FAQ

UNDERSTANDING THE NEW COMPETENCY STANDARDS FOR TEACHERS

THE MANITOBA TEACHERS' SOCIETY

1. What are the 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 the only 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?

One of the purposes of a regulator, in this case the Government of Manitoba, is to ensure that regulated professions have clear competence standards. These standards are to ensure there is public trust and confidence in the profession and give Teachers a clear understanding of what is expected of them from their regulator.

It is the role the Employer to monitor and assess teacher competence. Should they identify a concern, it is their responsibility to ensure they provide support, guidance, and resources to assist the teacher in meeting their competence standards. It is a high threshold for a teacher to be deemed incompetent, however, the Commissioner for Teacher Professional Conduct can receive complaints from members of the public, and employers, related to a teacher's competency.

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

The nature of these competence standards is to confirm and make public practices that all teachers have. There should be no immediate changes to the way you are evaluated. Your employer will continue to evaluate your competence and provide support in areas where they identify a need.

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***.

5. 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.

6. 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.

7. 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.

8. 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.

9. 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***.