

BC Principals' & Vice-Principals' Association



2026 2030 Strategic Plan

October 2026

We give thanks and acknowledge that our BCPVPA office is located on the unceded traditional territories of the x̱m̱ḵy̱m̱ (Musqueam), S̱wx̱w̱ú7mesh (Squamish), and s̱ḻḻw̱ta̱ (Tsleil-Waututh) Nations.

equity COMMITMENT

The BCPVPA aims to support and advocate for our members by promoting their professional growth, employment equity, well-being, and workplace excellence. In doing so, we affirm our responsibility to foster reconciliation, equity, diversity, inclusion, and human rights in all aspects of our work. We believe that Principals and Vice-Principals play a vital role in shaping environments where students, staff, families and communities can flourish with dignity and belonging.

For us, reconciliation, equity, diversity, and inclusion (REDI) are ongoing practices that create a culture that acknowledges and embraces differences, fosters authentic belonging, and promotes fair and equitable opportunities for all. REDI requires us to challenge our systemic beliefs, policies, practices, or traditions that create or maintain discrimination or inequity. This commitment is central to our mandate of providing professional services to Principals and Vice-Principals across BC through representation, advocacy, and leadership development.

Grounded in the values of humility, collective empowerment, and collaboration, we acknowledge the colonial histories that continue to shape the educational landscape. We value relationships with Indigenous communities and members and affirm our responsibility to advance reconciliation through actions aligned with the Truth and Reconciliation Commission's Calls to Action and the principles of the United Nations Declaration on the Rights of Indigenous Peoples (2021). We commit to promoting and supporting Indigenous perspectives, histories, and ways of knowing in all facets of leadership learning.

We reject all forms of discrimination and any other forms of oppression that compromise human rights. We affirm the inherent dignity and equal worth of every individual.

The Board's commitment to REDI is ongoing. The Board commits to listening, reflecting, adapting, and communicating openly and will seek opportunities for feedback from members, partners, communities, and staff, to ensure REDI actions and supports remain aligned with their needs. The Board will continue to evolve, deepen our understanding, and take action to support members in creating equitable and inclusive learning communities.

about the BCPVPA

The B.C. Principals' & Vice-Principals' Association (BCPVPA) is dedicated to supporting our members, Principals and Vice-Principals in British Columbia's public education system. to provide quality leadership that advances student success. The Association's Strategic Plan serves as our roadmap to achieve the top priorities identified by our members, and to ensure a high level of support so that they may thrive in their roles.

At the heart of the BCPVPA's work is our mission to serve members by supporting effective leadership in education through representation, advocacy, and leadership development, alongside the Association's stated purposes in its Constitution. The strategic goals and objectives established for 2026-2030 align closely with these foundational goals, reinforcing our commitment to supporting educational leaders and fostering positive change in public education provincially, nationally, and internationally.

The BCPVPA 2026-2030 Strategic Plan was developed through an extensive, iterative, and Board approved consultative process from August 2025 through April 2026. Over the summer and fall of 2025, broad engagement with members was sought via a Member Survey, and Chapter Council and Advisory Committee consultations were conducted.

In December 2025, the collective input was collated, analyzed, and summarized. This data was used to inform subsequent targeted engagements, including a Professional Learning and Development (PLD) consultation in January 2026, and consultations with BCPVPA staff in February 2026. The Plan was then refined and updated through cascading drafts, and a final Board review, which culminated in the approval of the Strategic Plan on May 8, 2026.

about the PLAN

our PURPOSES

The Purposes of the BCPVPA are to:

- **Represent, develop, and promote the professional and economic interests and welfare of our members:** Ensuring the well-being and prosperity of the members is of paramount importance, advocating for their professional growth and economic stability.
- **Foster education leadership as a means of promoting and advancing education at all levels and for all people:** The Association recognizes the pivotal role of education leadership in driving progress and inclusivity throughout all levels of education.
- **Encourage wide communication and involvement among members:** Fostering a culture of open communication and active engagement among members enhances collaboration and collective impact.
- **Maintain a strong organization through constant assessment of efficiency and effectiveness of its activities:** Striving for continuous improvement and efficiency ensures that the Association remains robust and responsive to the evolving needs of its members.
- **Promote excellence in personnel practices:** By promoting excellence in personnel practices, the Association aims to enhance the quality of education and support provided by its members.
- **Render assistance to members on any matter, upon request and when not inconsistent with the policies of the Association:** Demonstrating a commitment to support its members, the Association is ready to provide assistance on various matters aligned with its policies.
- **Support and coordinate professional development activities for members:** Empowering members with continuous professional development opportunities contributes to their growth and effectiveness as educational leaders.

our PLAN



The goals and associated objectives under the 2026-2030 Strategic Plan are outlined in the following pages. The objectives listed under each goal bear equal importance in our work, and are numbered for reference only.



The BCPVPA continues to advance reconciliation, equity, diversity, and inclusion as essential conditions for safe, welcoming, and successful learning communities.

Members have voiced the importance of championing systemic change, cultural competency, and equitable opportunities for all.

This goal reflects BCPVPA's commitment to embedding REDI principles throughout its governance, operations, and services while helping members lead inclusive school communities grounded in respect, belonging, and Truth and Reconciliation.

REDI CHAMPION

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

- 1. Continue to advance our Reconciliation, Equity, Diversity, and Inclusion (REDI) policies and strategies, ensuring principles are embedded across all aspects of our operations.**
- 2. Advance the Commission of Canada's Truth and Reconciliation Education Calls to Action through our REDI policy, strategy, and initiatives.**
- 3. Attract and retain talented individuals that reflect the full range of diversity in BC within our Board, committees, and staff.**
- 4. Identify and promote learning opportunities that enhance the cultural competencies of all members and our staff regarding racism, oppression, and all forms of discrimination.**



Principals and Vice-Principals carry growing responsibilities in increasingly complex school environments, yet employment terms and conditions may not always reflect the full scope of their leadership roles, or the intricacies of different local contexts.

Insights from members and Chapters have reinforced the need for greater consistency, fairness, and transparency in negotiation processes, as well as stronger support for those navigating unique rural, remote, or district-specific circumstances.

This goal recognizes that equitable employment conditions are foundational to attracting, retaining, and sustaining strong school and district-level leaders across the province.

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.

- 1. Support Chapters across the province to advance a negotiation process that is equitable, transparent, and inclusive.**
- 2. Increase the understanding of Chapters' contract teams of employment agreements to expand their capacity to work towards equitable and fair contract terms.**
- 3. Recognize and address the diverse needs and circumstances of members working in rural and remote communities by helping them navigate their unique employment circumstances and conditions.**



The demands on our members as school and district-level Principals and Vice-Principals continue to evolve rapidly.

Members have identified the need for accessible, practical, and relevant professional learning opportunities that reflect geography, career stage, and diverse personal contexts, both for themselves and for the next generation of aspiring leaders.

This goal builds on the understanding that leadership excellence is developed over time through learning, mentorship, collaboration, and access to up-to-date tools and resources.

Leadership DEVELOPMENT

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

- 1. Identify, develop, communicate and deliver professional learning opportunities that are accessible to all members regardless of geography, role, career stage or personal context.**
- 2. Research, identify and develop resources and training to equip members and staff with the knowledge and skills needed to lead the integration of emerging technologies.**
- 3. Build the leadership capacities of our members by fostering relationships, supporting aspiring leaders and new members, and creating more mentoring pathways, communities of practice and peer-to-peer learning opportunities.**
- 4. Design, communicate, and deliver user-friendly up-to-date tools and resources to assist members in developing their growth plans and their leadership profiles and portfolios.**



The ever-increasing workload complexity and intensity experienced by Principals and Vice-Principals can significantly affect their physical, mental, and psychological well-being.

This goal reflects a commitment to ensuring that members have timely access to resources, advocacy, and safe working conditions that enable them to thrive personally and professionally.

Member HEALTH

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

- 1. Identify and promote resources, tools and education to build the conditions and practices that contribute to the overall well-being of our members.**
- 2. Advocate for and support the consistent application of regulations, policies, and practices that enhance the physical and psychological safety, health and well-being of our members.**
- 3. Advocate for and facilitate access to timely physical and mental health supports.**
- 4. Enhance local Chapters' understanding of the well-being support we provide.**



There is a growing need for the perspectives of Principals and Vice-Principals to be heard and understood.

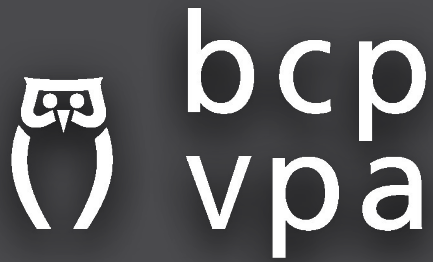
Members are seeking opportunities to share their experiences, greater recognition of the importance of their strong leadership in schools and districts, and enhanced advocacy related to the issues they face.

This goal affirms BCPVPA's responsibility to be an influential partner that elevates member voices, informs sector partners and decision-makers, and strengthens confidence in educational leadership across the province.

Respected VOICE

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

- 1. Provide platforms and communication channels to actively share the stories, experiences, and perspectives of our members.**
- 2. Engage and raise awareness amongst policymakers, government officials, educational partners and the public of our work and the importance of strong leadership in education.**
- 3. Develop new strategies and approaches to effectively advocate for the needs, concerns, and aspirations of our members to our sector partners.**
- 4. Increase member awareness of our progress and achievements under the Strategic Plan.**



BC Principals' & Vice-Principals' Association

Serving members by supporting effective leadership in education through representation, advocacy and leadership development.

Our gratitude to the many members who contributed to the 2026-2030 Strategic Plan, and to the BCPVPA Board of Directors for their ongoing work in developing and guiding the Association's Strategic Plans, and their dedication to the work and well-being of our members all across BC.

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October 2026

