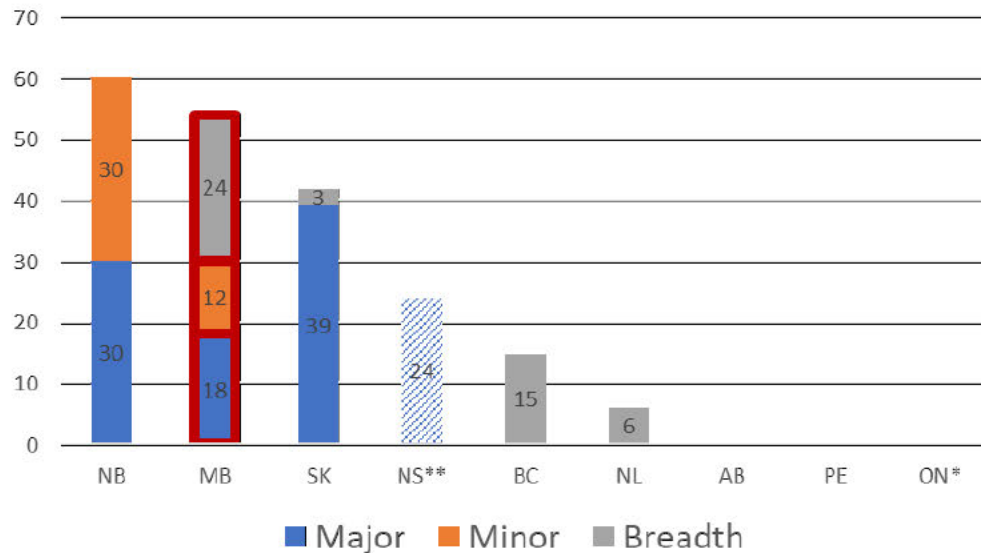
\* NS is about to remove teachables and breadth requirements for teacher certification

\*\* ON has a College model. Regulation is silent on requirements, but post-secondaries require 30 cr. hrs. in a major, 18 in a minor for senior years, an intermediate stream (Gr 4-10) that requires only a 24 credit major and no teachable requirements for graduation for early years.

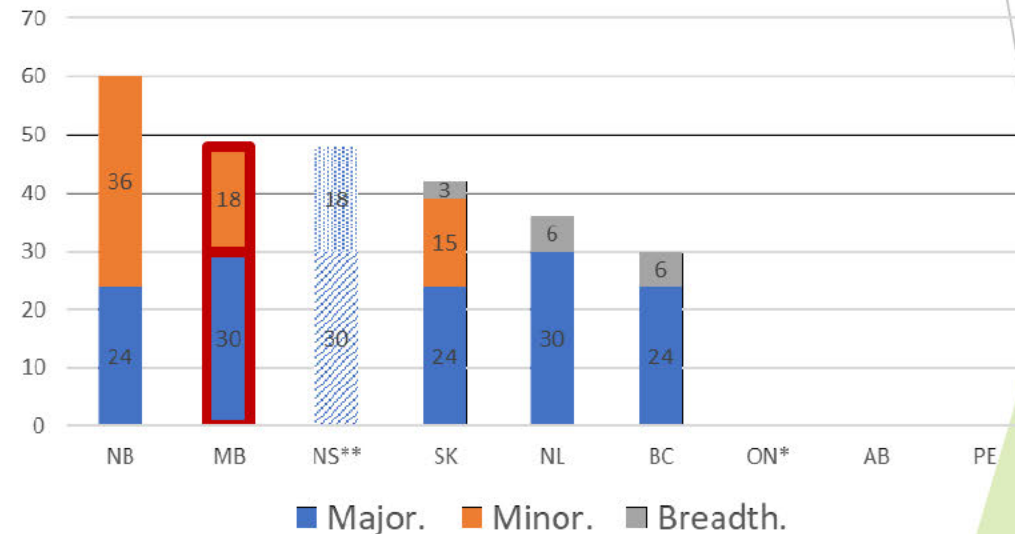
\*\*\*NB has two options shown for early/middle and senior years, but doesn't differentiate between the two

# Regulated Requirements - Teachables Jurisdictional Scan

## Early/Middle Years



## Senior Years



\* ON has an intermediate stream (Gr 4-10) that requires only a 24 credit major

\*\* NS is about to remove teachables and breadth requirements for teacher certification

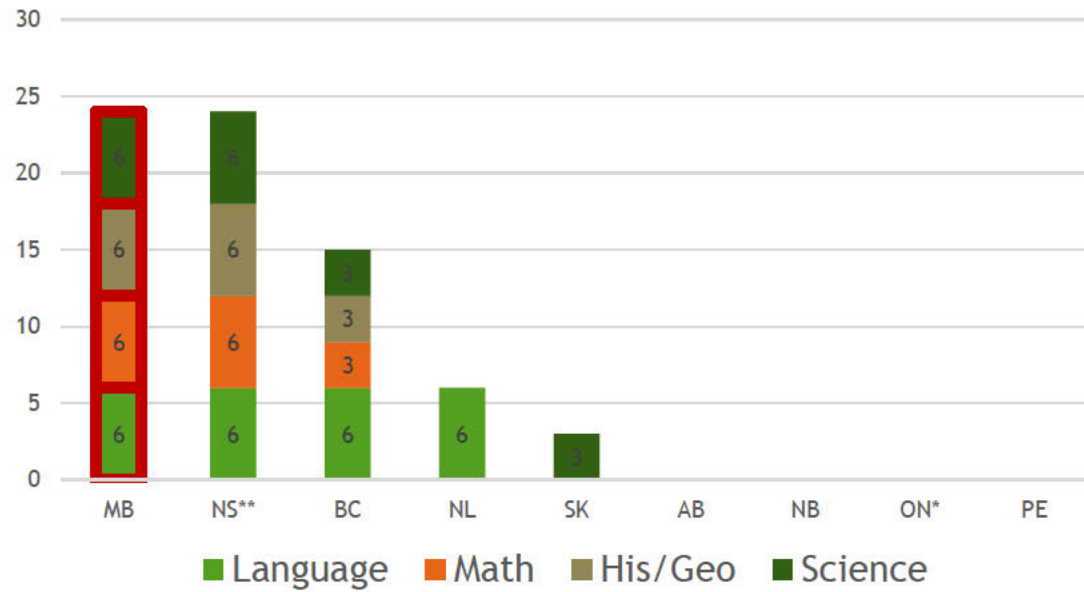
# Regulated requirements - Breadth breakdown jurisdictional scan

Early/Middle Years					
P/T	Language	Math	His/Geo	Science	TOTAL
MB	6	6	6	6	24
NS**	6	6	6	6	24
BC	6	3	3	3	15
NL	6	...	...	...	6
SK	3	...	...	...	3
AB	...	...	...	...	0
NB	...	...	...	...	0
ON*	...	...	...	...	0
PE	...	...	...	...	0

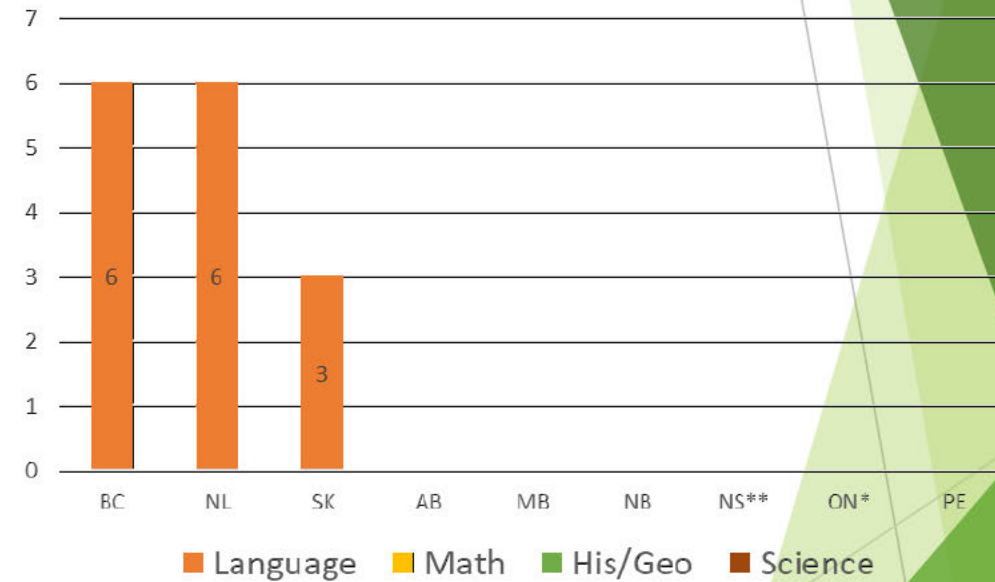
Senior Years					
P/T	Language	Math	His/Geo	Science	TOTAL
BC	6	...	...	...	6
NL	6	...	...	...	6
SK	3	...	...	...	3
AB	...	...	...	...	0
MB	...	...	...	...	0
NB	...	...	...	...	0
NS**	...	...	...	...	0
ON*	...	...	...	...	0
PE	...	...	...	...	0

# Regulated requirements - Breadth breakdown jurisdictional scan

## Early/Middle Years



## Senior Years

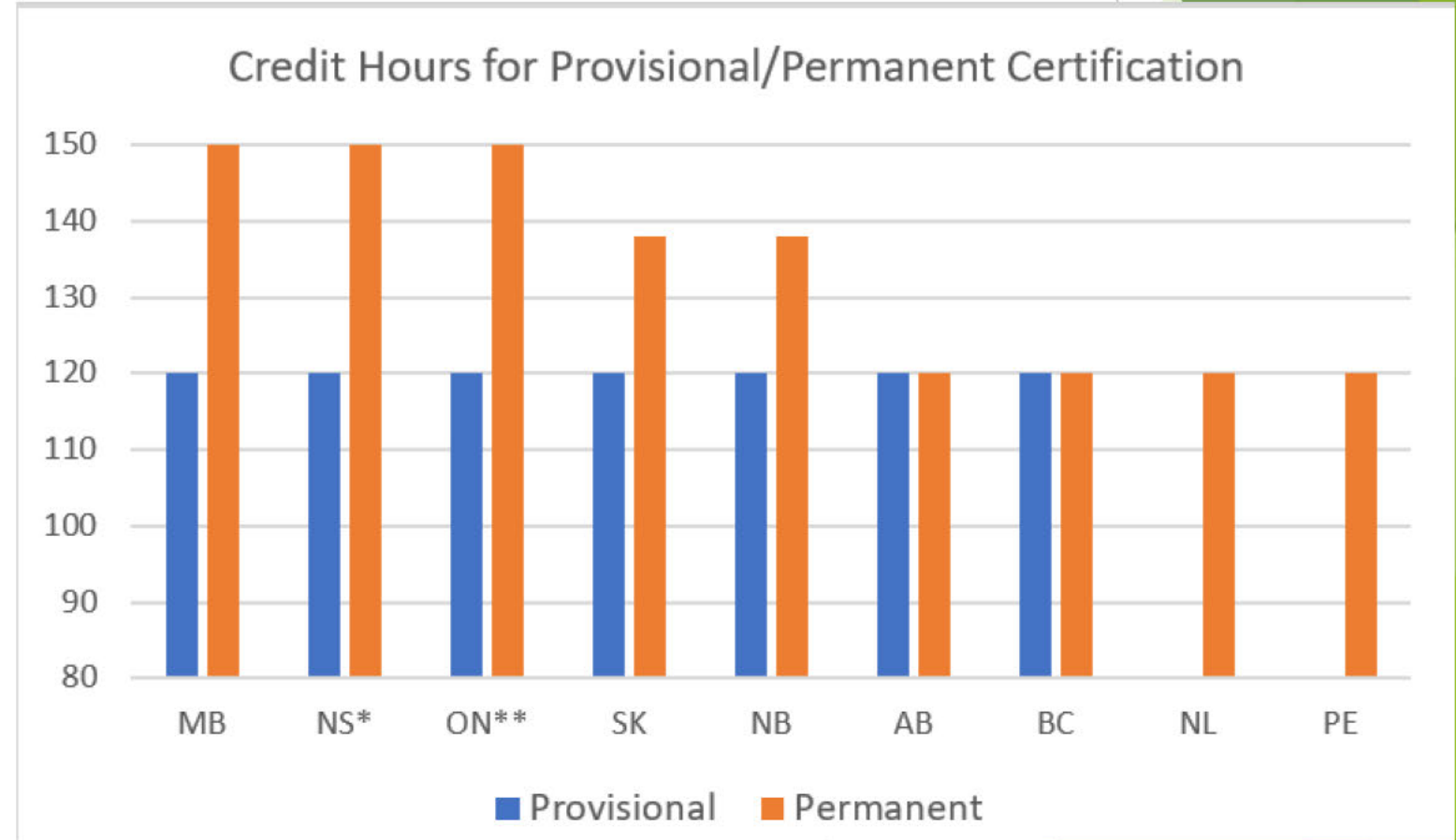


\*\* NS is about to remove teachables and breadth requirements for teacher certification

# Regulated requirements: Program length

## Total credits for permanent/provisional certification

P/T	Provisional	Permanent
MB	120	150
NS*	120	150
ON**	120	150
SK	120	138
NB	120	138
AB	120	120
BC	120	120
NL	...	120
PE	...	120



# Roles & responsibilities - Pre-service teacher education / preparation

Manitoba Education and Early Childhood Learning	Post-Secondary Institutions
<ul style="list-style-type: none"><li>• Approves teacher education programs.</li><li>• Sets requirements (i.e., minimum standard) for certification and Bachelor of Education programs.</li><li>• Set requirements for certification of teachers.</li><li>• Certifies teachers.</li></ul>	<ul style="list-style-type: none"><li>• Academic autonomy to design and deliver teacher education programs within regulated requirements (minimum standard).</li><li>• Set and apply admissions policies.</li><li>• Set and apply graduation requirements.</li></ul>



# Discussion Topic 1

## MB current state - Breadth requirements

- ▶ Manitoba breadth requirements (Early Years only) currently include:
  - ▶ 6 credits in **Language**: English or French Literature.
  - ▶ 6 credits in **Math**: Math, Statistics, Math in arts, etc.
  - ▶ 6 credits in either **Physical or Biological Science**.
  - ▶ 6 credits in **History and/or Geography**.

# Discussion Topic 1 - cont'd

- ▶ Breadth requirements - what should Manitoba require?
  - ▶ Language - i.e., literature and composition?
  - ▶ Math
  - ▶ History/Geography
  - ▶ Sciences

- For example: in BC, the pre-service language requirement is:
  - 6 credit hours of undergraduate coursework that include **both literature and composition (3 of the 6 must be in literature)**
  - 3 credit hours of composition may be credited towards a thesis for Master/Doctorate holders (if in English or French).

*Reminder: Proposed changes should help remove system barriers, while maintaining high standards for teacher education programs.*

# Discussion Topic 1 - Credit Requirements

## Questions for discussion:

Do you have any concerns with the proposed changes to the major and minor requirements. Any further suggestions?

What considerations should Manitoba be mindful of in implementing the new model displayed here?

Credit Hour Requirements	Current State: Early/Middle Years	New model: Early/Middle Years	Current State: Senior Years	New model: Senior Years
Teachable Major	18	-	30	24
Teachable Minor	12	-	18	-
Breadth - Language	6	6	-	-
Breadth - Math	6	3	-	-
Breadth - His/Geo	6	3	-	-
Breadth - Science	6	3	-	-

- Break -

# Discussion topic 2 - Teachables list

- ▶ Under the proposed **new model**:
  - ▶ There is only teachable requirements for a Major (no Minors).
  - ▶ Majors are relevant only for Senior Years.
- ▶ Currently in MB:
  - ▶ There are 20 subjects that can be accepted as Majors or Minors.
  - ▶ Another 14 subjects can be exclusively accepted as Minors.



As an example of post-secondary autonomy, University of Alberta currently requires a Major (36) and a Minor (18) subject for granting a B.Ed. Degree for Senior Years, which is higher than the department's requirements.

The teachables list is not specified in regulation, but this discussion is important to inform and support regulatory changes to credit requirements.

Focus Questions

- Should any subjects **be added or removed** from the teachable majors list?
- Should any of the current minors - or other subjects - **be transferred/added** to the teachable majors list?

# Discussion Topic 2 - cont'd

Current Major/Minor Teachable subjects for the Senior Years stream:

- ▶ Art
- ▶ Biology
- ▶ Business Education
- ▶ Chemistry
- ▶ Computer Science
- ▶ English Literature
- ▶ French
- ▶ General Science
- ▶ Geography
- ▶ History
- ▶ Human Ecology
- ▶ an Indigenous Language or International (Heritage) Language
- ▶ Industrial Arts
- ▶ Mathematics
- ▶ Music
- ▶ Native Studies
- ▶ Physical Education (Health)
- ▶ Physics
- ▶ Theatre
- ▶ Vocational Industrial

*See next slide: only languages taught in MB schools are currently recognized as teachable disciplines*

**Current Teachable Minors only:**

- ▶ Anthropology
- ▶ Classics
- ▶ Dance
- ▶ Developmental Studies
- ▶ Earth Science
- ▶ Economics
- ▶ Environmental Studies
- ▶ General Science
- ▶ Law
- ▶ Philosophy
- ▶ Political Science
- ▶ Psychology
- ▶ Sociology
- ▶ Religious studies (academic)

Languages taught  
in Manitoba schools  
are recognized as  
**teachable  
disciplines** for  
certification

- ▶ Arabic
- ▶ Cree
- ▶ Filipino
- ▶ German
- ▶ Hebrew
- ▶ Japanese
- ▶ Mandarin (Chinese)
- ▶ Ojibwe
- ▶ Portuguese
- ▶ Punjab
- ▶ Spanish
- ▶ Ukrainian

# Discussion Topic 2 - cont'd

- ▶ BC, SK, ON, NB and NS are other jurisdictions that have lists of approved teachables for certification purposes.
  - ▶ Most provinces that specify teachables (BC, ON, NB and NS) make no difference between majors and minor teachables.
- ▶ AB, PE and NL, although requiring a B.Ed. with at least one Major, do not specify teachables for certification purposes.
- ▶ Some provinces (BC, SK and NB) do accept coursework on fields of study outside K-12 curriculum as teachables (i.e., Special/Inclusive Education).



# Discussion Topic 2 - cont'd


## Proposed new model for teachables

New model to specify teachables only for Senior Years (24 credits).

- ▶ Art
- ▶ Business (incl. Economics, Computer Science, Entrepreneurship, etc.)
- ▶ Classics
- ▶ English
- ▶ English as a Second Language
- ▶ Fine Arts (incl. Music, Drama, Dance, Theatre, etc.)
- ▶ French
- ▶ French as a second Language
- ▶ Inclusive Education
- ▶ Indigenous Languages
- ▶ Indigenous Studies
- ▶ Industrial Arts
- ▶ Languages other than English or French
- ▶ Mathematics
- ▶ Physical Education (Health)
- ▶ Religious studies (academic)
- ▶ Science (incl. Biology, Chemistry, Ecology, Geology, etc.)
- ▶ Social Studies (incl. Anthropology, History, Geography, Psychology, etc.)
- ▶ Vocational Industrial

# Discussion Topic 3: Further pre-service requirements (preamble to Phase 3)

23(1)(a)



# Discussion Topic 4:

## Consideration for Implementation of Phase 2

- ▶ Any final considerations on the proposed Phase 2 amendments? Any concerns with such amendments?
- ▶ More specifically, what are the barriers post-secondary institutions/education organizations could face if the department went ahead on applying the proposed **new model** for certification?
- ▶ Any concerns to flag during a potential transition from current state to that new regulatory framework? Any need for transitional provisions?

# Summary of Phase 2 proposed amendments

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# Extending background checks from 3 to 6 months

- ▶ Many other certifying authorities across Canada will accept a satisfactory background check (child abuse registry check, criminal record check, and vulnerable sector search) recent within six months (compared to Manitoba's current policy of three months).
- ▶ Changing the requirement to valid within six months would be in alignment with other provinces, reduce the administrative burden on certifications applicants (particularly those from rural/remote areas), and not unduly compromise student/public safety.

# Mandatory pre-service training on sexual abuse prevention

- ▶ Already required by policy for all school personnel per Minister's directive.
- ▶ Going forward, would also be required by regulation prior to certification for teachers and clinicians.

The completion of this course is the responsibility of the student, and it is not an academic requirement posed on post-secondaries.

# Authority to enable language proficiency tests

- ▶ Through a federal initiative, Manitoba is working with other Canadian jurisdictions to implement common language proficiency testing.
- ▶ Manitoba is one of the only Canadian jurisdictions that does not enable testing of language proficiency requirements for teacher certification.
- ▶ The proposed amendment would simply enable this work by giving the department the authority to implement language proficiency tests.
- ▶ Details on how the tests are to be implemented, including benchmarks, will be further discussed with the sector once the federal initiative is completed.

# Change in language from “special” to “inclusive” education

- ▶ Update the legislated language to current terminology, in alignment with Manitoba’s Philosophy of Inclusion and Inclusive Schools policy and recommendation 33 of the Report of the Commission on K-12 Education.
- ▶ No changes will be made to regulated requirements regarding specialists certificates.



# Change “domain” language for specialist certificates

- ▶ Update the legislated language to current terminology, in alignment with the Manitoba School Leadership Framework.
- ▶ No changes will be made to regulated requirements regarding Certificate in School Leadership.

# Creation of a salary classification table for clinicians

- ▶ The current salary schedule (Schedule A) is the same for teachers and clinicians, but has a teacher-centric focus that does not easily recognize clinicians' programs of study.
- ▶ The proposed amendment would create a separate classification framework for clinicians, similar to Schedule A, which would set out the academic credentials necessary to move from Classes 4 through 7 for each of the six clinician types.
- ▶ The salary classification table for clinicians will reflect the degree programs which each specialty must currently complete (i.e., Bachelor of Social Work, Master of School Psychology, etc.).
- ▶ There will be no negative impacts to clinicians by placing them in a separate, clinician-centric Schedule.


## Expand the recognition of clinician professional experience prior to certification (i.e. public sector).

- ▶ Many clinicians who have several years of relevant experience outside the school system and later choose to become certified are unable to have that prior experience recognized. The significant financial disadvantage to the clinician poses a disincentive to seeking employment in the education sector and therefore makes recruitment of clinicians additionally challenging for employers.
- ▶ The Department's current policy is to recognize experience earned while employed by a public body (such as a government department, agency, or health authority) and providing clinical services to school age children.
- ▶ The proposed amendments would enshrine this current policy in regulation.

# Next steps

- ▶ Department will continue to discuss what the transition period and implementation will look like with post-secondary institutions via regular CODEM/MEECL meetings
- ▶ Phase 2 amendments are targeted for Summer 2024.

▶ 23(1)(a)

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# Thank you!

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