

Our **for** North **BCPVPA's** Star **Professional** **Learning and** **Development**

The BCPVPA Mission Statement is to, “Serve our members by supporting effective leadership in education through representation, advocacy, and leadership development.” The goal of leadership development as stated in the 2020-2023 BCPVPA Strategic Plan is to, “Support Principals and Vice-Principals in building their leadership capacity”, and the objective is to make, “Professional learning and development programs available to support all stages of Principals’ and Vice-Principals’ careers.”

by
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As an association, our objective is to grow practitioners' efficacy and confidence by equipping them with the skills, knowledge, and understandings that can have a meaningful impact on their areas of responsibility. Our members have diverse interests, motivations, and needs. As an association, we have identified a need to grow our learning together to work towards decolonizing practices, and to locate ourselves in the 'why' and the 'how' of equity work. As system leaders, we want to influence change in positive ways.

Our desire is for Principals and Vice-Principals to be thriving, confident, and adaptable leaders who have the capabilities to navigate and steward their schools through complex issues. So, when we say, "equipping our members", we aim to provide the tools, resources, networks of support, conversational skills, and the inspiration to lead. "Equipping" aims to cultivate the mindsets of equity, inclusion, and our moral imperative to lead for equity. Members are equipped with the skills to cultivate wellness for themselves and one another. Our association is equipped to create relevant offerings that adapt and evolve with the times.

The great strength of the BCPVPA as the preferred destination for professional learning is that we provide a safe, non-judgmental learning space; it is okay to ask questions, and to take risks. Members can self-select the learning opportunities that fit their needs.

Historically the BCPVPA has offered cornerstone programs that span the educators' career. Based on member needs and responsiveness to societal needs, we are expanding our offerings to:

- increase the strategic toolkit and conversational skills of collaboration and coaching
- grow new leadership muscles for a rapidly changing world (equity)

As an association, we have identified five key shifts in our vision for Professional Learning and Development.

First, we are shifting our lens as a community of

practice to a community of influence. The BCPVPA nurtures strong communities of practice and tremendous learning takes place. We are actively working collaboratively with other education shareholders to align our leadership standards, and to provide comprehensive opportunities for leadership development.

Second, as a PLD team, we want to lead with integrity and accountability. We want to be responsive to member feedback gathered through the 2022 PLD Member Survey, program reflections, PLD Advisory Committee and Representative meetings, Chapter Council meetings, and our individual interactions with members. The chart on the next page describes some of the themes that have emerged.

Third, we want to recognize and curate examples of impact. The learning and growth we do as leaders has a ripple effect. Through our publications and offerings, we want to highlight impact stories of the work of our members. UBC's Dr. Mark Edwards – Director of Academic Initiatives in the Faculty of Education – shared these words at the July 2022 Foundations for New School Leaders: "The investment in your learning in this room has a ripple effect. There are 175 leaders involved in this intense learning experience; you will take that learning back to your schools and have an impact on the teachers, students, and families, not just this year but for years to come."

Fourth, by tending to our wellness, we are able to cultivate wellness in our system. One thing has become very clear as our members lead through a pandemic: prioritizing our well-being is essential. As leaders, this can be very hard to do. Based on our 2021 Thriving in Education survey, we recognize this is something we need to learn how to do.

Fifth, we need to think beyond the tools. Effective leadership requires holistic development that includes relationship building, mentorship, and connection. As well, we need to co-create a theory of change to keep us adaptive and responsive to the changing world in an interactive way.

Themes from BCPVPA Member Feedback

Cornerstone programs that span the leaders' journey.

As we learn more about equity, diversity, inclusion, and decolonization, we are seeing the emergence of goals within our operational plan and want to work meaningfully and sustainably toward equitable change.

From the 2022 PLD Member Survey, the skills and strategies people rated as learning areas were: building and sustaining collaborative teams, habits for sustaining a learning culture, and conversational skills for problem-solving, reflecting, and conflict resolution.

BCPVPA Programming Response

Explorations for Aspiring School Leaders
Foundations for New School Leaders
Leading a Culture of Learning
Amplification for Experienced School Leaders

Update to the
BCPVPA Leadership Standards for Principals and Vice-Principals in British Columbia

Update to the
BCPVPA Leadership Planning Guide
Member engagement strategy to articulate an Equity Stance and a Theory of Change

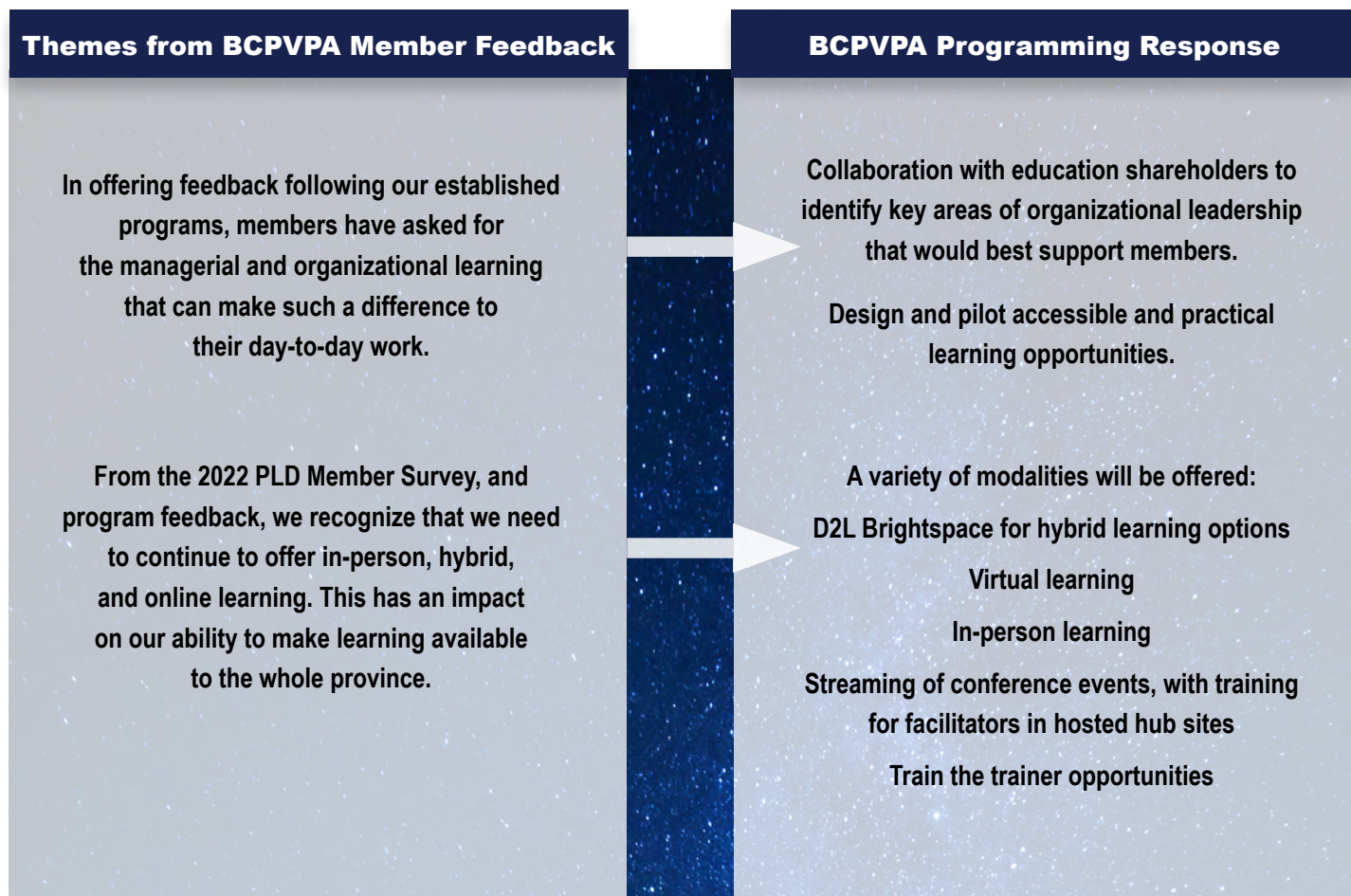
Leading the Way: Together
Leading the Way: Women in Leadership

The addition of FranklinCovey content (delivered as virtual or in-person training; we can train in-house facilitators in your region):

Unconscious Bias™
The 4 Essential Roles of Leadership™
The 7 Habits of Highly Effective People®
Speed of Trust™
Multipliers™

To develop a strategic toolkit and the conversational skills of collaboration and coaching, we are including offerings from the Thinking Collaborative:
Cognitive Coaching®
Adaptive Schools®

To offer group coaching of school teams who want to grow their collaborative muscles (Principals or Vice-Principals can bring a team of teachers to work on an inquiry, or communication structures i.e. School-Based Teams (SBT)):
Collaboration for School Teams



As is true for our members, the BCPVPA's own learning continues to evolve. We appreciate the member feedback that has helped us to plot this course so far, and the voices who will contribute in the days to come. Member voice, and your collective experience, has truly been the North Star in this journey.

Find out about the BCPVPA's professional learning and development programs on our website:

bcpvpa.org

Members can also visit My BCPVPA and select the PLD Tile.