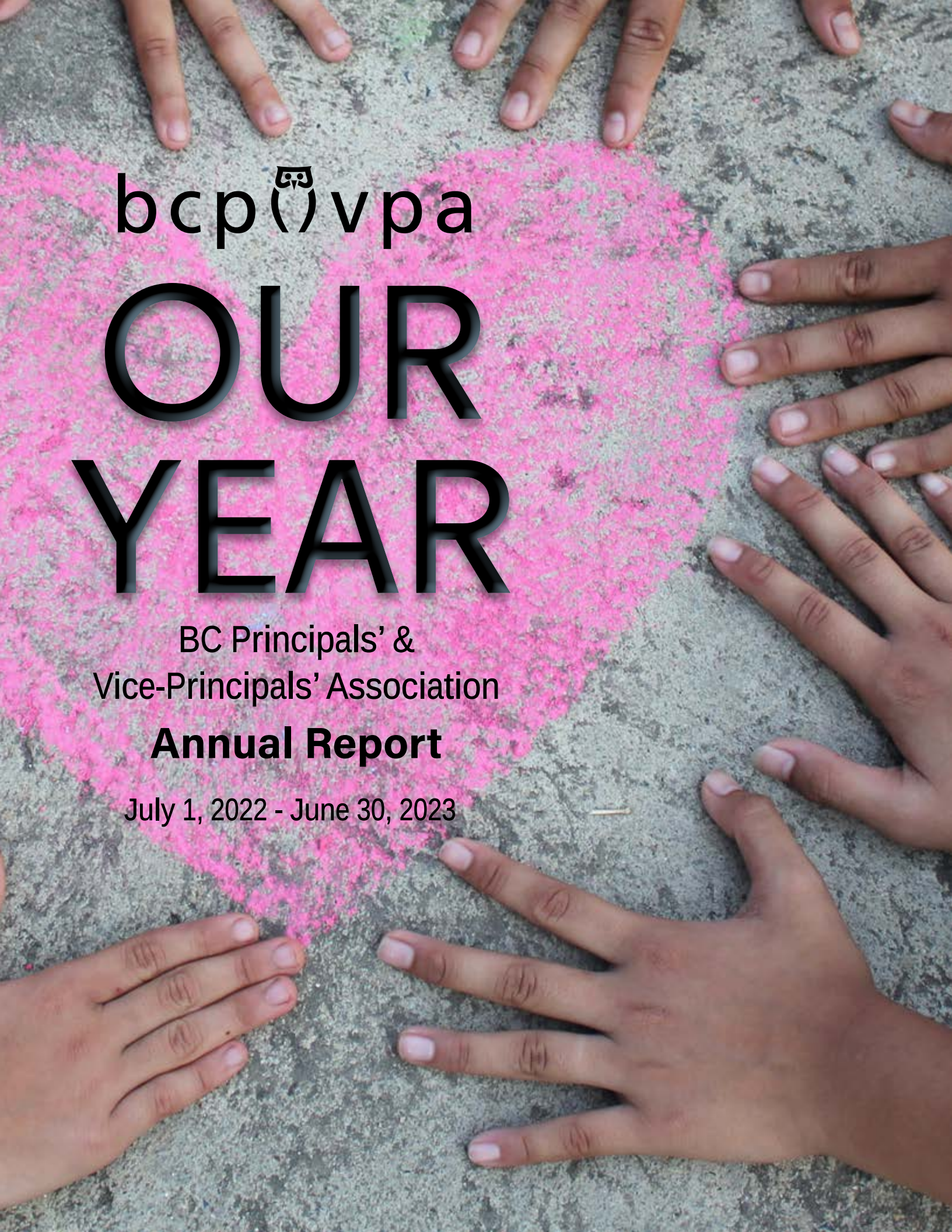




bcp  vpa

OUR YEAR

BC Principals' &
Vice-Principals' Association

Annual Report

July 1, 2022 - June 30, 2023

The B.C. Principals' & Vice-Principals' Association (BCPVPA) is a voluntary professional association representing school leaders employed as district and school-based Principals and Vice-Principals in BC's public education system.

The BCPVPA provides its members with the professional services and supports they need to provide exemplary leadership in public education.

We have more than 2,700 members in BC's 60 school districts, and a local Principal and Vice-Principal association recognized as a Chapter of the BCPVPA in each of those districts.

**2,700+
MEMBERS**

**60 BC
CHAPTERS**



**bcp
vpa**

BC Principals' & Vice-Principals' Association

Annual Report

July 1, 2022 —
June 30, 2023

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**The BCPVPA Board of Directors represents the voices
of school leaders from all around the province.**

The 2022 - 2023 Board took office July 1, 2022.

2022-2023 Board of Directors



President Brian Leonard
SD 43 Coquitlam



Past-President Darren Danyluk
SD 6 Rocky Mountain

**The BCPVPA Board is comprised of practicing
Principals and Vice-Principals from across BC.**

**The Board meets regularly throughout the school
year, and each Board Director is an active member of
one or more BCPVPA Committees. Board Directors
also represent our members on education sector
committees and working groups.**



Director Shannon Behan
SD 47 qathet



Director Jacqueline Borosa
SD 92 Nisga'a



Director David DeRosa
SD 20 Kootenay-Columbia



Director Heidi Grant
SD 91 Nechako Lakes



Director Sid Jawanda
SD 57 Prince George



Director Sanj Johal
SD 44 North Vancouver



Director Paul Marsden
SD 36 Surrey



Director Navshina Savory
SD 38 Richmond



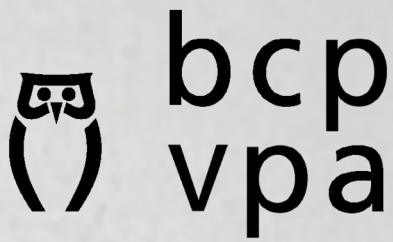
Director Tara Zielinski
SD 45 West Vancouver



Director Sally Zryd
SD 73 Kamloops-Thompson

A close-up photograph of a child's hand holding a piece of yellow chalk, drawing a line on a dark asphalt surface. The hand is positioned in the lower-left quadrant, with the arm extending upwards towards the top center. Several other yellow chalk lines are visible on the asphalt, forming a pattern that resembles a large 'X' or a series of intersecting lines. The background is a textured, dark grey asphalt.

BCPVPA members
guide more than
570,000 K-12
public school
students



Executive Director's Report

The past few years have presented us with 'unprecedented' circumstances. While that term truly had a workout during the global pandemic, it still resonates in many ways when we consider the 2022-2023 year for our Association. It has been a restorative year as we gratefully returned to in-person events with our members and friends, and integrated new learning gained from the more insular pandemic years. It has also been a year of profound learning, as we continued along a path of new understanding and acknowledgment of a need to review the practices and beliefs of the past. Connection has never meant more, and our reporting year demonstrated connection on every level.

As we returned to our in-person events, workshops, and conferences, we retired our Coffee Connections initiative, an online meet-up that had been a gathering point for many members during the pandemic years.

Kevin Reimer

joined the BCPVPA as Executive Director in July 2018. Prior to that, he served as a Director of the Board of the BCPVPA, and as the elected President from 2016-2018. Over the past 28 years, Kevin has worked as a secondary teacher and as an elementary and middle school Principal, Kevin retired from the BCPVPA in March 2023.

Scott Robinson

joined the BCPVPA as Executive Director in June 2023. Prior to that, Scott worked as Superintendent of Schools with School District No. 38 (Richmond), and Superintendent of Schools with School District No. 39 (Vancouver). Before he advanced to these senior district leadership positions, Scott worked as a school-based administrator at the elementary, middle, and secondary levels in School District No. 43 (Coquitlam).

The BCPVPA is grateful to Interim Executive Directors Kit Krieger and Mike Roberts whose leadership support was invaluable this year.

Executive Assistant

Sharon North



bcp
vpa

Executive Director's Report

We recognize that sometimes the simplest solutions can be the most effective, and Coffee Connections offered a forum for sharing and conversation that was critical in a time when many members – particularly solo administrators in schools, and those in more rural settings – no longer had an ease of connection with their colleagues.

The reporting year was marked by some significant projects that have helped us to advance our learning and strengthen relationships in the sector. We continued our work with a consortium of sector partners in developing learning modules to help enhance the management skills of BC Vice-Principals and Principals. This work has been directed by the Ministry of Education and Child Care, and the BC School Superintendents Association (BCSSA), with a pilot cohort of leaders from across the province evaluating the program through the 2023-2024 year. We are very proud of the work that was led by our professional learning team, and which involved many staff, members, and sector colleagues.

We have continued our learning journey in reconciliation, equity, diversity, and inclusion (REDI), and our objective to ensure that the BCPVPA is an anti-racist organization. A key initiative has been our exploration of our Equity Theory of Change, a roadmap to identifying our values and ensuring both that our REDI objectives are interwoven into our

Association's everyday practices and processes, and that we are equipping our members with the knowledge and shared understanding of racism, oppression, and discrimination that will support their leadership in schools and communities.

This year, we also formed an important ad hoc member committee – the BCPVPA Anti-Racism Committee – to advise our Board with respect to the ways in which we can support effective school leadership for racial equity and anti-racism, and provide our members with strategies on how to address issues of racism in their schools. The ad hoc committee has a two-year operational commitment, and will be reviewed in the 2023-2024 school year for consideration as a standing committee. In this first year, the committee members have provided invaluable feedback and advice to inform the Board's planning and decision-making.

This is the final year of our 2020-2023 Strategic Plan. Over the course of the year, our Board has been immersed both in assessment of the plan's objectives and achievements, and in looking ahead to the next iteration of the plan that will guide us to 2026. A great deal of work has gone into the discussions and reflection essential to this deep process, and we feel that the resulting plan – which will be released in fall 2023 – is representative of the growth and development of our Association, our goals in supporting our members, and our commitment to being a positive influence in the sector and beyond. The latter has been a goal in both our current and upcoming Strategic Plans, and we are thankful for the strong connections that we have forged and renewed in the past year with the Ministry of Education and Child Care, and with our partner associations in the sector.

A key 'unprecedented' circumstance that had an influence on the reporting year related to the foundations of our staffing. We drew upon the

resources of our sector colleagues for leadership support when our Executive Director, Kevin Reimer, took leave in the early months of the reporting year, and subsequently retired in March 2023. We are thankful to former BCPVPA Executive Director, Kit Krieger, and former BC School Trustees Association CEO, Mike Roberts, for stepping up with their invaluable leadership in the fall and the spring, and to our Board of Directors for their steady hand in navigating the complexities of the year and continuously supporting the needs of our staff.

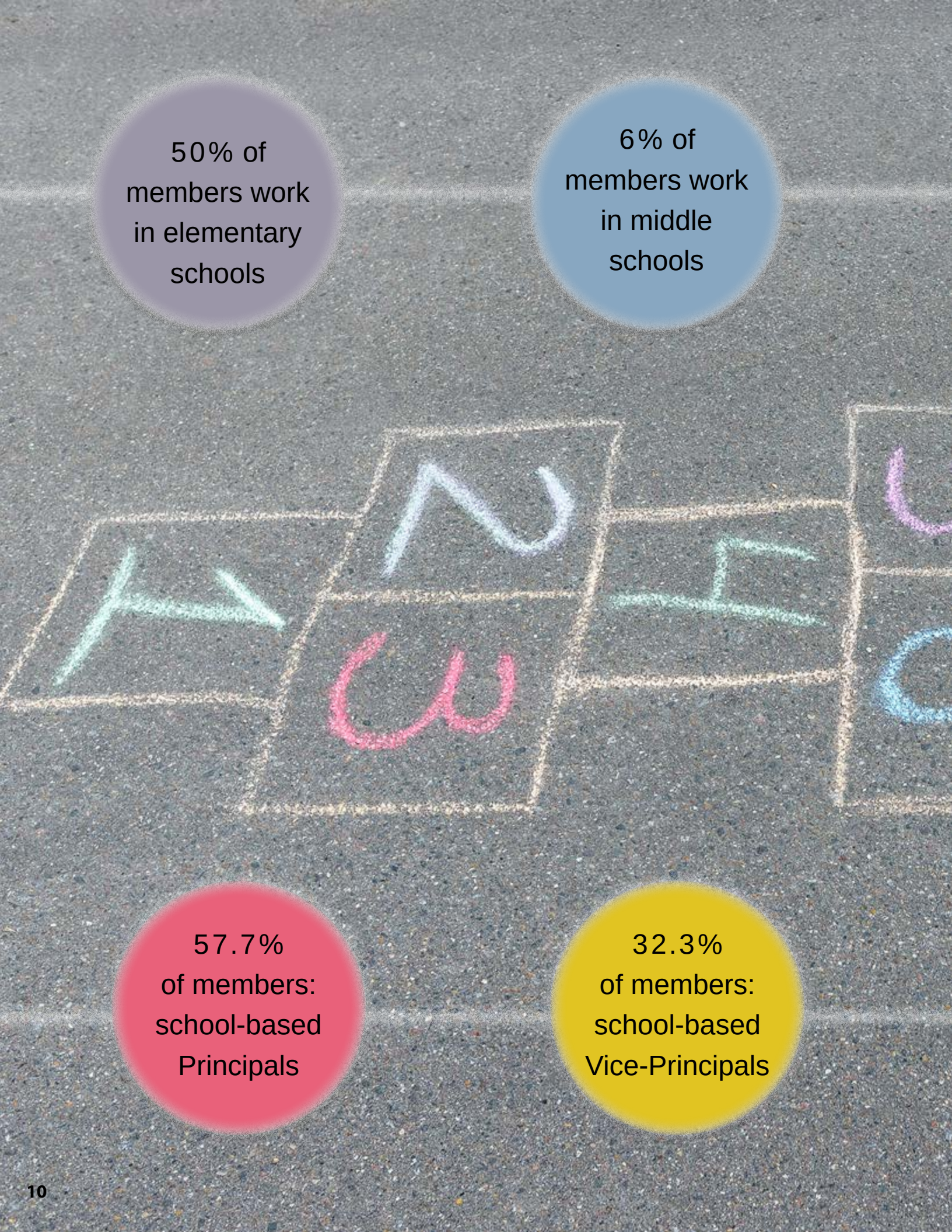
Our thanks to our support staff and senior staff who demonstrated great capacity and focus through this past year, always putting the needs of our members at the forefront. We said a very fond farewell to our Director of Member Support Services, Ellen Roberts, and Senior Accountant, Helen Tseng, each of whom moved into a well-deserved retirement in the spring. While I moved into the Executive Director role in June, I joined the Association as a Director of Member Support Services in April and was very grateful for the fundamental learning with that team. We thank Communications Assistant, Erin Hughes, and Membership Assistant, Heather Lail, who moved on to other opportunities in the spring, and we welcomed David A. Serpa and Vinod Tiwari who subsequently moved into these roles. We also acknowledge Sue Boucher who was seconded from Surrey School District No. 36 to support the video production requirements of the learning modules project, and wish her the best as she returns to her district in the fall.

Each year when we review our achievements, we are struck by the positive flow of change, and the unwavering assurance that we are on a path to continually improve our Association. Our annual report serves as an important snapshot of the work that we do to engage with our members, and to support their own goals of excellence in their leadership.



62%
of BCPVPA
members identify
as female

38%
of BCPVPA
members identify
as male

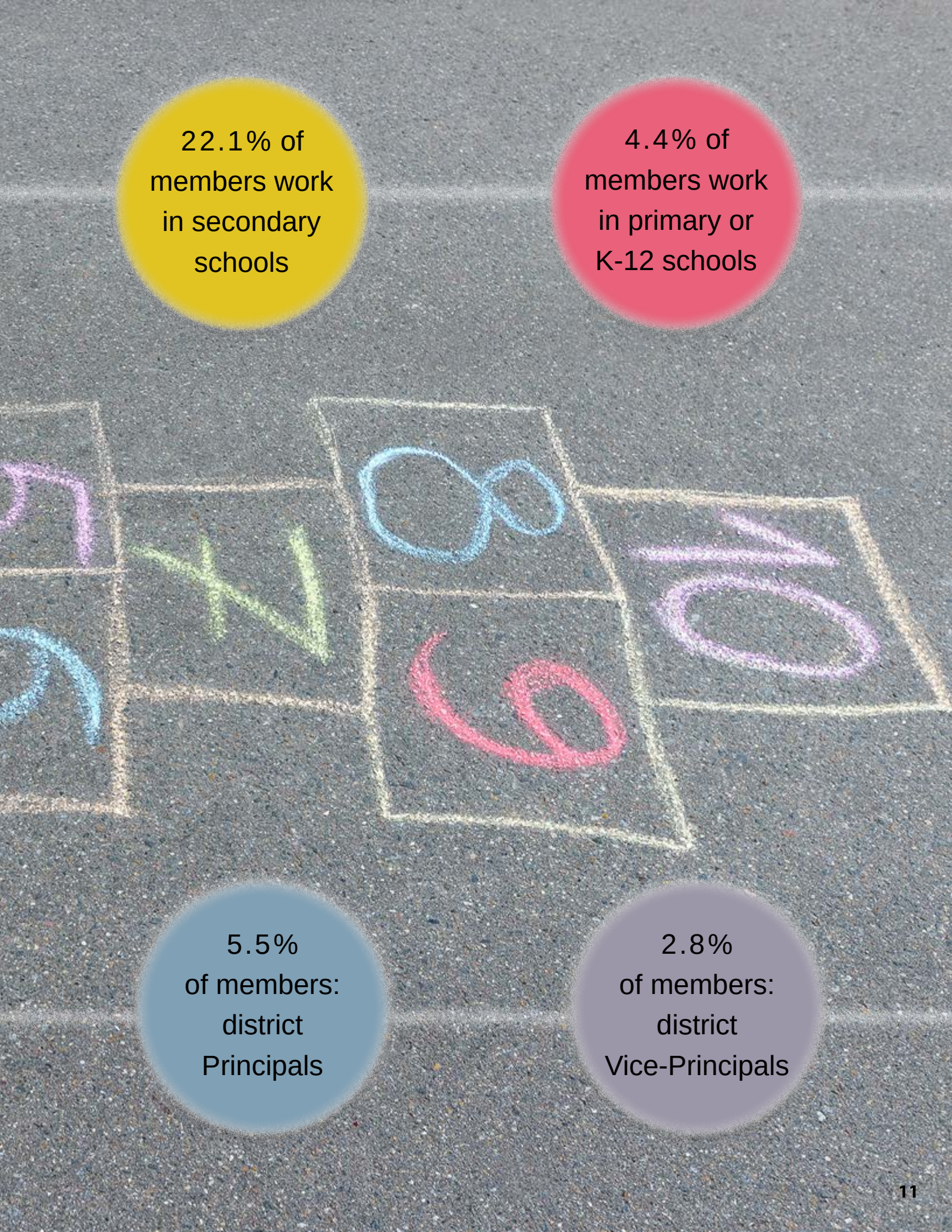


50% of
members work
in elementary
schools

6% of
members work
in middle
schools

57.7%
of members:
school-based
Principals

32.3%
of members:
school-based
Vice-Principals



22.1% of
members work
in secondary
schools

4.4% of
members work
in primary or
K-12 schools

5.5%
of members:
district
Principals

2.8%
of members:
district
Vice-Principals

2020-2023 Strategic Plan

In this final year of our 2020-2023 Strategic Plan, we have begun to assess our path forward as we develop strategy for the 2023-2026 Strategic Plan.

These are some of our achievements during the reporting year.

3-year
Strategic Plan
led by the Board of
Directors, supported
by senior staff

Goal 1

Achieve contract provisions that reflect the skills, responsibilities, and needs of Principals and Vice-Principals

The BCPVPA recognizes the increasingly complex roles of our members, and the critical nature of their work in the public education ecosystem. This Goal reflects the objective of our Association to continue our positive collaboration with government and our sector partners to raise awareness of the work of Principals and Vice-Principals, and ensure fairness for all members in their contract language.

Our Member Support Services (MSS) team continued to connect over the reporting period with Chapter Contract Representatives to help build their capacity and skillset in negotiating their Chapter's contract templates. This support and guidance creates a higher level of contract knowledge throughout our membership as Representatives gain this experience, and equips the Representatives for their important district-level conversations.

In addition to working with Chapters, MSS provided one-on-one guidance to more than 50 individual members to support them in negotiating their own personal services contracts. The team also continues to offer the Know Your Contract workshop which encourages members to achieve a level of confidence in understanding the terms of their employment.

The BCPVPA and the BC Public School Employers' Association (BCPSEA) have continued to engage in regular dialogue concerning the contracts of our members, and we are very appreciative of this important collaborative relationship.

Goal 2

Provide supports to maintain and improve the well-being of Principals and Vice-Principals

This goal underscores the BCPVPA's commitment to provide resources and information to members that will support them in improving and/or maintaining good health. When members are coping with or recovering from health conditions that are impacting their ability to work, they have the option to connect with the Director of Member Health and Well-Being for advocacy, direction, and support and to access the BCPVPA's Early Intervention Program (EIP) provided by humanworks. A May 2023 feedback survey to members who had accessed these services found that they appreciated the assistance.

We continued to issue a weekly health column entitled ReFresh, offering a variety of holistic topics concerning mental, physical, social, financial, and spiritual health. Member response to this series has been positive, with many Principals and Vice-Principals sharing the weekly article with their staff, and inviting dialogue on the topics.

The BCPVPA's annual online publication issued in August 2022, *Leading: Back to School*, included several health topics including tips to maintain wellness throughout the year, the importance of occupational health



2020 - 2023 Strategic Plan

and participated in collaborative discussions with districts during the duty to accommodate process when members required temporary or permanent accommodation at work, or upon their return to work. They also worked with districts, and on occasion with BCPSEA, in regard to salary increases for members returning to work after a longer duration of leave.

In further support of psychological safety, we produced a short video as part of our Explorations for Aspiring School Leaders program that has been made available to all members. “Putting a Helmet on Your Nervous System” provides tips and considerations to members on how to mitigate the stressors experienced at the workplace, and to be intentional in caring for their nervous system and psychological safety. The video is now part of workshops and presentations, and compares the functional impact that mental injury can cause to that of a physical injury like a concussion.

Goal 3

Support Principals and Vice-Principals in building their leadership capacity

and safety in the work, resources for youth mental health, and a member story encouraging attention to health concerns when they arise. The flagship publication *Principl(ed)* magazine featured topics through the year that included psychological safety, empathy in leadership, and dealing with passive and passive-aggressive behaviours. Health topics were also highlighted through workshops and presentations during professional learning events, at Chapter Council meetings and at local Chapter meetings.

The Director of Member Health and Well-being advocated for and supported members to facilitate appropriate access to WorkSafeBC resources,

Professional learning for our Association continued to expand in scope in order to ensure a broad range of opportunities for members at all points in their careers. We moved through the first full year of our rebranded ‘legacy’ programs, reimagined for the needs of educators at the start of their leadership journey, through to seasoned leaders seeking deeper learning and new challenges. The evaluation of our program offerings is ongoing, and we are very focused on providing members with opportunities to learn in the ways that best suit them, and to make our programming accessible to other organizations and individuals in the sector.

A significant focus for this year has been the expansion of modalities, and the exploration of

enhanced online learning. We researched and selected the online learning management system D2L Brightspace, a selection which aligns with that of the provincial government and our partner organizations in the sector. The Leading a Culture of Learning program was hosted entirely through D2L this year, and the system was used as a critical online resource for Explorations for Aspiring School Leaders, and Foundations for New School Leaders.

With the goal of building the leadership capacity of our members, Board, and staff in the area of reconciliation, equity, diversity, and inclusion, we explored and developed an equity stance through the Equity Theory of Change. This will provide a grounding for our work in revising our Association's core documents – the *BCPVPA Leadership Standards for Principals and Vice-Principals in BC* and the *BCPVPA Leadership Planning Guide* – through an equity lens. We engaged the support of Dr. David Burns, who worked with the BC School Superintendents' Association (BCSSA), in reviewing their organization's leadership competencies for system leaders. This work will continue through 2023-2024.

Goal 4

Increase BCPVPA's influence and voice in public education

The BCPVPA continues our objectives under this Goal to effectively represent the work of our members, and be a trusted voice in public education. Principals and Vice-Principals live and work in every community in BC. They are customers, neighbours, and friends to many people in our province, yet the nature and complexity of their work is not well understood. As an Association representing more than 2,700 public education professionals, we are committed to introducing the importance of the school leader role in our high-performing sector.

Our members are champions in sharing their stories from the field, and we continued to hear and amplify their important voices through content in our publications, alongside contributions from our colleagues in the Ministry of Education and Child Care, our public education sector partners, and other education leaders.

We also increasingly heard the voices of our members within our programming, as our PLD team sought to develop leadership capacity in our members through their facilitation support in a variety of learning events. In particular, our members offered their knowledge and experience through both Explorations for Aspiring School Leaders, and Foundations for New School Leaders, providing a valuable window on the profession to teachers and new leaders in the sector.

We have introduced the work of our members to our colleagues in government and the public education sector through the engaging steering committee work undertaken by our President, Board Directors, and Executive Director. These opportunities to contribute the knowledge and experience of our Association, on behalf of our members, has been extremely valuable.

Our President has been instrumental in communicating our message as part of professional gatherings in Canada and beyond. At the International Confederation of Principals conference in Singapore, we had the opportunity both to learn from our international colleagues, and to promote the successes of BC's public education system and the work of our Association. At the Canadian Association of Principals conference in Charlottetown, Prince Edward Island, we brought the voice of BC's school leaders to the conversation and forged many new professional bonds.

We continue to develop our voice in the online space, with campaigns that celebrate the work of our members and their commitment to student success.



Member Support Services

The role of Member Support Services is to provide support and guidance to members of the BCPVPA who require legal and employment contract related assistance.

The focus is for fair and reasonable compensation and treatment for all members.

Directors,
Member Support Services
Carmen Eberle
Magdalena Kassis
Ellen Roberts
(retired April 2023)

Director,
Member Health
& Well-being
Rochelle Morandini

Administrative Assistant
Emily Taylor

This proved to be a very busy year for the Member Support Services team. With Covid restrictions loosening as compared to the previous year, there was increased interest and requests from Chapters for the Member Support Services team to provide in-person workshops and presentations. Additionally, there was an increase in the number of members seeking representation and formal support in employment-related investigations and challenging situations.

Workshops

Pension and Retirement Workshop

The BCPVPA Pension and Retirement Workshop addresses questions around retirement-readiness, the specifics of the Teachers' Pension Plan, and any questions that members and their spouses or partners may have.

Virtual Option

There were six virtual Pension and Retirement Workshops offered throughout the year. These were available to members and their spouses or partners from all Chapters, and there were options of Saturday morning and weekday evening times. A total of 233 members registered for these workshops.

In-person Chapter Presentations

There were requests from seven Chapters across the province for the MSS team to present the workshop in-person in the Chapter's local region. A total of 212 members attended these workshops.

The Roles and Responsibilities of Principals: Avoiding Pitfalls

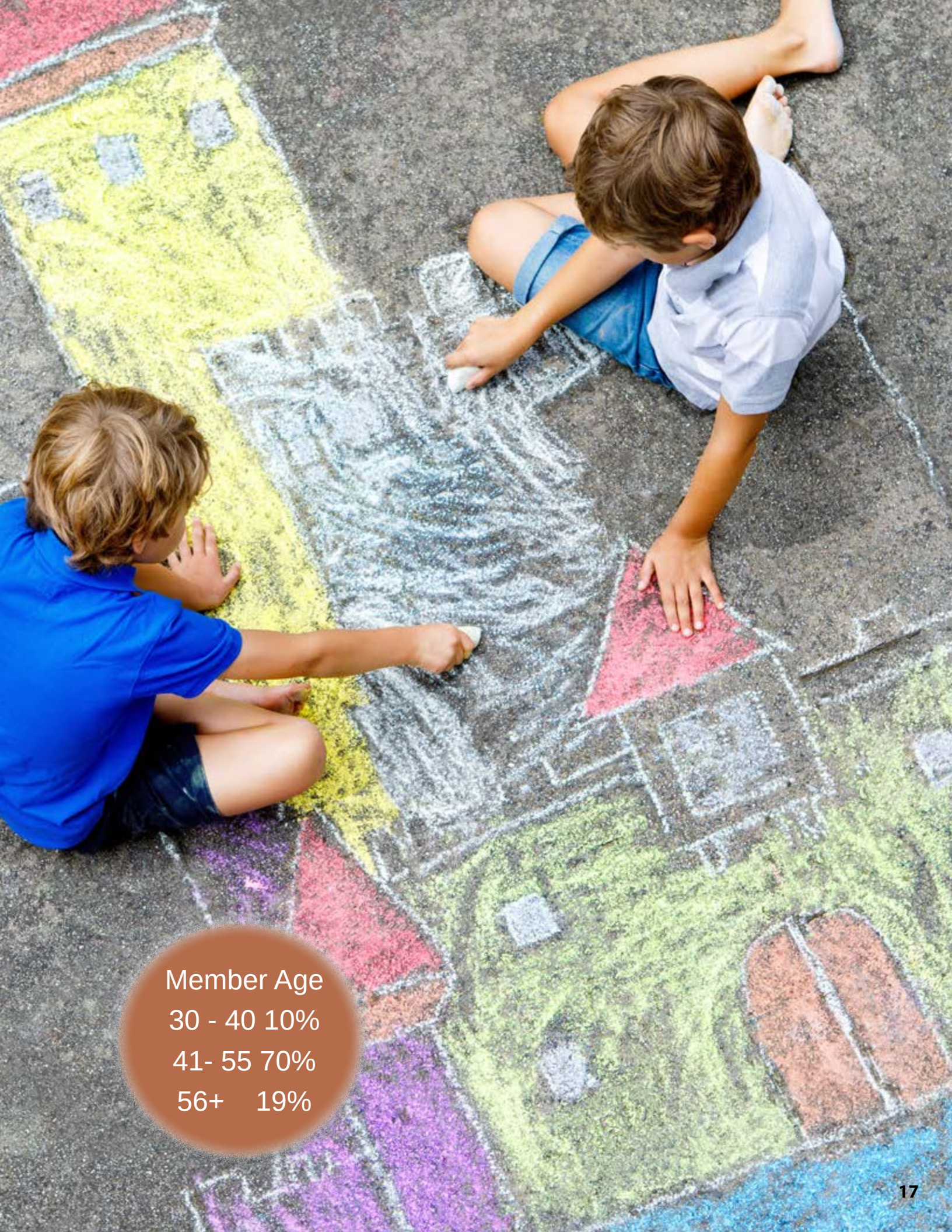
This new workshop was created and launched this year.

Virtual Option

A virtual workshop was offered to members from all Chapters. Thirty-five members attended the workshop.

In-person Chapter Presentations

There were requests from five Chapters across the province for MSS to present an in-person presentation of this workshop. A total of 190 members attended these in-person workshops.

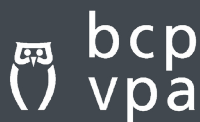


Member Age

30 - 40 10%

41- 55 70%

56+ 19%



Member Support Services

Know Your Contract

The MSS team presented both in-person and virtual workshops to three Chapters on the topic of understanding their contracts. This is a workshop that helps to ensure that members are as engaged as possible with their contracts and understand the key clauses in their contracts.

Contracts and Contract Representative Training

In our ongoing effort to increase the capacity and knowledge of local Contract Representatives, two full-day in-person workshops were offered this year. These workshops were held in October and January, and provided in-depth training and information for contract representatives along with an opportunity to network with colleagues from across the province. Topics included:

- Navigating difficult conversations
- Short-term and long-term disability benefits
- BCPSEA presentations on compensation
- Termination language and Section 21 of the BC School Act
- Case studies on vacation and termination
- Panel discussions
- Opportunities to meet in regions

The MSS team continues to provide ongoing support to contract teams in Chapters when they

are preparing to enter into negotiations with their district. A total of 15 Chapters were supported through this process during the year. Normally, the MSS team works directly with the Contract Representative/Committee when providing support in this process.

An increasing number of members also reach out for support through a contract review when they are offered positions, or are interested in a change of districts. A total of 55 members were supported in this way during the year.

Supporting Both Potential and New Members

The MSS team presented workshops at two key learning events: for our newest members at Foundations for New School Leaders in July 2022, and for teachers interested in administration at Explorations for Aspiring School Leaders on four Saturday mornings in January and February 2023). Topics included:

- Fiduciary responsibility
- Ethical decision-making
- Know Your Contract
- Legal Side of Leadership

Supporting Members – Representation

There continues to be an increasing number of members from across the province who are facing challenging situations at work that include investigations into allegations of bullying and harassment, misconduct, Teacher Regulation Branch complaints, or terminations. The majority of the work done by the MSS team consists of providing representation and support to individual members facing these situations.

While most investigation and individual member meetings were virtual last year due to Covid

restrictions, most of these meetings are now taking place in person. For supporting members in areas all around the province, this often means an increase in travel so that we can support members in a meaningful and effective way.

Articles

This year, the MSS team wrote six articles and one book review for *Principl(ed)* magazine and the online *Leading: Back to School* magazine, on topics that included violence in the workplace, frequently-asked questions about pensions, school district governance, building your admin team, and the TRB Standards.

Staffing Changes

The MSS team experienced some staffing transitions this year, as we bid a very happy retirement to Ellen Roberts in early April, and welcomed Scott Robinson to the team that same month. Scott moved to the role of Executive Director in June, and we look forward to welcoming a new member of our team in the 2023-2024 school year.

Member Health and Well-Being

Overall

While we hoped that Fall 2022 would be a return to a 'normal' school start-up and year – a post COVID era – the impact of the Omicron variant and other viruses on student and staff absences did not allow for that relief. In addition, the emotional toll of the past two years on the public, students, parents, and school staff had left people weary and frustrated; an understandable societal reaction.

Members flexed to cover where needed in their

schools and communities, and maintained the essential, visible position of generating calm and creating safety in schools. They continued to provide a positive, welcoming environment to encourage inclusion and a productive learning environment.

Resources to Promote Health

We strive to provide a variety of resources and information to our members to help them improve and maintain a healthy lifestyle and a positive, healthy relationship with work. These resources include direct connection and support to the Director of Member Health and Well-Being and to humanworks through the BCPVPA Early Intervention Program (EIP). Members accessed publications, presentations, and other media options to expand their learning and gather tips to strengthen their holistic well-being: mental, physical, social, spiritual, and financial health.

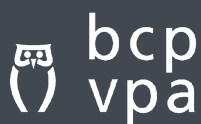
We continue to provide the weekly column, ReFresh, with tips, videos, and links on topics from across the health spectrum. A sampling of topics covered this year included:

- Brain mapping
- Stopping negative self-talk
- Heart health
- Self gratitude
- Health benefits of gardening
- Trauma
- Forgiveness

The Director of Member Health and Well-Being wrote practical, self-awareness considerations and tips for member psychological safety in the annual online *Leading: Back to School* magazine, and three issues of the flagship *Principl(ed)* magazine:

Keeping Safety Top of Mind:

This article focussed on the importance of



Member Support Services

being aware of psychological safety risks in the workplace. As with physical safety risks, once identified, psychological safety risks need to be reported and addressed to try to prevent, or mitigate, the probability of future injury. The article discussed the exposure our members may have to specific types of mental injury risks at work, along with the steps and actions to take when these risks are identified and/or a potential injury could or has occurred.

The Ripple Effect:

This article discussed how promoting a psychologically safe culture and team environment has a ripple effect in enhancing relationships and performance throughout the system, from the district office, to our members, to their staff, and – most importantly – to a safe environment for all students where they can experience success.

Empathy: A Powerful Source to Manage:

This article acknowledged the value of members having empathy as a leader, as well as empathy for themselves. An important takeaway from this article is the need for members to self-monitor and follow the provided tips to avoid empathy fatigue.

Taking a Pass on Passive-Aggressive Behaviour:

This article explored passive and passive-aggressive behaviour and the impact these behaviours may have on a team. The article introduced how a member, who may be naturally more passive, can be more forthcoming in presenting their needs in order to support their own

well-being, and offered tips were for members to use when working with those on their team who may demonstrate passive-aggressive behaviours.

Wel-Tel

We introduced the Wel-Tel text message program to new Vice-Principals and members during Foundations for New School Leaders in July 2022. This virtual support tool connects participants weekly, by text, to the Director of Member Health and Well-Being. The members receive a text that reads, “How are you?” The intent is for the Member pause, self-assess, and share their thoughts. This short weekly window promotes self-reflection, as well as an opportunity to connect and ask for direction or resources that may be top of mind. Members who have participated have welcomed the relationship created through the process, and the value of taking a pause to consider their well-being.

Learning Opportunities

Education related to mental health and psychological safety was included in professional learning curricula, both at Chapter Council, and at specific local Chapter meetings including:

- Psychological Health and Safety at Foundations for New School Leaders
- Psychological Safety through Metacognitive Relationships at Explorations for Aspiring School Leaders.
- Putting a Helmet on Your Nervous System presentation, workshop, and short video.

WorkSafeBC Claims

The Director of Member Health and Well-Being supported members at all stages of their WorkSafeBC claims journey including:



In 2022,
44.2% of Principals
and 69.1% of
Vice-Principals
had five or fewer
years of experience
in the role



Member Support Services

- Initial claims filing
- Claim re-openings
- Access to benefits and resources required for their recovery
- Vocational rehabilitation planning
- Permanent Functional Impairment awards
- Return to work
- Appeals

During the reporting year, the BCPVPA office was involved with:

- Ten new WorkSafeBC injury claim filings (six remained in process at the end of the reporting period)
- Two reopened claims
- Five ongoing claims
- Ten appeals (several remained in process awaiting decisions at the end of the reporting period)

The number of WorkSafeBC claims for members are increasing, yet there are still injuries that remain unreported within our membership. The types of injuries experienced in the reporting year include mental injury, the impact of COVID-19, and physical impact.

Long Term Disability (LTD)

There have been successful return to work stories from members who had been on LTD. Working in partnership with districts and our LTD insurer, Desjardins, we have seen the positive return of members back to the roles they enjoy.

Over the year, the number of LTD claims has fluctuated just over 100. The BCPVPA LTD plan covers all non-union staff in BC's K-12 sector, including our members. The two prominent health issues identified in the LTD claims are mental illness and cancers. We are hopeful that this high number of claims will decrease in the wake of the pandemic and its aftermath.

Over the 2022-2023 school year, the BCPVPA Early Intervention Program (EIP) consultants at humanworks experienced a steady flow of referrals both through the BCPVPA Member Support Services team and by self-referral. Many of the members referring to the Program reported being disillusioned with the public education system and the lack of professional safety they experienced regularly.

The vast majority of EIP referrals continues to be focused on members' mental health and well-being. Whether they are trying to navigate labour-related issues or internal school relational conflicts, members spoke of the heightened professional tension that exists in the many educational settings where they operate, and there was a consistent, expressed concern about the negatively-charged emotional atmosphere within schools. Much of the tension was identified as an outcome of a lack of trust or cohesion within the various school communities they were leading. Members identified school cultures as being more fatigued and less tolerant, leading to heightened responses to some situations. Cultivating trust in an emotionally charged climate can create an even tougher challenge for school-based leaders.

Many members we worked with found themselves feeling isolated from their peers or professional community in times of crisis or when they felt overwhelmed. Left to their own thoughts, those struggling often shared they felt embarrassed, shameful, and guilty for not being resilient enough or strong enough to be at work. The outreach from

the MSS team was appropriate and professional colleagues were welcomed, as struggling and being away can be very lonely, especially during the work week. We saw some re-referrals from members who had benefited previously from the EIP and sought contact again as a means of wellness maintenance or guidance around a re-occurring work dynamic that was particularly challenging.

Much like last year, the focus remained on helping members redefine their professional boundaries and re-negotiate their professional/personal life priorities. Members sought guidance on how to meet the needs of their professional roles without over-extending their ability to remain well at work. By adopting new strategies or approaches to their work weeks, many members felt more in control of the work demands and decisive on how to tackle them. Being effective and efficient remains critical to their emotional well-being, as their perceived professional effectiveness is integral to their wellness. This remains a challenge for many in the system right now as the complexity and demands of the role continue to grow.

Through the 2022-2023 school year, humanworks supported more than 150 members, and a number of local Chapters throughout the province.

Jack MacNeill
President
humanworks Consulting Group Inc.



Professional Learning & Development

The role of the Professional Learning and Development team is to support, develop, and deliver programs for BCPVPA members based on the BCPVPA's *Leadership Standards for Principals and Vice-Principals in British Columbia*

Directors, Professional Learning and Development

Peter Johnston

Dr. Andrea McComb

Administrative Assistant

Nick Faulkner

The 2022-2023 programming year marked a significant advancement in our commitment to fostering exemplary leadership in public education. Recognizing the diverse interests, motivations, and needs of our membership, the Professional Learning and Development Department has been steadfast in its mission to grow our collective understanding and take actionable steps towards decolonizing practices. We have deepened our dive into the 'why' and 'how' of equity work, striving continuously as system leaders to drive positive change.

Equipping our Members

Our objective is for BC Principals and Vice-Principals to be confident and agile leaders, capable of steering their schools through multifaceted challenges. Our vision of 'equipping our members' extends beyond just resources. We foster networks of support, conversational expertise, inspiration, and the tools required to lead with a focus on equity and inclusion. A significant achievement this year was our departure from colonized Leadership Standards, transitioning towards our contemporary Leadership Competencies.

Reflecting on this past year, we have endeavoured to develop and strengthen our approach to truth and reconciliation, and enhance our anti-racism awareness, as we continue our journey towards achieving and nurturing equity. This ethos was vividly captured in our annual Connecting Leaders Conference in Victoria, and our record number of in-person workshops province-wide. Our dedication to quality learning, underscored by the essence of connection, paved the way for BCPVPA's leadership in developing Foundational Management Modules for Principals and Vice-Principals, in collaboration with the BC School Superintendents Association (BCSSA) and the Ministry of Education and Child Care (MoECC). This initiative bolstered BCPVPA's reputation as a genuine leader in BC's education sector.



BCPVPA
programs
are designed
to enhance
leadership
capacity



Professional Learning & Development

Equity Theory of Change

Our work with a diverse group of Principals on the Equity Theory of Change has been monumental. Our learnings in equity, diversity, inclusion, and decolonization have found their way into our operational plans and forthcoming Strategic Plan. This has spurred a constructive revision of the *BCPVPA Leadership Standards for Principals and Vice-Principals in BC* and the *BCPVPA Leadership Planning Guide*, birthing the Leadership Competencies initiative.

Legacy Programs and Conferences

For the 2022-2023 year, our Legacy programs and conferences underwent a significant transformation, ensuring they remain at the forefront of educational leadership training. With an outstanding turnout and active participation across all programs, it is clear that our efforts were greatly appreciated by our members. Here's a closer look:

Explorations for Aspiring School Leaders:

Targeting BC teachers with leadership aspirations, this four-part program provides an in-depth understanding of the Vice-Principal role, with a

keen focus on the BCPVPA Leadership Standards. This program has been completely revamped, emphasizing school leadership from the perspective of current Vice-Principals and Principals.

Foundations for New School Leaders:

Hosted during the first week of July at the University of British Columbia (UBC), this immersive week-long initiative caters to emerging Vice-Principals and Principals. In collaboration with the UBC Faculty of Education, the program is designed to streamline transitions within educational leadership roles. Prioritizing interactivity, the curriculum is aligned with the BCPVPA Leadership Standards, with a strong emphasis on 'equity'. Each day's session is a deep dive into one of the domains of the Leadership Standards, enriched by real-world examples from practicing professionals.

Leading a Culture of Learning:

Comprising five insightful sessions, this program is tailor-made for leaders aiming to foster a collaborative, learning-centric environment. The sessions cover an array of topics, from leadership self-definition rooted in core values to exploring change theories and mastering inquiry-based questioning.

Our continued commitment to excellence saw the reimagination of each of these legacy programs, integrating the Equity Theory of Change and utilizing the expertise of highly trained facilitators. Feedback from both participants and facilitators has been overwhelmingly positive, especially in highlighting the success of the Foundations for New School Leaders at UBC.

Moving forward, we remain dedicated to actively refining and adapting our programs and conferences. Our ultimate goal is to ensure that they continue to meet the evolving needs and aspirations of our members.

Amplification for Experienced School Leaders

is a virtual four-session program that spans the year. Participants are experienced school leaders who have the opportunity to explore Generative Leadership Theory, and who are exposed to innovative practices for collaborative growth.

The program has been designed by the Global Network of Professional Learning Leaders (GNPLL), and participants become part of a Global Network of Leaders. In addition to the four leadership sessions, self-selected networks are coordinated and organized around learning structures.

The Facilitator Factor

Our unique selling point remains our member facilitators. They have been pivotal in bridging the gap between learning and application, providing peers with an enriched learning experience, cementing our belief that this has been one of our most successful years yet.

An Exclusive Place for Professional Learning

Based on the number of requests, and enrolment in our legacy programs, it is fair to say that BCPVPA PLD remains the top choice for professional growth for our members.

Our expanded and exclusive offerings included webinars, in-person leadership workshops, and learning sessions that provided a safe and open environment for members. From traditional Legacy Programs to new leadership development sessions like Multipliers, The 4 Essential Roles of Leadership, Unconscious Bias, and Adaptive Schools, we have covered a spectrum of needs, equipping our members to navigate the complexities of their schools.





Finance

In addition to ensuring the health of the day-to-day operation of the Association, the role of the Finance team includes implementation of many elements of the Strategic Plan, and management of the Membership database and associated activities.

Director, Finance

Carol Powell

Senior Accounting Clerk

Helen Tseng

(retired May 2023)

Membership Services

Heather Lail

(to March 2023)

Vinod Tiwari

(from June 2023)

Stability in membership

2,665

members

effective June 30, 2022

2,665

members

effective June 30, 2023

The BC Principals' & Vice-Principals' Association's June 30, 2023 audited financial statements will be presented at the Annual General Meeting on November 24, 2023.

Following the AGM, the statements will be available to members in My BCPVPA.

In the latter part of the reporting year, we celebrated the retirement of Helen Tseng, following her 25-year career with the Association. In June, we welcomed Vinod Tiwari to the team, and have enjoyed the temporary support of Supipi Godakanda, to ensure that we continued to provide seamless quality service to members.

The financial position of the Association at the conclusion of the reporting period allows for the allocation of resources necessary to support the upcoming 2023-2026 Strategic Plan.

**Member
Settings**

Urban 39%
Suburban 33%

Rural 24%
Remote 3%



Communications

The role of the Communications department is to serve members by supporting the work of the Executive Director, the Member Support Services team, and the Professional Learning & Development team, and to effectively represent the Association through online and public communications.

Director, Communications

Sandra Murphy

Communications Assistant

Erin Hughes

(to January 2023)

David A. Serpa

(from February 2023)

Online Communications and Analytics

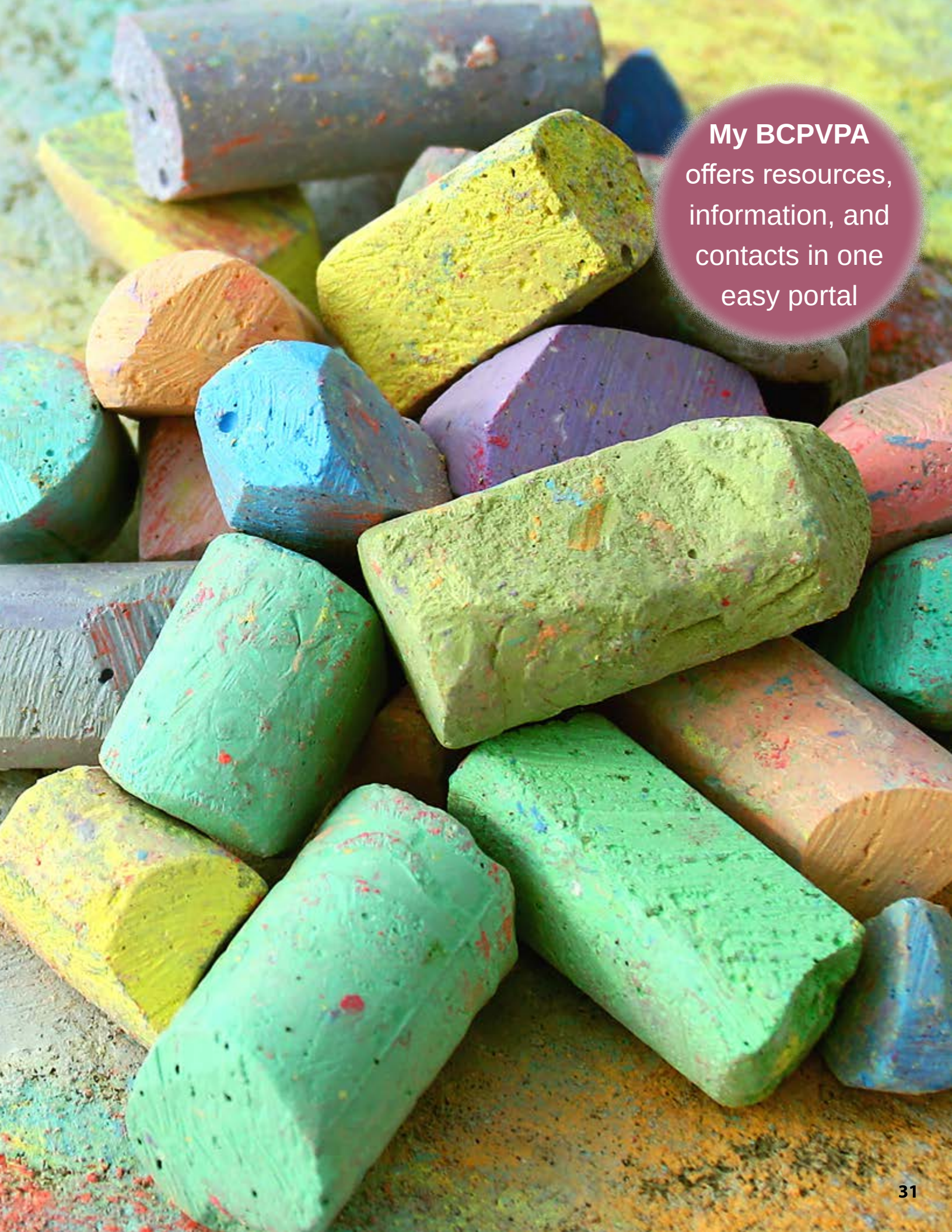
In the 2021-2022 reporting year, we placed a strong focus on enhancements to our suite of communications tools with the launch of a refreshed public website, correspondence tool, and member newsletter. In our 2022-2023 reporting year, we reaped the benefits of that work as we put those tools into play. We have continued to deepen the value of our public website, this year adding curated content libraries of articles authored by our staff, members, and sector friends. My BCPVPA, our member-only portal, is now in its second year of operation and is developing as an information hub for our members, with particular benefit for our Board, Committees, and Chapter Council participants. This year, we also added a BCPVPA Staff section to house documents, guides, and forms that are critical to our internal work.

As an important action item under our 2020-2023 Strategic Plan, we explored the analytics that would most effectively reveal the depth of online engagement with our website and social platforms, and help us to further develop a strategy for telling the stories of our members.



Publications

BCPVPA's publications, *Principl(ed)* and *Leading: Back to School*, continue to reflect the voices of our members, and offer informative content from our staff and sector partners. In a time when environmental concerns are at the forefront of our consciousness,



My BCPVPA
offers resources,
information, and
contacts in one
easy portal



Communications

we highlighted a moving story of leadership in the wake of a natural disaster in our province. With a commitment to anti-racism, reconciliation, and equity in our schools and communities, we shared a feature introducing our Ad Hoc Anti-Racism Committee, and featured content on decolonizing assessment and the new Indigenous-focused coursework across BC. We helped to tell the stories of leaders who had faced natural disasters in their communities, and those who live and work in very remote locations. We heard from women from diverse backgrounds, and parents with growing families, about their own leadership journeys, challenges, and successes. Our members offered insight into their practices, and how they embrace joy and passion in their work. We continued to inform and support our members through articles about school district governance, the Adaptive Schools program, and how to build an effective administration team. Our cover stories featured new and seasoned leaders from Surrey, Prince Rupert, and Powell River.

Our Principled Podcast had 1,997 downloads in the reporting period, and featured six new episodes which kicked off with an interview with our 2022-2024 President Brian Leonard. Alongside the fascinating conversations with education leaders from around the province, we included an episode of a dialogue drawn from our Explorations for Aspiring School Leaders program, sharing a snapshot of our members' guidance to teachers interested in a school leadership role. We thank

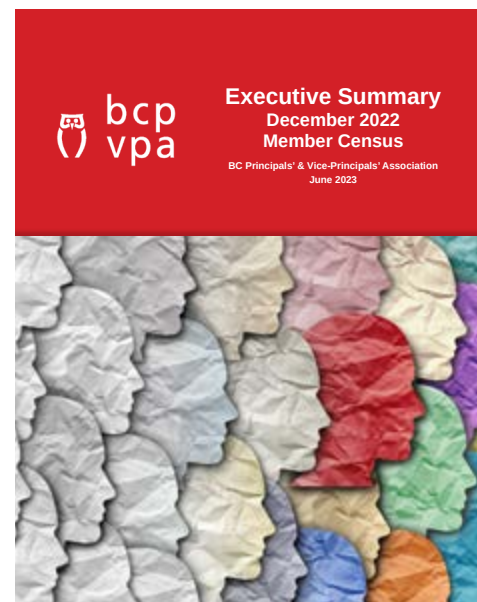
our member Christopher Horton of School District No. 73 (Kamloops-Thompson) for his passionate piloting of this great podcast.



We launched a column entitled ReSource as an action under our 2020-2023 Strategic Plan. ReSource was designed to provide a weekly bite of information from our different BCPVPA departments, and to ensure that members have an awareness of the many benefits available under their membership. This column complemented our regular promotion of our programs and services, spotlighting tips, techniques, and opportunities to enhance members' practice.

Member Focus

The BCPVPA conducts a comprehensive member census every three years, and our fourth census was open from October 12 – December 5, 2022. The census response rate was lower than in



previous years, with 1,067 respondents – 40% of our approximately 2,700 members – taking part. The majority of respondents are school-based Principals (57.7%) and Vice-Principals (32.3%), with 5.5% responding as District Principals, and 2.8% responding as District Vice-Principals. The census reinforced our members’ commitment to excellent leadership in support of their students, staffs, and school communities, and identified sector challenges which have an impact on their work, including allocation of time, teacher absences, and work intensification. The data will support a number of ongoing member initiatives, and an Executive Summary was produced with highlights of the data to offer a precis for members and sector partners.

To ensure that our members get the full benefit of their memberships we hosted two virtual New Member Orientation sessions in the fall and the spring, introducing our team and the many services we provide to members. It is a special opportunity for our team to meet these new members, offer support to those new to their roles, and answer their questions.



We represented our members on the provincial stage through our Advocacy Day at the BC Legislature in the spring. The Communications team joined President Brian Leonard and Interim Executive Director Mike Roberts for a full day of

BY THE NUMBERS

Sharing Member Stories

4
Member magazines
71
Articles published
38
Member newsletters

The BCPVPA
145
Total Followers June 30
38
New Followers in Period
473
Posts
2,010
Average Monthly Reach

@bcpvpa
503
Total Followers June 30
101
New Followers in Period
450
Posts
4,708
Average Monthly Impressions

B.C. Principals' & Vice-Principals' Association
352
Total Followers June 30
113
New Followers in Period
573
Average Monthly Impressions

@bcpvpa
7,521
Total Followers June 30
541
New Followers in Period
723
Posts
53,854
Average Monthly Impressions



Communications

meetings and dialogue with BC MLAs about the work of Principals and Vice-Principals in their local communities. We are grateful to the Honourable Rachna Singh, Minister of Education and Child Care, and to all of the Ministers and MLAs who made time in their schedules for these valuable conversations.

Campaigns

We continued to mark times of remembrance including the National Day for Truth and Reconciliation, where we shared resources, promoted events and film screenings, and encouraged engagement with the TRC calls to action through that week.

We celebrated the exceptional work of school leaders everywhere during October's National Principals' Month. Our staff and Board sported pink for Pink Shirt Day in February, and several of our staff members marked International Women's Day with a shout-out to the women who have influenced them in their lives and careers.



Events

While we celebrated the gradual return to in-person events in our 2021-2022 reporting year, 2022-2023 was a banner year for our large signature events. Foundations for New School Leaders, our five-day program in July at the University of British Columbia, involved more than 200 participants, with new school leaders as attendees and practicing Principals as group facilitators. The bonds that are established through this annual learning and collaboration event are powerful, establishing career-long relationships between leaders.



In October, our annual regional conference Connecting Leaders was hosted at the Victoria Conference Centre, and attracted members from Vancouver Island and across the province. Both of these events afford the opportunity to connect with businesses that support education, and we are thankful for the many sponsors who continue to support our programming.





25.8% of BC
Principals have more
than 11 years of
experience in the role



Contacts

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& Vice-Principals'
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supporting
2,700+
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