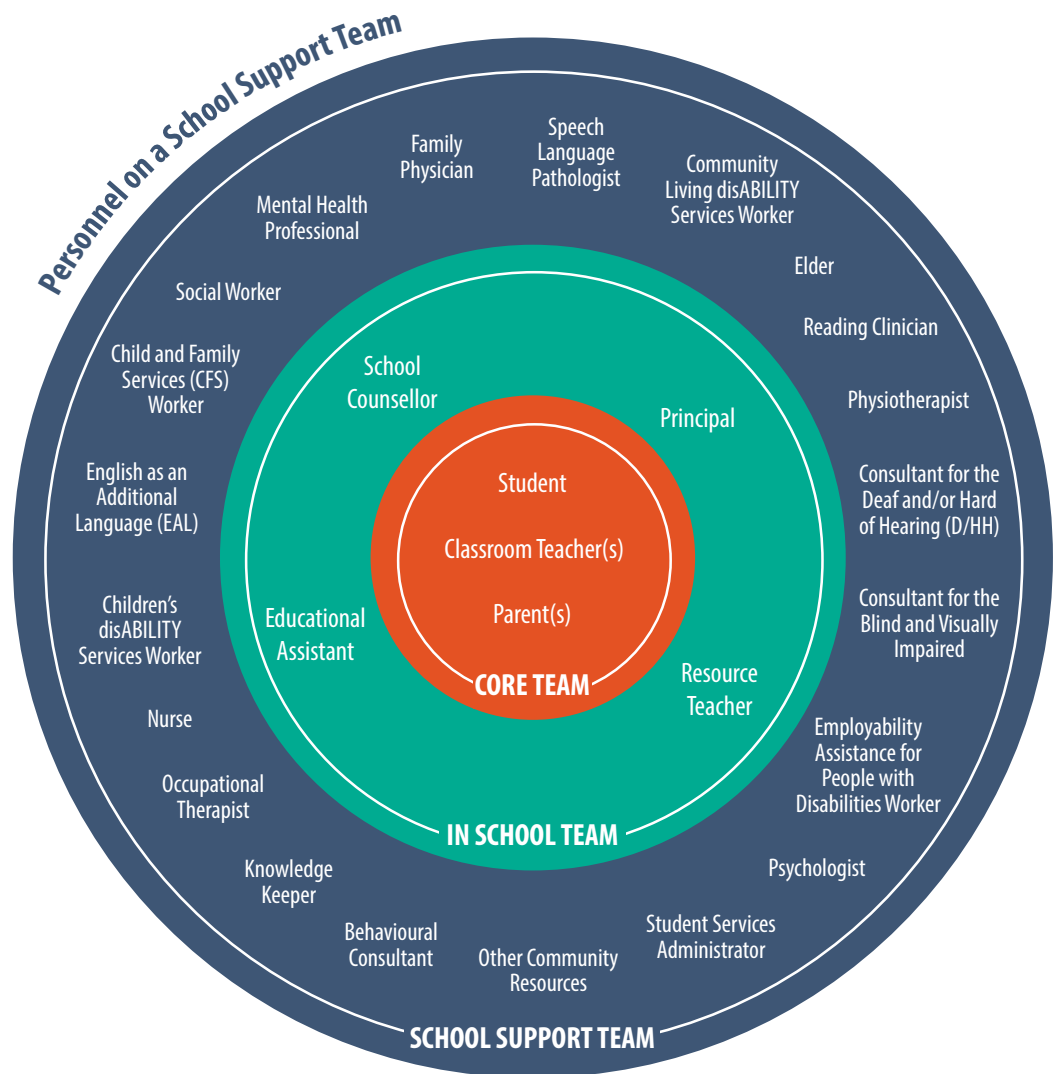


# Hiring Qualified Practitioners to Provide Clinical Services

## for Funded Independent Schools in Manitoba

### Introduction

This document provides guidance for funded independent schools to use when hiring qualified practitioners to provide clinical services. Information and links are provided to assist schools in providing clinical services to support in-school teams with student-specific planning, programming, assessment, and documentation for students who have identified diverse learning needs and abilities.



# Hiring Qualified Practitioners to Provide Clinical Services for Funded Independent Schools in Manitoba

A clinician is an individual who is educated in the provision of support services within the school setting, who provides services for students and consultative services for school personnel and parents, and who is certified under the Teaching Certificates and Qualifications Regulation ([MR 115/2015](#)) as an audiologist and speech-language pathologist, school psychologist, school social worker, occupational therapist, physiotherapist, or reading clinician.

Information regarding student services planning processes, inclusive educational instructional supports and programming, funding, and access to support documents is available at <https://www.edu.gov.mb.ca/k12/specedu/index.html>.

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## Frequently Asked Questions

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### 1. When are clinical services required?

Schools are required to provide each enrolled student with adequate school accommodations and appropriate educational programming. This includes providing some students with additional supports to access the curriculum and a smaller number of students with highly individualized student-specific outcomes in addition to or instead of the provincial curriculum.

Clinical services may be required for students when specialized services or programming are deemed necessary by the in-school team because of cognitive/intellectual, social/emotional, behavioural, sensory, physical, communication, academic, or special health care needs that affect a student's ability to meet provincial curricular learning outcomes.

*Standards for Appropriate Educational Programming in Manitoba* (2022) provides direction to schools and educators, and clarifies for parents/caregivers the obligation to implement appropriate educational programming for each student.

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### 2. What support services are provided by Manitoba Education and Early Childhood Learning?

The Inclusion Support Branch of Manitoba Education and Early Childhood Learning provides consultative services and student-specific support for students who are blind or visually impaired and students who are Deaf and/or hard of hearing. More information on supports and services is available at the following web pages:

- Services for Students Who Are Blind or Visually Impaired  
<https://www.edu.gov.mb.ca/k12/specedu/blind/index.html>
- Services for Students Who Are Deaf and Hard of Hearing  
<https://www.edu.gov.mb.ca/k12/specedu/dhh/index.html>

The Student Services Unit offers consultant supports to school clinicians, in-school teams, families, and schools. More information is provided at <https://www.edu.gov.mb.ca/k12/specedu/services.html>.

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### 3. How can schools access clinical services?

Schools or groups of schools may consider one or more of the following arrangements for securing qualified practitioners to provide clinical services:

- Employ a clinician as a school staff member and part of the school support team.
- Enter into a shared services agreement with any school division at the discretion of the division.
- Contract fee-for-service clinicians, except for certified school psychologists that do not hold registration with the Psychological Association of Manitoba and cannot enter into fee-for-service agreements.

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### 4. How do schools ensure the clinicians they hire meet the professional requirements for practice in Manitoba schools?

Individuals require a valid Manitoba teaching or school clinician certificate to be employed as professional school personnel (Teaching Certificates and Qualifications Regulation 115/2015). To determine if an individual has a school clinician certificate, search the Registry of Certified Teachers and School Clinicians at <https://www.edu.gov.mb.ca/k12/profcert/registry/index.html>. Requesting the school clinician certificate and statement of qualifications can provide the employer with confirmation of certification, academia completed, salary classification, and recognized experience.

Regulatory bodies, including the Professional Certification Unit of Manitoba Education and Early Childhood Learning, and professional associations can assist schools in ensuring the candidates meet regulatory qualifications and professional standing, and they may also provide information on private practice directories.

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### 5. What are the professional requirements for each type of clinician?

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#### Audiologists and Speech-Language Pathologists

- All audiologists and speech-language pathologists practising in Manitoba must be registered with the [College of Audiologists and Speech-Language Pathologists of Manitoba](#) (CASLPM). Audiologists and speech-language pathologists employed by Manitoba schools and school divisions must have a Manitoba school clinician certificate in audiology or speech-language pathology.
- To determine if an individual is registered, search the CASLPM registry at <https://caslpm.alinityapp.com/client/publicdirectory>.

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## School Psychologists

- All school psychologists practising in Manitoba must
    - be registered with the [Psychological Association of Manitoba](#) (PAM) as a clinical psychologist (C.Psych) or psychological associate (independent practice) to practise independently (i.e. fee-for-service)
- OR
- be employed by a Manitoba school or school division AND have a Manitoba school clinician certificate in school psychology
  - To determine if an individual is registered as a C.Psych or psychological associate, search the PAM registry at <https://secure.cpm.ca/DirectoryofPsychologists.php>.

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## Social Workers

- All social workers practising in Manitoba must be registered with the [Manitoba College of Social Workers](#) (MSCW). School social workers employed by Manitoba schools and school divisions must have a Manitoba school clinician certificate in social work.
- To determine if an individual is registered and to identify any conditions or restrictions on practice, search the MSCW registry at <https://mcs.w.ca.thentiacloud.net/webs/mcs.w/register/#/>.

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## Occupational Therapists

- All occupational therapists practising in Manitoba must be registered with the [College of Occupational Therapists of Manitoba](#) (COTM). Occupational therapists employed by Manitoba schools and school divisions must have a Manitoba school clinician certificate in occupational therapy.
- To determine if an individual is registered, search the COTM registry at <https://cotm.alinityapp.com/Client/PublicDirectory>.

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## Physiotherapists

- All physiotherapists practising in Manitoba must be registered with the [College of Physiotherapists of Manitoba](#) (CPM). Physiotherapists employed by Manitoba schools and school divisions must have a Manitoba school clinician certificate in physiotherapy.
- To determine if an individual is registered, search the CPM registry at <https://cpm.alinityapp.com/client/publicdirectory>.

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## Reading Clinicians

- All reading clinicians practising in Manitoba must have a Manitoba school clinician certificate in reading.
- To determine if an individual is registered, search the teacher and clinician registry at <https://www.edu.gov.mb.ca/k12/profcert/registry/index.html>.

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## 6. When is a Manitoba school clinician certificate required?

Individuals require a valid Manitoba teaching or school clinician certificate to be employed as professional school personnel in Manitoba. Teaching and school clinician certification requirements are outlined in the [Teaching Certificates and Qualifications Regulation 115/2015](#) of The Education Administration Act.

A Manitoba school clinician certificate is required for clinicians who are employed as part of the school support team or who work as part of a shared service agreement. [Professional Certification Unit – School Clinician Certification](#) outlines the basic qualifications for provincial certification in audiology and speech-language pathology, occupational therapy, physiotherapy, reading, school psychology, and social work.

(See <https://www.edu.gov.mb.ca/k12/profcert/certificates/clinician.html>.)

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## 7. How do schools access clinical supervision for the Manitoba school clinician certificate?

All clinicians receive a provisional certificate with the requirement to meet 360 days of clinical supervision by a permanently certified clinician within the same field. To access clinical supervision for clinicians, schools may

- enter an agreement for supervision with a school division
- enter an agreement for supervision with another funded independent school
- access additional options supported by Manitoba Education and Early Childhood Learning
- contact [ISBinfo@gov.mb.ca](mailto:ISBinfo@gov.mb.ca) regarding questions about supervision

The [Manitoba School Clinician Certification Supervision Framework](#) provides more information on supervision requirements and is available at <https://www.edu.gov.mb.ca/k12/profcert/framework/index.html>.