

1. What are the new competency standards for teachers in Manitoba?

The Manitoba government has introduced new competency standards to assess teacher performance. These standards are:

1. The teacher has professional knowledge and implements professional instructional methods and practices.
2. The teacher is committed to student success, well-being and learning.
3. The teacher fosters a safe and inclusive environment.
4. The teacher is engaged with Indigenous students, families and communities
5. The teacher fosters professional relationships in ways that are consistent with principles of equity, fairness and respect for others.

The full standards document can be viewed [here](#).

2. Do the examples listed in Column 2 of the teacher competence standards document represent all the ways a teacher can demonstrate competence?

No. The examples provided in Column 2 are intended to illustrate how each competence may be demonstrated. They are not comprehensive or prescriptive. Teachers may demonstrate competence in a variety of ways beyond the examples listed, depending on their context and professional judgement.

3. Why are these standards being introduced?

Bill 35 – The Education Administration Amendment Act (Teacher Certification and Professional Conduct) came into effect in the fall of 2023. The implementation has been phased in with key elements such as the appointment of the Commissioner of Teacher Professional Conduct and the introduction of an online teacher registry announced in January 2025.

One of the final steps in the legislation's rollout is the development of competence standards that teachers must meet to both obtain and maintain their teaching certification. These standards are being introduced as part of a broader framework for evaluating teacher performance.

4. What is MTS's position on the new teacher competency standards?

MTS supports the establishment of teacher competency standards, but we believe that assessing teacher competence should remain the responsibility of employers since they best understand the unique context of classrooms and school community.

We also believe that proper resources to support implementation, including time, funding, and professional development must be made available to support teachers in meeting these new requirements.

We have raised several concerns, including:

- A lack of clarity about whom the standards apply to (e.g., principals, superintendents).
- What it means to "maintain a teaching certificate" under the new framework.
- How these standards will be applied to clinicians, given their diverse roles.
- Who will be responsible for ensuring compliance, and what this means for your day-to-day work?

5. How will these standards affect me as a teacher?

There should be no immediate changes to the way you are evaluated. Your employer will continue to evaluate your competence.

The most significant change is that the public can now file complaints with the Commissioner of Teacher Professional Conduct if they believe you are not meeting the standards. Read more about the complaint process [here](#).

6. What about clinicians?

The standards apply to clinicians, along with any other rules that govern the various clinician practices. The commissioner has discretion to adjust these standards for clinicians, taking into account differences between the teaching profession and the respective clinician professions. We are awaiting more information.

7. What role does MTS play in this process?

MTS is committed to supporting teachers and ensuring that competency evaluations are fair and context driven. We will continue to advocate for our members, ensuring that teachers' performance is assessed within the context of their classroom, school, and community. We also provide resources, guidance, and representation if a complaint is made against a teacher.

8. Can these standards be used to discipline me?

The new standards are intended to guide performance evaluations, but MTS believes that the process should be managed at the local level by your employer, who understands your specific context. While complaints can be made to the Commissioner of Teacher Professional Conduct, disciplinary actions should be based on a fair and accurate assessment of your overall performance, not just a single complaint or isolated event.

9. What should I do if a complaint is filed against me?

If a complaint is filed against you, MTS is here to support you. You should immediately contact an MTS staff officer in the Teacher Welfare Dept at 204-831-3055.

We will work with you to understand the specifics of the complaint and ensure that your rights are protected throughout the process.

10. Where can I find additional resources about the new standards?

MTS will be providing ongoing updates and resources on our website and through direct communication.

We encourage you to check these resources regularly for the latest guidance, workshops, and professional development opportunities.

The full standards document can be viewed [here](#).