



Manitoba Education and Early Childhood Learning

Winter 2024

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Message from the New ADM of Indigenous Excellence

I am both honoured and thrilled to be joining Manitoba Education and Early Childhood Learning as the Assistant Deputy Minister of Indigenous Excellence. I have worked in public education for 20 years, most recently as an Assistant Superintendent of Frontier School Division, and previously as principal at both Children of the Earth High School and R.B. Russell Vocational High School in Winnipeg School Division.

I hold a Master of Education degree in Student Services from Brandon University and am currently pursuing a doctorate degree in Educational Leadership at the University of Saskatchewan, with a focus on Indigenous Women in Educational Leadership in Manitoba.

I am passionate about system change and equity in education. I look forward to connecting and collaborating with many of you over the next couple of months as I begin this role, as we support Indigenous students, families, and communities.

Sincerely,
Jackie Connell

Early Learning and Child Care Update



Advancing a Holistic Approach to Planning and Execution of Child Care Spaces

Since the signing of the Canada-Manitoba Canada-Wide Early Learning and Child Care Agreement, one key area of focus has been the expansion of child care spaces. To date, Manitoba has made considerable progress in capital developments, with investments such as the Ready-To-Move (RTM) Child Care Project under the Municipal and Indigenous Governing Bodies capital stream, and new capital developments planned in partnership with existing providers, school divisions, and post-secondary institutions.

To support our licensed providers and partners more holistically through the expansion process, the department is growing its Capital and Space Expansion Branch and has hired an Executive Director, Signe Hanson. The branch includes the following two areas:

- **Capital Development**, led by Pam Wever, Director, is responsible for the oversight of capital program design, delivery, and funding.
- **Space Expansion Success Team**, led by Barbara Moncrieffe from the department's Project Management Office, supports all capital and non-capital expansion from initiation through to opening. This team leverages all areas of the division, including workforce planning, licensing, inclusion, and finance.



ECE Workforce – Engagement, Recruitment, and Outreach

In partnership with the business advisory firm MNP, the department is excited to introduce the Competencies and Certification Review project, an important initiative under Manitoba's early learning and child care agreements with Canada to increase quality and inclusivity of child care services throughout the province. As the landscape of early learning and child care continues to evolve, it is essential to ensure that child care professionals are supported with leading practice skills and competencies to meet the diverse needs of children and families.

The primary objective of this project is to enhance certification processes and competencies, aligning them with current educational needs and professional standards. The department recognizes the importance of addressing cultural needs and inclusivity within the learning landscape, as well as integrating Indigenous perspectives into training curricula.

To achieve these goals effectively, all education stakeholders are invited to participate in a survey that will help us to

- create clear and comprehensive career pathways for early childhood educators
- identify opportunities to enhance certification processes and competencies, including accessibility and transparency of certification procedures
- recommend processes for ongoing professional development to keep child care professionals updated with the latest research and best practices

Your insights and perspectives are crucial as we work together to shape the future of early learning and child care in Manitoba. Watch for the Early Learning and Child Care – Competencies and Certification Review survey, available in mid-March on [EngageMB](#). The survey link will also be shared directly with education and early learning and child care stakeholders.

To request the attendance of department representatives at your upcoming career fair or event, please email the Early Learning and Child Care (ELCC) Division at cdcinfo@gov.mb.ca.

Learn more about a career in early learning and child care at [the EECL Careers page](#).



Acting Policy Analyst Lindsay Ortlieb, Senior Policy Analyst Shelly Marques, and Senior Policy Analyst Joanna Flores



Growing Diversity and Inclusion Services for ELCC

In addition to the ELCC main office at 114 Garry St., the department recently expanded capacity and support for the Diversity and Inclusion Unit and its services by opening a second office on the second floor of 210 Osborne St. North in Winnipeg. The new space will accommodate additional staff when renovations are complete later in 2024.

The department administers the Inclusion Support Program, which assists eligible child care facilities to address barriers that allow children with additional support needs and/or significant behavioural/emotional needs to participate in programming and activities. The Inclusion Support



New Home for Diversity and Inclusion Unit at 210 Osborne Street

Program may also provide funding to support the enhanced staffing grant, and/or renovations, equipment, and specialized training. The Inclusion Support Program currently employs nine Inclusion Support Program Coordinators (ISPCs), who provide case management and child development services to the early learning and child care sector.

Licensed, non-profit, funded child care centres, nurseries, and homes are eligible to receive Case Management Services, while all licensed child care centres, nurseries, and homes—*funded and unfunded*—are eligible to receive Child Development Services.

Case Management Services include intake, assessment, service planning, behavioural support, and training for facilities that work with children with additional support needs and/or significant behavioural/emotional needs, and who require additional services and accommodations. ISPCs administer grant funding, track and report data to meet provincial and federal requirements, and promote stakeholder engagement.

Child Development Services (CDS) provides short-term interventions, programming recommendations, behavioural strategies, resourcing, and training for early learning and child care staff to ensure inclusive practices for all children in early learning and child care environments. CDS focuses on the facility's environment, programming, staff-child interactions, diversity, and inclusivity. Child development services are not child-specific and are intended to build staff capacity and adapt the environment and programming to better meet the needs of all children in the group/room.

Learn more about the Diversity and Inclusion Unit and the Inclusion Support Program at [the Child Care Inclusion Support Program page](#).



Early Learning and Child Care Update *(continued)*

Manitoba's Newest ELCC Facilities

Since October 2023, the department has supported the opening of five new child care facilities in Manitoba and more are on the way:

- October 10, 2023:
RM of Macdonald (Oak Bluff) – *Oak Bluff Early Years*
- November 1, 2023:
RM of St. Clements (East Selkirk) – *Hand in Hand Daycare Inc.*
- November 1, 2023:
Town of Stonewall – *Starting Blocks Inc.*
- December 12, 2023:
RM of Morris (Rosenort) – *Small Town Kids Daycare*
- January 8, 2024:
RM and City of Portage la Prairie (Portage la Prairie) – *MacKenzie Knight Daycare*

Each facility was built as part of the RTM Child Care Project, which offers a collaborative approach with municipalities and First Nations communities to construct high-quality child care centres under expedited timelines and in areas with a demonstrated child care need. Each facility will be licensed for 74 spaces.

Read more about the project and upcoming facility openings by visiting [the RTM Child Care Project Page](#).



K–12 Education Update

Manitoba School Leadership Framework

Manitoba Education and Early Childhood Learning is pleased to share the newly released *Manitoba School Leadership Framework*. Co-created by educational partners, this document reflects the most current thinking and best practices of effective school leadership and is designed to strengthen and enhance the work of existing and aspiring school leaders. It builds a collective vision for school leadership in Manitoba and identifies the evidence-based knowledge, skills, and behaviours required to promote student learning and well-being in an inclusive, safe, and caring environment within and across Manitoba's four school programs: English, French Immersion, Français, and Senior Years Technology Education.

To support the implementation of the Framework, Manitoba Education and Early Childhood Learning is hosting three Zoom sessions in early March 2024. These sessions, co-hosted by Dr. Steven Katz, will introduce school and school division/district leaders to the various components of the Framework, and support initial conversations on how the Framework can be used to guide school leadership professional development within local contexts.

On May 28, 2024, the department will be hosting a full-day conference for school and school division/district leaders and education partners to collectively explore the *Manitoba School Leadership Framework*. Please visit [the School Leadership Framework page](#) for more information and to view the Framework.

Contact: sai-adm@gov.mb.ca



Universally Accessible Nutrition Program

The Manitoba government has announced an investment of \$30 million in the 2024/25 school year to support universally accessible school nutrition programming. This also includes an increase in funding of \$1.37 million in the 2023/24 school year for the Child Nutrition Council of Manitoba (CNCM) to enable the organization to provide funding to schools on their wait list in the current school year.

For the 2024/25 school year, the Manitoba government will invest a record \$30 million into three complimentary streams of school meal programs to ensure all children have barrier-free access to food, including

- \$15 million going directly to school divisions for local meal programs based on enrolment and socio-economic factors
- \$6 million for public schools in communities with the highest socio-economic need
- \$9 million in grants for nutrition programming, available on an application basis, that includes expanding support for the CNCM, family outreach initiatives, and support for eligible after-school, summer, and school break programs

Please visit [Province of Manitoba | News Releases | Manitoba Government Investing \\$30 Million to Expand School Nutrition Programming](#) for more information on this announcement. Schools currently on CNCM's funding wait list may contact the organization directly at info@childnutritioncouncil.com.

Additional program information will be shared in the coming months.

Contact: schoolnutrition@gov.mb.ca





Indigenous Educator of the Month

The Indigenous Inclusion Directorate launched its **Indigenous Educators Profile** in the 2010/2011 school year and this project remains ongoing. Showcasing Indigenous educators throughout Manitoba, the website highlights an educator each month from September to June. Candidates selected represent a balance of educators from the four directions, various cultural groups, and diverse genders. This project is intended to complement both the [Profiles of Aboriginal Educators: Footprints for the Future](#) booklet, which features educators' roles and responsibilities, personal stories, and words of encouragement for youth, and the [Aboriginal Educators Poster Series](#), which highlights educators in various educational roles, such as teachers, administrators, educators, and Elders.

This project also serves to address the need to continuously establish mechanisms to recruit and train more Indigenous educators, and to promote education as a career choice among students and youth. To submit names for candidates for the Indigenous Educator of the Month series, please contact [Wanda Spence](#) at 204-945-4653.

Additional information can be found at [Indigenous Educator of the Month | Indigenous Inclusion Directorate | Education and Early Childhood Learning \(gov.mb.ca\)](#).

Treaty Education Kits

Through funding from the Indigenous Reconciliation Initiatives Fund, over **2,000 Treaty Education Resource Kits** were distributed to provincially funded schools across Manitoba in December 2023 and January 2024 to support the implementation of *Treaty Education for All: Manitoba's Plan for K to 12 Treaty Education*. *Treaty Education for All* was developed jointly with the Treaty Education Steering Committee, co-chaired by the Treaty Relations Commission of Manitoba (TRCM) and Manitoba Education and Early Childhood Learning. The Treaty Education Resource Kit includes a wealth of Treaty education teaching resources for classroom teachers at the Kindergarten to Grade 12 levels. Specifically, the Treaty education resources found in the Treaty Education Resource Kit include the following:

- thirteen teacher guides and year-at-a-glance wall charts—*Treaties and the Treaty Relationship: Teacher Guides for Kindergarten to Grade 12*—with a series of lesson plans for each grade level and links to outside resources
- a variety of print materials such as books, produced and published by TRCM, and videos, maps, and additional teaching resources
- Treaty-specific video and audio materials such as DVDs
- additional Treaty education resource materials that include a chloroplast replica of a Treaty Medal and an electronic flash drive with copies of the print materials and TRCM-CTV videos

Additional information can be found at [Treaty Education for All | Indigenous Inclusion Directorate \(gov.mb.ca\)](#).



Amendments to Teaching Certificates and Qualifications Regulation

On August 31, 2023, the department amended the Teaching Certificates and Qualifications Regulation to reduce barriers to the certification process for internationally educated teachers and to better recognize teaching experience in other jurisdictions. Specifically, the amendments

- provide flexibility in meeting the requirements for a Provisional Professional Teaching Certificate for internationally educated teachers by allowing an applicant to be short up to nine credit hours in total in the combined requirements for a teachable major, minor, and/or breadth
- allow a minimum of one year of teaching experience approved by the Minister to be a substitute for a practicum requirement for certification if the applicant’s teaching program does not include a practicum component
- broaden the definition of what constitutes a teaching education institution by changing the language from approved *university* to approved *post-secondary institution* to better match post-secondary programs of teaching education internationally (Post-secondary institutions still must be approved by the Minister, who has the authority to assess their quality.)
- provide for the recognition of professional teaching experience in independent schools abroad by removing the requirement that such schools must be supported by public funds (Independent schools will need to be approved by the Minister for experience to be recognized.)
- repeal the provision in which certification must be an employment condition of a school outside Manitoba, as this is not a requirement in all international jurisdictions; however, the regulation still requires a teacher to hold an approved teaching certificate to have that experience recognized

Teachers and teacher applicants who submitted applications to the Professional Certification Unit (PCU) prior to August 31, 2023, can now apply to have their qualifications re-evaluated in accordance with the amendments. Details on eligibility and the application process are available on [PCU’s website](#). The Director of Teacher Certification and Standards has also sent a letter about this process to employers.



K–12 Education Update *(continued)*

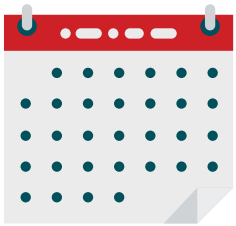
Enhancing Capacity for the Delivery of Français in the English Program

The Bureau de l'éducation française (BEF) has developed curriculum implementation resources, which aim to do the following:

- build teacher capacity through teacher self-reflection on the methodology for teaching French as an additional language and student surveys that provide feedback on the learner experience
- build leadership capacity by fostering an understanding of the characteristics of effective teaching and learning of French through interview questions and classroom observation checklists for school leaders

Teams of school leaders and teachers from public and funded independent schools are currently engaging in the piloting phase. Feedback will inform the refinement of these resources that will enhance the delivery of French courses, benefiting students across Manitoba.

Contact: Bureau de l'éducation française, BEF@gov.mb.ca



Department Announcements

Leadership Updates

Jennifer Maw Resumes Role in Student Achievement and Inclusion Division

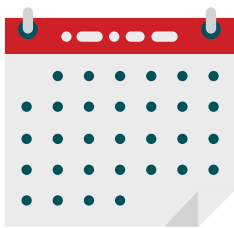
The Learning and Outcomes Branch is pleased to welcome Jennifer Maw as she resumes her leadership role as Coordinator of the Provincial Assessment Program Unit. Between April 2022 and December 2023, Jennifer was seconded to the Council of Ministers of Education, Canada (CMEC), where she led the administration of the Pan-Canadian Assessment Program (PCAP). Having played key roles in Manitoba's provincial assessment program work since 2001, Jennifer's recent pan-Canadian experience and perspectives will be valuable in informing the department's ongoing work to enhance the provincial assessment program.

Julie Fine Joins System Performance and Accountability Division

Julie Fine joined the System Performance and Accountability Division as the new Director for the Independent and International Education Unit on November 6, 2023. Before joining the System Performance and Accountability team, Julie held roles in the Department of Advanced Education and Training.

Signe Hanson Joins Early Learning and Child Care Division

Signe Hanson joined the Early Learning and Child Care Division as the new Executive Director of Capital and Space Expansion on January 22, 2024. Signe brings extensive government experience, engaging in provincial and inter-jurisdictional relations, leading legislative development, negotiating and managing federal funding agreements, and working with community partners.



Department Announcements *(continued)*

Leadership Updates *(continued)*

Mallory Light Joins Learning and Outcomes Branch

Mallory Light joined the Learning and Outcomes Branch as Manager, Policy and Planning, in November 2023. Mallory brings substantial experience in legislative and policy analysis, having worked previously in the departments of Municipal Relations and, most recently, Sport, Culture and Heritage.

Ola Lasisi Accepts New Position

Olalekan (Ola) Lasisi, the Accounting Services Manager in Early Learning and Child Care Division's Financial Reporting and Accountability Branch, has accepted a new position with the Office of the Provincial Comptroller. Ola's last day with the department was on Friday, January 5, 2024.

For more information on the department's organizational structure and key contacts, please visit www.edu.gov.mb.ca/aboutus.html.

Routine Practices: Guide to Creating a Healthy Environment and Preventing Infections within Child Care Facilities and Schools

The department, in collaboration with Manitoba Health, developed *Routine Practices: Guide to Creating a Healthy Environment and Preventing Infections within Child Care Facilities and Schools*. The guide includes information and tools for child care facilities, school divisions, and funded independent schools to help manage and prevent the spread of infectious diseases, including information about the following:

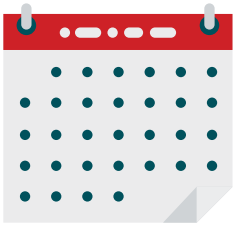
- how germs are spread
- how to reduce exposure to and transmission of germs
- infection prevention and control measures (e.g., hand hygiene, point-of-care risk assessments, cough etiquette)
- role of the child care facility and school

A [Routine Practices](#) website was also developed to support the release of the guide. It includes supporting materials such as infection prevention and control posters, resources, frequently asked questions, and a video slide presentation.

Early Childhood Education Tuition Reimbursement

A reimbursement of **up to \$5,000 per school year** is available to help cover the tuition-related costs of recognized early childhood education programs offered at post-secondary institutions in Manitoba that lead to an Early Childhood Educator II or III certification.

For more information, including the application form, visit [the ECE Tuition Reimbursement page](#).



Student Advisory Council Members Needed for the 2024/25 School Year

The application period for the 2024/25 Student Advisory Council is now open. Council members provide a student perspective and give advice to the Minister of Education and Early Childhood Learning on current and developing education issues. In previous years, students provided insights on many topics affecting Manitoba's education landscape. Issues ranged from remote learning and curriculum renewal to mental health support and poverty in education.

We ask all educators and the community to encourage students to apply for this opportunity. Members of the council will have a chance to develop and demonstrate leadership skills, gain experience sitting on a council, form lasting relationships with their peers, and engage with provincial education partners and stakeholders. Manitoba students aged 14 to 18 with diverse interests, identities, background, and perspectives are encouraged to apply.

Please visit the [Student Advisory Council](#) web page to learn more about the student council and how to apply.

Louis Riel Day

Every year, on the third Monday in February, all Manitobans are encouraged to remember the leadership and legacy of Louis Riel and commemorate his enduring impact on the province and the shaping of Manitoba's history. Louis Riel is recognized as a symbol of strength and resistance as he fought and advocated for the Métis people and was the driving force behind Manitoba joining Confederation and becoming Canada's fifth province.

On November 23, 2023, the Manitoba government honoured the legacy of Louis Riel by introducing new legislation, [The Louis Riel Act](#), which bestowed on him the honorary title of First Premier of Manitoba. The introduction of the new legislation marks the first step in resetting the relationship between the Manitoba government and Indigenous governments as partners and leaders in the province.

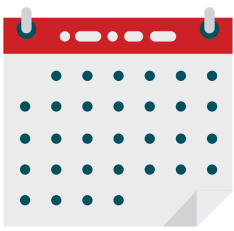
For more information, including teaching ideas, please visit the department's social studies curriculum page on the topic of [Louis Riel](#).

Recent and Upcoming Proclamations

February

I Love to Read Month promotes the importance of reading and writing, and of celebrating the benefits of lifelong literacy.

Inclusive Education Month reaffirms Manitoba's commitment to the Philosophy of Inclusion, where every child/student is afforded high-quality education so they can achieve their fullest potential, academically and in life. Inclusive schools provide an accessible learning environment where all students learn, grow, and have a sense of belonging.



Department Announcements *(continued)*

Recent and Upcoming Proclamations *(continued)*

February *(continued)*

Black History Month celebrates and recognizes the important contributions Black people and people of African descent have made throughout Manitoba's history. As the education system seeks to enhance equity, diversity, and inclusionary mindsets and practices in schools to achieve high-quality education for all students, this proclamation invites Manitobans to learn more about how Black people and people of African descent have contributed to this effort.

International Development Week (February 4 to 10, 2024), this year's theme of "Go for the Goals," highlighted the goals of sustainable development and global citizenship, and celebrated how the actions of young Manitobans make a difference at the global level.

Teacher and Staff Appreciation Week (February 11 to 17, 2024) recognized the profound influence educators, school support staff, and school leaders have on students' learning and active engagement as they help all students achieve a sense of belonging and reach their full potential.

March

Student Presence and Engagement Month recognizes the importance of students' presence and active engagement in school, and affirms the priority of working across systems and alongside families, communities, and educational partners to enhance student presence and engagement.

April

Early Childhood Educator Week (April 29 to May 3, 2024)

April 29 through May 3, 2024, is the 33rd annual Week of the Early Childhood Educator in Manitoba. Child care workers play a critical role in the lives of tens of thousands of children and families across the province. This week serves as an opportunity to celebrate and acknowledge the profound impact that early childhood educators have in supporting the social, emotional, physical, and intellectual development of children, from the youngest infants all the way through school age and beyond.

Did you know...
approximately **half** of all staff in the
Early Learning and Child Care Division
are certified early childhood educators?
Happy Early Childhood Education Week
from our team to yours!

The *Manitoba Education and Early Childhood Learning Newsletter* aims to provide our education and early childhood learning partners with access to information about departmental initiatives and leadership updates, and to highlight some upcoming plans/important dates. More detailed information can be found by visiting www.edu.gov.mb.ca/.

The newsletter is published in fall, winter, and spring. Please email questions and feedback on the newsletter or the material covered to SRUnit@gov.mb.ca.

Thank you.

