

**TABLE 4.4 NORTHWEST TERRITORIES PROFESSIONAL RECOGNITION AND DEVELOPMENT**

|                          | Teachers                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Early Childhood Educators                                                                                                                                                                                                                                                                                                                      |
|--------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Professional Recognition | <p>Three levels of certification are recognized:<sup>a</sup></p> <p><b>Kindergarten Teaching Certificate</b> is required to teach Junior Kindergarten and Kindergarten.</p> <p><b>Professional Teaching Certificate</b> authorizes teaching of Junior Kindergarten up to and including Grade 12.</p> <p><b>Standard Teaching Certificate</b> authorizes teaching of Junior Kindergarten up to and including Grade 9 and is issued to individuals who have completed a two-year teacher education program as a minimum requirement.</p> | <p>The NWT is working toward a certification process for ECEs, scheduled for implementation in 2024.<sup>c</sup></p>                                                                                                                                                                                                                           |
| Professional Development | <p>Teacher collective agreements provide a government-funded Professional Development Fund, which is available for educational leaves, conferences, workshops, courses, and school-based PD events.<sup>b</sup></p>                                                                                                                                                                                                                                                                                                                    | <p>Operators of child care centres are required to document staff participation each year in training related to child development and child care. The amount of time is not specified.</p> <p>Family home daycare providers are required to document their participation in training in child development on an annual basis.<sup>d</sup></p> |

<sup>a</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Section 8.1.1 Teacher Certification Requirements*. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/section\\_8\\_information\\_for\\_teachers.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/section_8_information_for_teachers.pdf)

<sup>b</sup> NWTTA and Government of the Northwest Territories. *Collective Agreement between the Northwest Territories Teachers' Association and The Minister Responsible for the Public Service Act. Article 16. Professional Development*. Retrieved from: <https://nwtta.nt.ca/sites/default/files/2022-03/nwtta-gnwt-collective-agreement-2021-2023-english.pdf>

<sup>c</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Transforming Early Learning and Child Care in the NWT*. Retrieved from: <https://www.ece.gov.nt.ca/sites/ece/files/resources/transforming-elcc.pdf>

<sup>d</sup> Government of the Northwest Territories. Department of Education, Culture and Employment. *Understanding the Child Day Care Regulations: A Handbook for Early Childhood Programs*. PP. 209, 214. Retrieved from: [https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd\\_-\\_early\\_childhood\\_handbook.pdf](https://www.ece.gov.nt.ca/sites/ece/files/resources/ecd_-_early_childhood_handbook.pdf)