

TABLE 4.4 MANITOBA PROFESSIONAL RECOGNITION AND DEVELOPMENT

	Teachers	Early Childhood Educators
Professional Recognition	Certification by the Professional Certification Unit of Manitoba Education ^a	Early Learning and Child Care Classifications: Child Care Assistant (CCA), Early Childhood Educator II, and Early Childhood Educator III ^b The process of classification must be completed before beginning employment at a licensed child care centre. Licensed family home-based child care providers do not require classification. There is no cost for classification.
Professional Development	Provided by school divisions and by Manitoba Education and Early Childhood Learning. ^c Up to a maximum of 10 non-instructional days can be used for teacher in-service, parent-student conferences, administration, and pupil evaluation; of these 10 days, 5 must be used for teacher professional development. ^d	Ongoing professional development is not required. However, 24 hours annually is recommended in the <i>Best Practices Licensing Manual for Early Learning and Child Care Centres</i> . ^{e,f}

- ^a Government of Manitoba. Department of Education and Early Childhood Learning. *Professional Certification*. Retrieved from: <https://www.edu.gov.mb.ca/k12/profcert/>
- ^b Government of Manitoba. Department of Education and Early Childhood Learning. Child Care Assistant and Early Childhood Educator Classification. Retrieved from: https://www.gov.mb.ca/education/childcare/students_workforce/classification.html
- ^c Government of Manitoba. Department of Education and Early Childhood Learning. *Professional Learning*. Retrieved from: <https://www.edu.gov.mb.ca/k12/proflearn/>
- ^d Manitoba Teachers' Society. *The Professional Development Chair Handbook: 2020–21*. Retrieved from: http://www.mbteach.org/pdfs/hb/HB-MTS_PDChair.pdf
- ^e Government of Manitoba. Department of Education and Early Childhood Learning. *Best Practices Licensing Manual for Early Learning and Child Care Centres*. Retrieved from: https://www.gov.mb.ca/education/childcare/resources/pubs/elcc_manual.pdf
- ^f Recent changes to the regulations require the Department of Education and Early Childhood Learning to review and update the *Best Practices Licensing Manual*. The manual will be released upon completion of the review.

