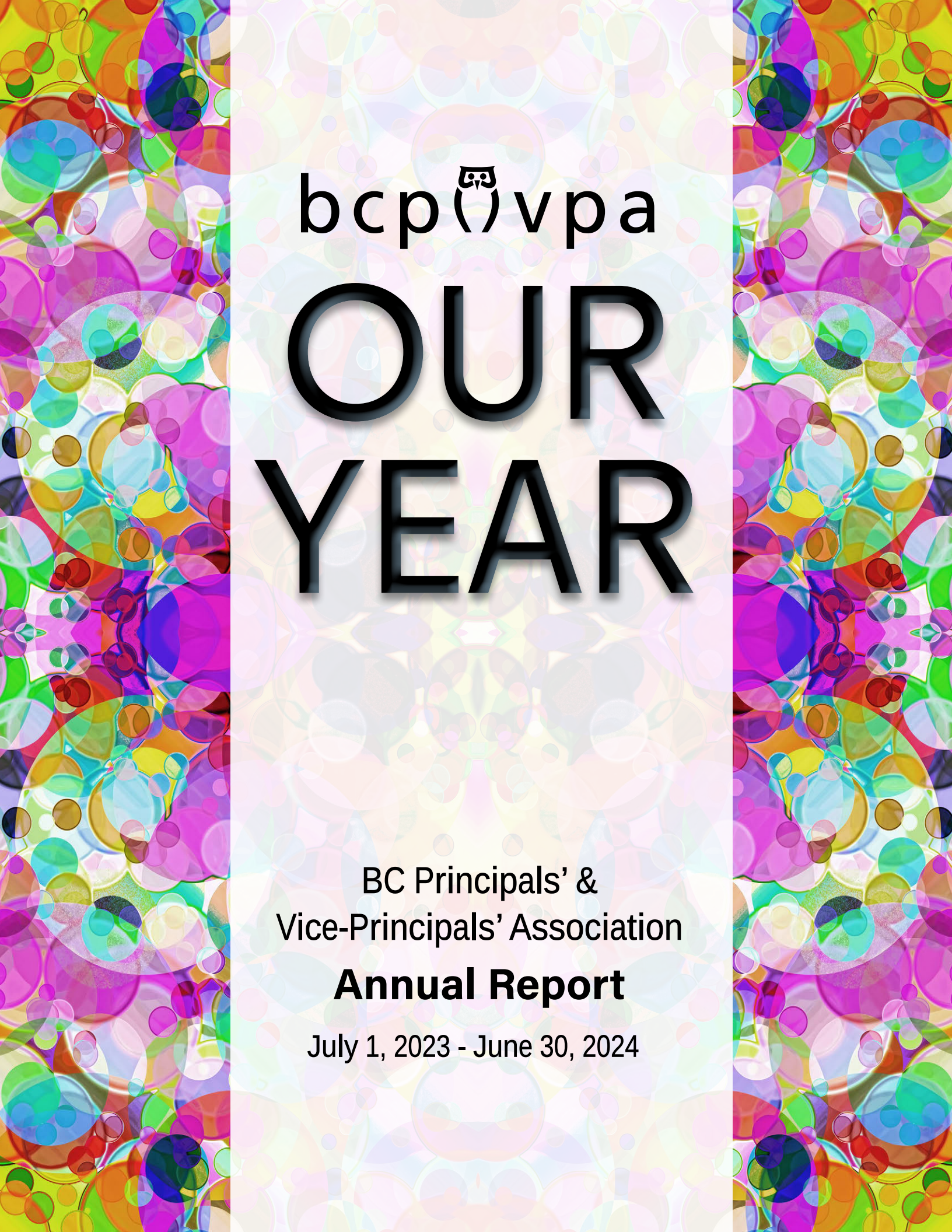




bcp  vpa

OUR YEAR

BC Principals' &
Vice-Principals' Association

Annual Report

July 1, 2023 - June 30, 2024

The BC 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.

60 BC
CHAPTERS

2,700+
MEMBERS



4 2023 - 2024 Board of Directors

6 Executive Director's Report

12 2023 - 2026 Strategic Plan

18 BCPVPA Equity Theory of Change

20 Member Support Services

24 Professional Learning & Development

26 Finance

28 Communications

30 Contacts

The BCPVPA has 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.

The office of the BC Principals' & Vice-Principals' Association is located on the ancestral unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Selílwitlh (Tsleil-Waututh) peoples. We respect the knowledge of the peoples who have traditionally lived on these lands, and we strive to share their words and history with each generation of learners in our classrooms. We recognize that we still have much to learn, and we embrace this journey.

12 Elected Board Members Two-Year Terms

**The BC Principals' & Vice-Principals' Association
Board of Directors represents the voices of school
leaders from all around the province.**

**2023 - 2024
Board of
Directors**



**President Brian Leonard
SD 43 Coquitlam**



**President-Elect Shannon Behan
SD 47 qathet**

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

**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 Jacqueline Borosa
SD 68 Nanaimo-Ladysmith



Director Darren Danyluk
SD 6 Rocky Mountain



Director Heidi Grant
SD 91 Nechako Lakes



Director Renee Hislop
SD 62 Sooke



Director Sid Jawanda
SD 57 Prince George



Director Sanj Johal
SD 44 North Vancouver



Director Paul Marsden
SD 36 Surrey



Director Tina Pierik
SD 61 Victoria



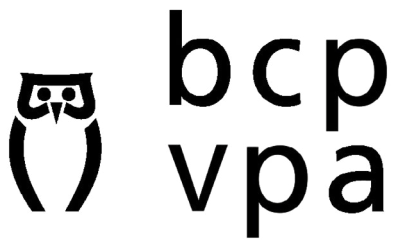
Director Navshina Savory
SD 38 Richmond



Director Tara Zielinski
SD 45 West Vancouver



14
BCPVPA Staff
Supporting
2,700+
Members



Executive Director's Report

The 2023-2024 year was meaningful and exciting for the BC Principals' & Vice-Principals' Association (BCPVPA). We began the year with the launch of the Association's new 2023-2026 Strategic Plan in the fall, and included a new strategic priority goal that champions reconciliation, equity, diversity, and inclusion. This goal complements the Association's goals of Respected Voice, Employment Equity, Leadership Development, and Member Health.

Member connection and engagement with the Strategic Plan has been high, and efforts have been made to ensure that the goals of the Strategic Plan are embedded in all the work that is done on behalf of members. That includes everything from content in professional learning workshops, to discussions and decisions at Board, staff and Chapter Council meetings, to ensuring that the Association's annual budget is reflective of the Strategic Plan.

Magdalena Kassis
Executive Director (Acting)

*Executive Director
Scott Robinson
is currently on leave.
The BCPVPA is grateful to
Executive Director (Acting)
Magdalena Kassis who
paused her role as Director,
Member Support Services,
to take the helm
of the Association.*

Executive Assistant
Sharon North



Executive Director's Report

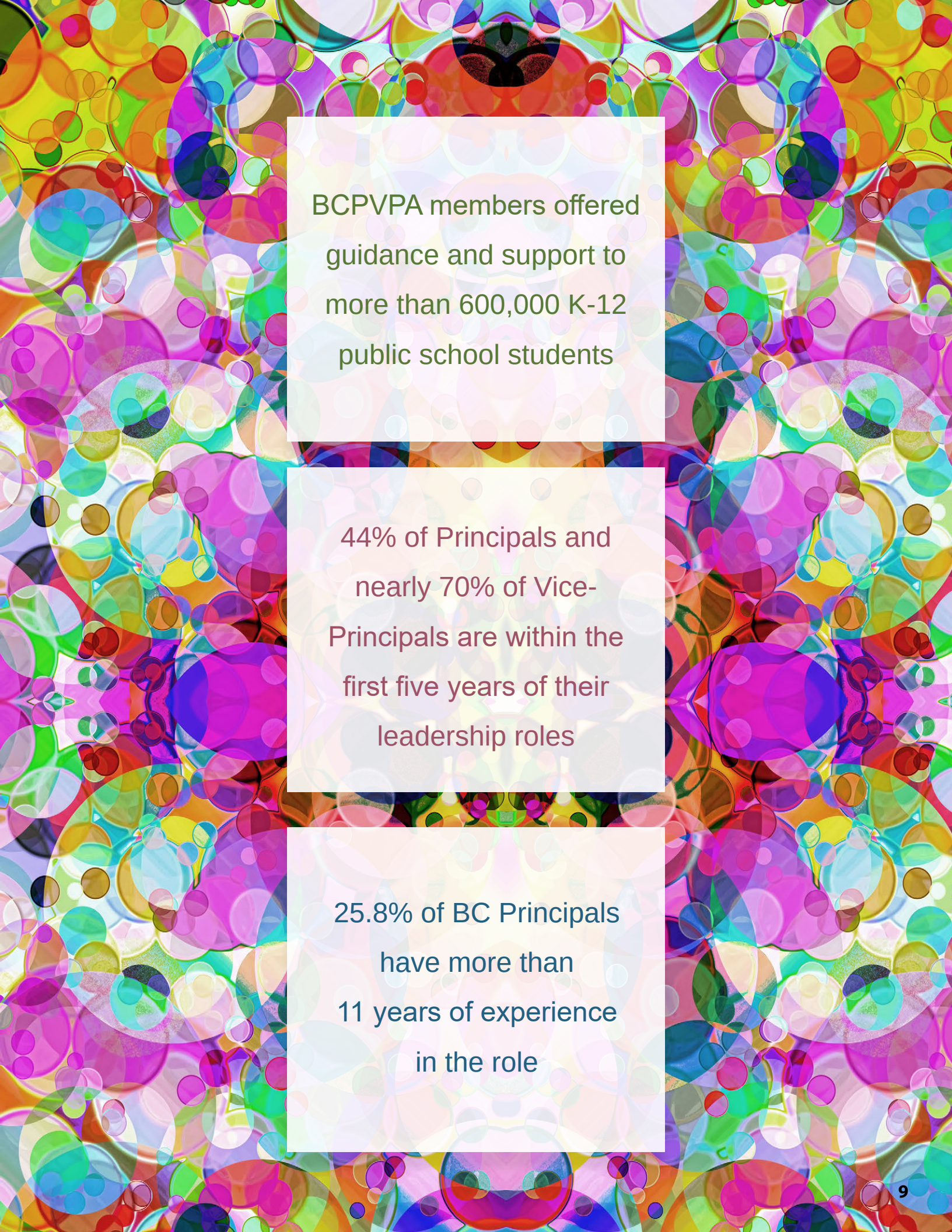
In the spring of 2024, the BCPVPA completed the large and complex provincial project of creating and implementing the Management Foundations Modules pilot program. This program was overseen and directed by our sector partner colleagues at the Ministry of Education and Child Care and the BC School Superintendents Association (BCSSA), and involved a pilot cohort of leaders from across the province who participated in the program through the reporting year. The pilot program culminated at the end of May 2024, and assessment of the program by external partners is underway. We are very proud of the work that was led by our Professional Learning team and supported by all of our staff, and of the collaborative work with our sector partners and the consortium who worked together to ensure the success of the project.

The BCPVPA Equity Theory of Change project and guiding document was completed in the spring of 2024 following a collaborative process and learning journey that spanned nearly four years. The project drew together numerous and diverse groups within our membership and beyond, and included our Board of Directors, a Project Advisory

Team, the Ad-Hoc Anti-Racism Committee, the Indigenous Leadership Advisory Committee, and the Professional Learning and Development Advisory Committee. Six values were identified through the process as being foundational to the work of our Association: Recognition, Right Relations, Responsibility, Humility, Distributed Power, and Collaboration. The process also surfaced the Association's intent to reach and support people who belong to historically and systemically excluded and disadvantaged groups, and those at various stages of their equity-focused learning journey. The Equity Theory of Change process became the springboard for the new 2023-2026 Strategic Plan, and the inclusion of the new priority goal, REDI Champion.

Much work was done throughout the year on continued development of the draft BCPVPA Leadership Competencies for BC Principals and Vice-Principals. The work of shifting from Leadership Standards to Leadership Competencies emerged through the Equity Theory of Change process, and members consulted in that process reiterated the importance of aligning the competencies with the values identified through the Equity Theory of Change. Throughout the year, a variety of member groups field-tested and provided input on the draft competencies, including our Board of Directors, Chapter Council, Advisory Committees, and an Indigenous Member Focus Group. Input and feedback have been taken into serious consideration, and a final draft is expected to be released in the fall of 2024.

From a governance perspective, the Association's journey towards reconciliation, equity, diversity, and inclusion continued in January 2024, when the Board of Directors elected to create the new Equity, Diversity, and Inclusion Advisory Committee which will meet for the first time in the fall of 2024. The active members appointed to our current advisory



BCPVPA members offered
guidance and support to
more than 600,000 K-12
public school students

44% of Principals and
nearly 70% of Vice-
Principals are within the
first five years of their
leadership roles

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



Executive Director's Report

committees – the Budget Advisory Committee, the Contract Advisory Committee, the Indigenous Leadership Advisory Committee, the Professional Learning and Development Advisory Committee, and the Workplace Intensification, Safety, and Health Advisory Committee – continued their important work through the reporting year.

A great deal of work related to supporting and representing individual members with employment-related issues took place during the reporting year, undertaken by staff from the Member Support Services department. The Association continues to strive to ensure that members feel supported through challenging situations, and that fair and transparent processes are used. Several Chapters across the province received support from the Member Support Services team pertaining to contract reviews, and this remains an area of focus in alignment with the Strategic Plan goal of Employment Equity.

Supporting members with a focus on health and wellness continues to be a priority for the BCPVPA. Workshops were provided to Chapters by the Director of Member Health and Well-Being,

and individual members were provided with support in navigating health-related processes that included short- and long-term health leaves and WorkSafe claims. Another project related to member health and wellness is the creation of a member survey to better understand the baseline information around our members' experience with trauma and violence. The survey was developed during the 2023-2024 year, and is expected to be sent to members during the summer of 2024.

The 2023-2024 year included a few staffing changes in the Association. David Nelson joined the Member Support Services team in September 2023 following a vacancy from the previous year. Executive Director Scott Robinson went on leave towards the end of October 2023, and I have been in the Executive Director (Acting) role since that time. Director of Finance, Carol Powell, retired from her role following 34 years of service. We thank Carol for everything she has done for the Association and we welcomed Simon Couture as the new Director of Finance in November.

The Association continued – and increased – connections and relationships with numerous sector partners, both within and outside the province. We remain grateful to our sector partners and the close work we undertake together for the benefit of public education, and in support of our Principals and Vice-Principals.

As the 2023-2024 year comes to a close, we remain committed as an Association to supporting our members, and to fulfilling the goals of the new Strategic Plan. Our Annual Report is a snapshot of the meaningful work that happens each day to support every member, and to promote reconciliation, equity, diversity, and inclusion.

93%
of Member Census
respondents
identified working
relationships as
contributing to their
job satisfaction.



2023-2026 Strategic Plan

In this first year of our Plan,
we have worked towards
landmark projects, and
continued our collective
learning journey.

*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: Employment Equity

Fair and equitable terms and conditions of employment are in place that reflect the competencies, responsibilities, and needs of Principals and Vice-Principals.

Objectives

- Work with local Chapters to promote an equitable, transparent, and inclusive provincial negotiation process.
- Enhance local Chapters' understanding of employment agreements to increase their capacity to advocate for equitable and fair contract provisions.
- Monitor the implementation of common contract provisions across the 60 districts for fairness and equity.

The BCPVPA continues to work toward our strategic goal of ensuring all members have in place fair and equitable terms and conditions of employment which reflect the competencies, responsibilities, and needs of Principals and Vice-Principals.

In January 2024, representatives from all 60 local Chapters gathered for the annual Contract Workshop. As part of this session, participants heard from Association's legal counsel, Allen Soltan of DLA Piper, about key legislation impacting employment and employment contracts in British Columbia. Building on this, participants spent time reviewing the recently updated Personal Services Contract Manual that includes detailed background on relevant legislation and key legal principles guiding the employment relationship that Principals and Vice-Principals have with their local boards of education. This manual also includes guidance for local contract committees on best practices for supporting a transparent and inclusive process when negotiating updates to employment contracts.

During the reporting year, Member Support Services (MSS) continued to work directly with Chapter contract committees to provide support and guidance as they work with employers to update the terms and conditions of Principal and Vice-Principal contracts. To support and guide this work, the MSS team collected updated versions of the contracts in place in all 60 school districts. Each contract was reviewed for key terms and conditions as we work to support Chapter contract committees in local negotiations. As part of this work, several Chapters have sought a deeper dive into areas of relative strength, and areas for improvement, to assist in preparations for open contract negotiations.

Supporting contract committees in achieving fair and equitable contract terms and conditions will continue to be a priority in the coming year, and the BCPVPA will continue to encourage local contract committees to reach out to the MSS team in advance of entering local contract negotiations.

GOAL: Member Health

Principals and Vice-Principals have the support and resources required to maintain and improve their overall well-being

Objectives

- Identify and promote offerings that provide Principals and Vice-Principals with resources, tools, and education to maintain and improve their overall wellbeing.
- Advocate for consistent application of regulations, policies, and practices that prioritize the safety, health, and well-being of Principals and Vice-Principals.
- Advocate and facilitate access to timely mental health support.
- Collaborate with sector partners to promote and nurture a culture of psychological safety for Principals and Vice-Principals.
- Monitor members' access to the well-being support provided through the BCPVPA.

In supporting the goal of Member Health, the BCPVPA Director of Member Health and Well-being provided members with resources, tools, and education designed to help improve their well-being. This included a continuation of the weekly ReFresh health columns distributed to members with topics that ranged from financial well-being at the grocery store, to minimizing memory loss, to navigating conflict in the workplace. We also issued informative articles in the BCPVPA publications *Principled* and *Leading: Back to School*, with a focus on supporting mental health and well-being, mitigating the impact of vicarious trauma, and finding ways to replenish physical, emotional, and mental energy.

Over the past year, the BCPVPA has been working with BC Public School Employers' Association (BCPSEA) to conduct market research concerning potential opportunities for new service models that could improve access for timely mental health support for exempt staff and members. This work will continue in the 2024-2025 reporting year, with the objective of identifying and partnering with service vendors who can provide a continuum of support that meets members "where they are" in their health journey, and that can lead to positive improvements in their mental health.

During the latter half of the reporting year, the BCPVPA worked on the development of a member survey, *Violence and Vicarious Trauma at Work*. The objectives of the survey, which will be issued to members in the summer of 2024, are to understand the prevalence and type of exposures our members have to violence and vicarious trauma; learn what is in place to prevent or mitigate this exposure; note which processes and supports are in place both at the time of exposure, and following exposure; and identify additional needs to protect or support the health — and possibly recovery — of members following exposure. We will share outcomes and findings in the 2024-2025 reporting period.

GOAL: Leadership Development

Principals and Vice-Principals have access to the learning opportunities and programs needed to build their leadership capacity.

Objectives

- Develop and offer professional learning opportunities that support the diverse needs and aspirations of Principals and Vice-Principals.
- Research and develop resources to equip BCPVPA staff and members with the knowledge and skills needed to lead the successful integration of emerging technologies (for example, AI) in BC's K-12 education system.
- Grow communities of practice where Principals and Vice-Principals can share best practices, exchange ideas, and engage in peer-to-peer learning.
- Provide access to user-friendly up-to-date tools and resources to assist members in developing their growth plans and their leadership profiles and portfolios.
- Evaluate the impact of professional development on the leadership capacity of Principals and Vice-Principals.

In supporting the goal of Leadership Development, the BCPVPA has expanded its content to enhance support for leaders at every career stage. New offerings include a transformed **Amplification for Experienced School Leaders** offering; **Aspire**, helping to build leadership capacity in collaboration with school district leadership; and **Inclusive Leadership**, cultivating inclusion to build better teams. These complement our existing programs **Foundations for New School Leaders**, **Explorations for Aspiring School Leaders**, and **Leading a Culture of Learning**, creating a comprehensive suite of professional development opportunities.

The Directors of Professional Learning and Development participated in the BC Ministry of Education and Child Care's provincial AI Committee and, in developing related programming during the reporting year, have now scheduled an **AI Roundtable Webcast Series** for the 2024-2025 reporting year. We have also progressed on integrating the technology of the D2L Brightspace platform into our workflow, and that platform now hosts **Foundations for New School Leaders** and **Explorations for Aspiring School Leaders** content, enhancing accessibility for members.

Significant work has been undertaken during the reporting year to revisit our current Leadership Standards. The emerging Leadership Competencies have been created in alignment with the BCPVPA's Equity Theory of Change process, and will be released in the 2024-2025 reporting year. The Leadership Competencies will inform the new process for professional growth plans which has been under development through the reporting year, and which will launch early in the 2024-2025 reporting year. Critical research in competency development has informed the self-assessment approach to professional growth.

The BCPVPA's commitment to continual improvement is evident in our feedback mechanisms, including facilitator focus groups and comprehensive analysis of participant feedback. These insights inform and enhance our future programming, ensuring we continue to meet evolving member needs and advance student success through effective leadership.

GOAL: REDI Champion

BCPVPA leads and champions Truth and Reconciliation, diversity, cultural competency, and equitable opportunities to ensure a safe and inclusive educational community.

Objectives

- Develop and implement a comprehensive Reconciliation, Equity, Diversity, and Inclusion (REDI) policy and strategy that permeates all aspects of the Association's operations.
- Advance the Commission of Canada's Truth and Reconciliation Education Calls to Action through the association's REDI policy, strategy, and initiatives.
- Attract and retain talented individuals that reflect the diversity of BC within the Association's staff, its committees, and on the Board.
- Identify and promote learning opportunities that enhance the cultural competency(ies) of all staff and members regarding racism, oppression, and SOGI issues.
- Conduct regular and thorough REDI assessments and audits to gauge progress, identify disparities, and track representation amongst staff and the Board.

REDI Champion, our newest strategic goal, reflects the commitment of the BCPVPA to embrace, lead, and champion Truth and Reconciliation, diversity, cultural competency, and equity of opportunity.

The journey of developing our Equity Theory of Change (ETOC) began in 2022, and our roadmap was released in 2024. This assessment of how we work, and how the structures of reconciliation, equity, diversity, and inclusion are considered in our work, has become pivotal to everything that we now do. It has surfaced and underscored the core values of our organization, and guided our focus in equipping our members with the knowledge and resources they need to respond to racism and discrimination in their schools. During the reporting year, we accepted the recommendation of the 2022-2024 Ad Hoc Anti-Racism Committee to establish a new standing committee to start in the 2024-2025 year: the Equity, Diversity and Inclusion Advisory Committee, will advise the Board on matters relating to equity, diversity, and inclusion including – but not limited to – racism, oppression, and SOGI-related issues.

As an organization, we have been very mindful of attracting and retaining individuals that reflect BC's diversity on our staff, and have supported our staff to thrive and be successful. In advertising for Board and committee opportunities, we have supported and encouraged members to see themselves in those roles. As part of living into the tenets of our ETOC, we have invited many voices to provide feedback, ideas, and critical reviews of our BCPVPA projects – including the ETOC process itself – along with the Leadership Competencies, the Leadership Planning Guide, professional learning programs, and other staff endeavours. These voices, representing lived experience, have come from BCPVPA's advisory committees, focus groups, sector partners, and students.

The BCPVPA recognizes that our strength is in our members, and that understanding our members and their needs is crucial. Development of a member self-identification survey to offer insight on the composition of our membership as it relates to Indigenous Peoples, Racialized Persons, Gender Identity and Gender Expression, and Sexual Orientation was underway in the reporting year, and the survey will be issued in fall 2024 and each fall thereafter.

GOAL: Respected Voice

BCPVPA is an influential partner and a respected voice within public education.

Objectives

- Provide platforms and communication channels to actively share the stories, experiences, and perspectives of Principals and Vice-Principals.
- Engage with policymakers, government officials, other educational partners and the public to foster an understanding of the work of the BCPVPA and the importance of strong leadership in education.
- Develop an advocacy strategy to effectively communicate the needs, concerns, and aspirations of Principals and Vice-Principals to key partners.
- Evaluate and assess the impact and reach of the Association's communication and advocacy efforts.

In supporting the Respected Voice goal, the BCPVPA has continued to actively share the knowledge, skills, and experience of our Board, staff, and members through *Principl(ed)* magazine, and have shared this content both within our membership and through our social media channels. In our magazine content, we have welcomed the perspectives of the Minister of Education and Child Care, and education partners from BCPSEA, and talked about the transformative partnerships between First Nations and public schools and the decolonization of education. We have addressed topics that include confronting racism, taking ownership as a leader, and navigating the many challenges of balancing family and school leadership.

Our connections continue to grow through regular meetings and collaborative relationships with the provincial government and our many valued K-12 sector partners. These relationships have been strengthened considerably over time as we came together to strategize our common path during the COVID-19 years, and those ties have been reinforced through the united front necessary to face workforce challenges, changing technology, and societal shifts. We have been honoured to stand alongside government and our partners on issues that include anti-discrimination measures in our schools, the establishment of protest-free buffer zones around K-12 schools, and the work towards successful recruitment and retention of staff in BC schools.

We have reached out to our colleagues both across Canada and around the globe in the reporting year. We have continued our important connection with our counterparts at the Ontario Principals' Council, and the Public School Administrators Association of Nova Scotia, the only other Canadian jurisdictions where school leaders are not members of the provincial teachers' unions. Also on the national scene, our President joined the Board of Directors of the Canadian Association of Principals (CAP) to help further the organization's goals of communication with and advocacy for Canada's school leaders. Our President and staff representatives also attended the International Confederation of Principals' (ICP) annual convention to network and share strategies, information, and knowledge with colleagues from Africa, the Americas, Asia-Oceania, and Europe.

BCPVPA

Equity Theory of Change

The BCPVPA has an objective to adapt our operations and programs so that we can effectively contribute to the knowledge and capacity of our members and help them to recognize, understand, and effectively respond to racism and discrimination in their schools. Our Equity Theory of Change (ETOC) is a reckoning of whether the structures of reconciliation, equity, diversity, and inclusion are considered in the development and performance of our Association's ongoing work. The ETOC has drawn out the values of our Association, identifies who we serve, and ensures that we focus on serving all members and friends in an equitable way. It outlines the approaches and activities that will ensure that the Association will live into its values. It defines the changes that we expect to see, and for which we are accountable.

Our Values

Recognition

Awareness of colonial histories and how they shape our education system, our schools, our Association, and ourselves

Right Relations

Reconciliation, equity, diversity, and inclusion (REDI) are supported by specific leadership mindsets and competencies

Responsibility

Learners, educators, and all people thrive in compassionate, supportive and nonjudgmental environments

Humility

Learning organizations depend upon courageous and humble leadership, grounded in empathy and compassion rather than power and entitlement

Distributed Power

Equity is leveraged through the distribution of power and commitment to collaborative approaches to work and decision-making

Collaboration

Principals and Vice-Principals are decision-makers who are located at the intersection of the community and the educational system



62%
of members
identify as
female

38%
of members
identify as
male

Members
are aged

30-40	10%
41-55	70%
56+	19%

57%
of members
school-based
Principals

32.3%
of members
school-based
Vice-Principals

5.5%
of members
district
Principals

2.8%
of members
district
Vice-Principals

22.1%
of members
work in
secondary
schools

6%
of members
work in
middle
schools

50%
of members
work in
elementary
schools

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

39%
of members
work in
an urban
setting

33%
of members
work in
a suburban
setting

24%
of members
work in
a rural
setting

3%
of members
work in
a remote
setting

Source: BCPVPA Member Census, 2022

*Survey Respondents: 57.7% School-based Principals, 32.3% School-based Vice-Principals, 5.5% District Principals, 2.8% District Vice-Principals



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
David Nelson

Magdalena Kassis
(currently Acting Executive Director)

Director,
Member Health
& Well-being
Rochelle Morandini

Administrative Assistant
Emily Taylor

In support of the BCPVPA's 2023-2026 Strategic Plan goal of ensuring fair and equitable conditions of employment, the Member Support Services (MSS) team was busy during the reporting year offering a variety of supports to individual members and local Chapters.

Employment Equity

The in-person and remote workshops offered to local Chapters focused on helping members to better understand their contractual rights and responsibilities. These **Know Your Contract** workshops continue to be popular with members new to their roles, as well as those with significant experience. Individual members were also supported by the MSS team through one-on-one contract reviews. These reviews typically occur when a member is newly hired, re-assigned to a new position, or changing districts. The focus of these contract reviews is to examine the relative strengths and vulnerabilities of contract provisions so that members can make informed decisions prior to signing a new contract.

Further support in this goal area was also provided to Chapter contract chairs and committee representatives to assist them in working through contract negotiations with their employer. This support involved a deep dive into current contract language, an analysis of ways to strengthen contracts to ensure fair and equitable terms, access to the advice of legal counsel as needed, and a review of draft language or employer proposals to support meaningful negotiations at the local level. While there continues to be a need to ensure fair and equitable conditions for employment across all 60 districts, the MSS team continues to support local contract chairs and committees in the development of negotiation skills to support discussions with districts.

Extensive work was dedicated to developing Part One of a resource manual intended to support local contract representatives to better understand contracts and contract negotiations. The manual has been made available to Chapter contract chairs through the member portal, My BCPVPA, and includes information on the employment relationship, legislation, key clauses in employment contracts, the role of Chapter contract chairs, and tips for successful negotiations. Work is currently underway to develop Part Two of the manual, which will focus on the negotiation process as well as specific terms and conditions which support the needs and responsibilities of Principals and Vice-Principals.

Expanding Local Knowledge

In addition to the **Know Your Contract** workshop, the MSS team offered to local Chapters a variety of workshops focused on expanding the knowledge and capacity of Principals and Vice-Principals. Workshops explored the governance model which guides and directs the work of school leaders, with particular attention paid to understanding the critical role school administrators play in bridging district and provincial policy and school practice; understanding and avoiding common leadership pitfalls; and navigating difficult conversations. The MSS team has worked with several local Chapters to provide information to members planning for retirement. The MSS team works closely with local Chapters in advance of a presentation to tailor the information to the unique local context.

Workshops presented include:

- **Leadership Through a Fiduciary Lens**
- **Avoiding Pitfalls**
- **Issues Based Discussions**
- **Know Your Contract**
- **Pension and Retirement Planning**
- **Bridging Policy and Practice (Governance)**

Navigating Workplace Challenges

A main focus of the MSS team continues to be the support of individual members who are facing challenging situations at work. This includes supporting members through investigations due to allegations of bullying, harassment, and/or misconduct. During the reporting year, we have guided members through an increasing number of complaints to the Teacher Regulation Branch. The MSS team works very closely with members facing these allegations, and members who are facing discipline and/or termination, to walk them through the process and assist them in responding in a timely, honest, and forthright manner.

Resources for Members

The MSS team has written several articles to support the work of Principals and Vice-Principals during the reporting year.

- Building Your Admin Team
June 2023 *Principled* magazine
- Recruitment: Where Talent Meets Opportunity
November 2023 *Principled* magazine
- The Role of a Witness in Workplace Investigations
May 2024 *Principled* magazine

These articles provide resources for Principals and Vice-Principals related to their legislative duties and responsibilities. The MSS team is committed to supporting members by providing learning opportunities and resources which assist them in being successful in their roles.

Staffing Changes

The MSS team welcomed David Nelson as a Director at the end of September 2023. David joined the team from the Vancouver School District (SD39), where he was most recently Deputy Superintendent. David replaced Scott Robinson who had moved from the MSS Director role into the role of Executive Director in June 2023.

In June 2024, the BCPVPA announced the addition of a new MSS Director to help support the work of Principals and Vice-Principals. Lynda Bonvillain, a District Principal providing direct support to both school-based administrators and the district leadership team in Vancouver (SD39), will join the team in September. Carmen Eberle and David Nelson both continue as Directors of Member Support Services, and Magdalena Kassis continues in the role of Executive Director (Acting) for the duration of Scott Robinson's leave.



Member Support Services

Member Health and Well-being

The 2023-2024 school year was a busy time of prioritizing direct individual assistance to members to help them navigate the short-term and long-term disability process, as well as, increasingly, walking beside members who found themselves with workplace injury claims accepted by WorkSafeBC. Despite the increased daily volume of member needs, we made positive progress towards the core objectives of the Member Health goal.

Workshops and Connection

The Director of Member Health and Well-Being delivered workshops as part of the BCPVPA programs **Foundations for New School Leaders** and **Explorations for Aspiring School Leaders**. The Director also provided workshops for Chapters across the province, with session topics that included:

- **Psychological Health and Safety**
- **Metacognitive Relationships**
- **Putting a Helmet on Your Nervous System**
- **You Are Only Human After All**

The Association continued to connect and engage with members, particularly new members and lone school administrators, through WelTel, our text-based outreach and interactive messaging system.

Support for Members

The Director supports and advocates for members who find themselves in need of a disability leave, and subsequently, disability benefits. We recognize

that the need to take time off work when not feeling well can be a complex, confusing, and anxiety-filled time for members as they try to navigate the health and disability policies and procedures.

The BCPVPA directly supported members this past year who required disability leave – whether on sick days, short-term, or long-term disability – and an increasing number of members on WorkSafeBC. The Director worked closely with those members to ensure the proper reporting and filing of claims, and access to entitled benefits. The Director also worked with districts on a case-by-case basis to return members to their roles, either through gradual return to work or permanent accommodation through promoting a good faith approach and reasonable steps to meet member placement needs.

In situations over this past year where a claim was declined or closed prematurely, the BCPVPA partnered with members to appeal these decisions. We had notable success in reversing disputed claim decisions in most member cases through advocacy, coaching, and representation of members throughout the appeal processes.

The BCPVPA strives to ensure that members feel their needs are being well-served by our team. When it comes to member health and well-being, we want members to feel they are not alone during what can be a challenging time navigating their health concerns and the impact on their career.

In a survey of members who had accessed BCPVPA health support during the reporting year, we received very positive responses through open comments. Members reported feeling heard and supported, and that the BCPVPA had advocated for them, and cared about them and their outcomes. As part of that feedback, members asked for ready access to information about the process, and the nuances that someone may experience when going on disability. In response, work began late in the reporting year to design a health section as part of our member portal, My BCPVPA, which will be a repository for a variety of health and well-being information.



Experience:

Principals

Up to 5 years 44%

6 - 10 years 30%

11 years+ 25%

Vice-Principals

Up to 5 years 69%

6 - 10 years 25%

11 years+ 6%



Professional Learning & Development

The role of the Professional Learning and Development team is to support, develop, and deliver programs for BCPVPA members at all stages of their leadership journey.

Directors, Professional Learning and Development

Peter Johnston

Dr. Andrea McComb

PLD Coordinator

Nick Faulkner

The BCPVPA Professional Learning and Development (PLD) team has experienced a year of remarkable growth and achievement, with a commitment to creating and delivering innovative and effective leadership development opportunities.

Key Achievements and Core Programs

The BCPVPA's core programs have resonated deeply with our members, resulting in unprecedented demand. All four of our flagship programs reached full capacity in the reporting year:

- 1. Explorations for Aspiring School Leaders:** This program, spanning four Saturdays from January to March, provided aspiring leaders with a comprehensive introduction to school leadership. Participants explored the roles of Principals and Vice-Principals using the current BCPVPA Leadership Standards and its lens of Ethical, Relational, Instructional, and Organizational Leadership.
- 2. Foundations for New School Leaders:** This intensive program during the first week of July on the UBC Vancouver campus supports new leaders in their transition to the Principal and Vice-Principal roles. The program aligned with our newly-developed Leadership Competencies and fostered invaluable networking opportunities.
- 3. Leading a Culture of Learning:** This transformative three-day retreat at the Tigh-Na-Mara Seaside Spa Resort synthesized world-renowned leadership paradigms, and offered a holistic approach to leadership development in a rejuvenating setting.
- 4. Amplification for Experienced School Leaders:** This two-and-a-half-day retreat asked school leaders to amplify their leadership, by reconnecting with the "why" of their school leadership. This destination learning experience saw participants explore school-based leadership theory, and exposed them to innovative practices for collaborative growth. They developed a renewed appreciation for effective teamwork and leadership, and examined both assumptions and how they managed change.

While we celebrate the success of these programs, we remain committed to continuous improvement and expansion to meet the growing needs of our members.

Transitioning from Leadership Standards to Competencies

A cornerstone achievement in the reporting year has been the extensive process of guiding the transition from BCPVPA's Leadership Standards, first established in 2007, to BCPVPA's new Leadership Competencies. This significant undertaking reflects our dedication to evolving with the educational landscape, and providing our members with the most current and effective leadership frameworks.

The Leadership Competencies will be released in the 2024-2025 reporting year, and have been meticulously developed to reflect the complex and dynamic nature of school leadership in today's world. They provide a comprehensive roadmap for leadership development, encompassing:

- Stewardship for the Future of All Children
- Fostering a Culture of Curiosity and Inquiry
- Growing the Capacity of Self and Others
- Contextual Literacy and Agency
- Bridging Policy and Practice

This revision process involved extensive consultation with our members, educational partners, and leadership experts. We have been humbled by the collaborative spirit and insightful contributions that have shaped the Leadership Competencies. They will serve as the foundation for all our professional development offerings, ensuring a cohesive and progressive approach to leadership growth.

Professional Learning Opportunities

We continued to expand our repertoire of learning opportunities, with “À La Carte Workshops” that covered topics such as **Unconscious Bias**, **Inclusive Leadership**, and **Multipliers**, and the innovative “Your Learning - Your Choice” initiative, empowering members to customize their own learning journey.

Emerging Technologies

Recognizing the rapid advancement of technology in education, we have taken proactive steps to equip our members with the necessary knowledge and skills, including the preparation of programming and learning events related to AI, and the successful integration of programming into the D2L Brightspace platform following a design thinking process, with much more to come.

As we reflect on this year of growth and achievement, we are filled with gratitude for the trust our members place in us, and for the important connections with our educational community.

The
BCPVPA
conducts a
comprehensive
Member
Census
every
3 years





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

Simon Couture

(since November 2023)

Carol Powell

(retired December 2023)

Accounting Clerk

Supipi Godakanda

Assistant

Accounts Receivable/

Membership

Vinod Tiwari

Membership Status

2,665

members

effective June 30, 2023

2,727

members

effective June 30, 2024

The BCPVPA's June 30, 2024 audited financial statements will be presented at the Annual General Meeting (AGM) on November 23, 2024.

Following the AGM, the statements will be available to members in My BCPVPA: Resources/ BCPVPA Documents.

After 34 years of loyal service, Carol Powell, Director of Finance, retired in December 2023. Carol's contribution to the organization has been an important factor in the success of BCPVPA's planning and operations. We would like to thank Carol for her invaluable contribution over the years.

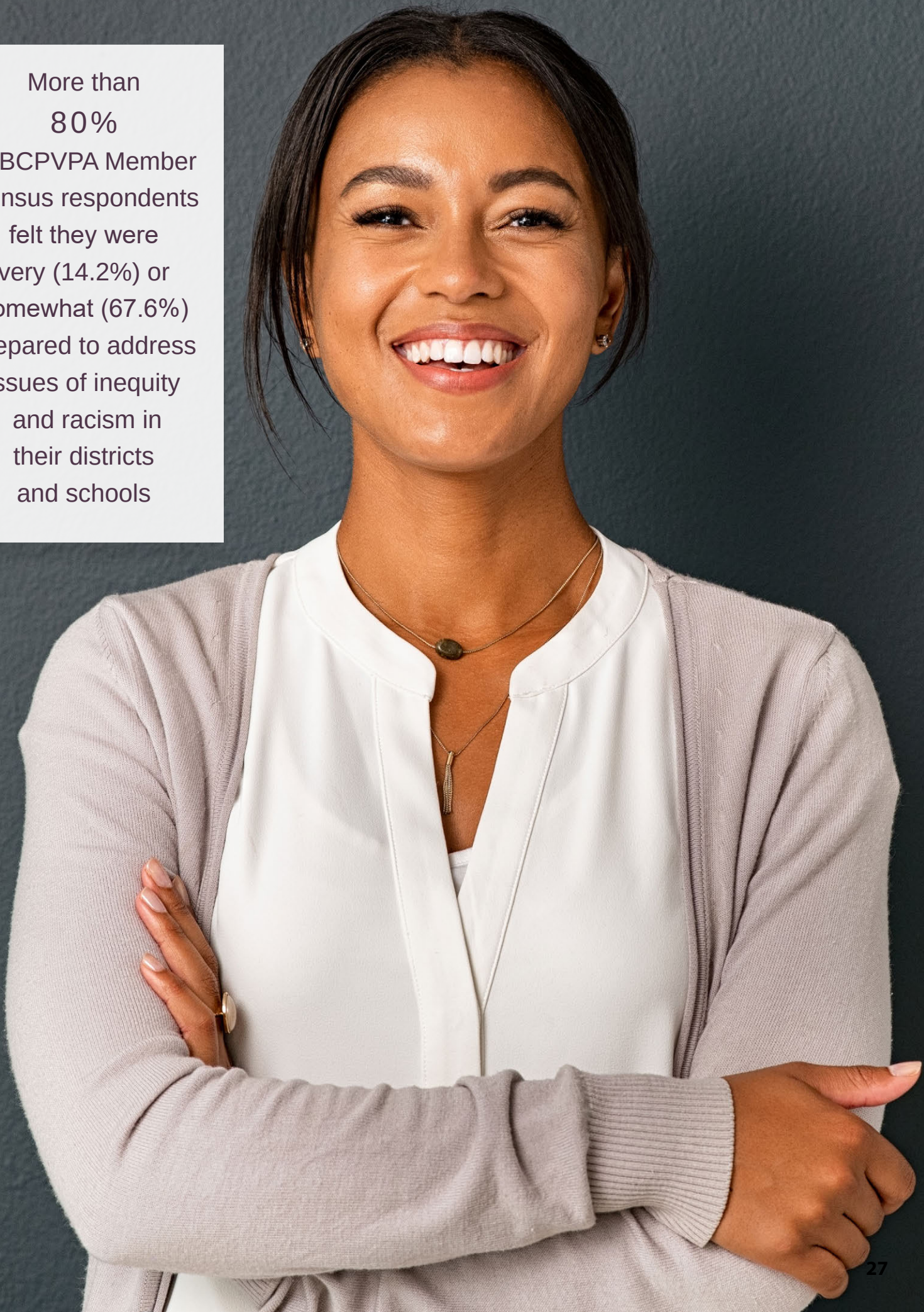
Simon Couture joined the team as Director of Finance in November 2023, and a busy time of transition and observation ensued to ensure an excellent continuity of operations for the Finance team, all of whom are relatively new in their roles with the BCPVPA.

The Finance team has already begun the process of automating the organization's financial operations to enhance our support of all BCPVPA departments and, ultimately, to benefit our members.

The Finance team supported members in November 2023 at the Chapter Council meeting with a workshop to help in the development of their constitutions and bylaws. While their work is often behind the scenes, the Finance team is always available to assist members and answer any questions.

BCPVPA's financial position as of June 30, 2024 was excellent, and will enable the achievement of the objectives of the 2023-2026 Strategic Plan.

More than
80%
of BCPVPA Member
Census respondents
felt they were
very (14.2%) or
somewhat (67.6%)
prepared to address
issues of inequity
and racism in
their districts
and schools





Communications

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

Director, Communications

Sandra Murphy

Communications Assistant

David A. Serpa

Introduction of the 2023-2026 Strategic Plan

The launch of a Strategic Plan is an important milestone in any operation, and we ensured that this important three-year roadmap has been consistently highlighted for our members, government, sector partners, and all individuals and groups who have an interest in the work of the BCPVPA. We designed a logo that does not present a hierarchy of goals but instead shows each goal as equally important, and interconnected. We used defined colour blocks and icons to identify each goal, and that branding has been carried through all member and public messaging. We developed presentation boards and PowerPoint presentations that we display at member meetings and other gatherings throughout the year. The Strategic Plan image and the five goals adorn the walls throughout our offices, so that we can envision and live into the goals every day.



Publications

Our print magazine *Principl(ed)* moved to two issues in the reporting year, distributed in November and May, and continued a focus on the thoughts, needs, and interests of our members, and support of our members under our Strategic Plan. *Principl(ed)* magazine was featured in an article on the BC Creates website to

align with the fall 2023 return to school. Our annual digital magazine *Leading: Back to School* honed its focus as a resource magazine outlining the many conventions, regulations, and frameworks that guide and direct the work of our members, and a library of information about the BCPVPA's services and supports.

Online Communications

We continue to build resources for our members online, through both our public website – with extensive revisions to how we present resources from our MSS and PLD departments – and our member-only portal, My BCPVPA, where we added an Association event calendar and a convenient search function. We are slowly integrating the social media platforms Threads and Blue Sky, and will reflect that data in our 2024-2025 report.

Celebrating Community

We continued two decades of tradition with our annual BCPVPA Partnership Awards, an opportunity for our 60 local Chapters to nominate and celebrate the community partners who have supported their school communities and nurtured students' needs. The 2023 Awards recognized four recipients who fuel students' learning, ensure their comfort and safety, keep them active, and teach them lifelong skills: The Surrey Fire Fighters' Nutritional Snack Program Society; Chris Wilson of KidSport Tri-Cities; Victoria Coats For Kids Association; and Nechako Valley Food Network.

Supporting Students

The BCPVPA was pleased to award twenty \$1,000 scholarships to BC students from across the province who are graduating from the BC public school system, and who will proceed to post-secondary education. Ten scholarships were awarded to the children of BCPVPA members, and ten to other graduating applicants. The recipients will pursue career paths that include education, nursing, the sciences, wellness, social justice, business, linguistics, the arts, and engineering.

BY THE NUMBERS

Sharing Member Stories

3
Member magazines
51
Articles published
39
Member newsletters

/The BCPVPA



328
Total Followers June 30
31
New Followers in Period
329
Posts
2,314
Average Monthly Reach

@bcpvpa



579
Total Followers June 30
75
New Followers in Period
255
Posts
2,266
Average Monthly Impressions

B.C. Principals' & Vice-Principals' Association



352
Total Followers June 30
112
New Followers in Period
23
Posts
567
Average Monthly Reach

@bcpvpa



7,824
Total Followers June 30
316
New Followers in Period
514
Posts
28,090
Average Monthly Impressions

Contacts

**BC Principals'
& Vice-Principals'
Association**

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Magdalena Kassis

Executive Director (Acting)

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Sharon North

**Executive Assistant to the
President & Executive Director**

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Sandra Murphy

Director of Communications

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More than
90%
of census
respondents
identify the use of
goals and/or
a school
improvement
plan to
support their work

