

From government regulations and district policy to professional standards, Principals & Vice-Principals need to be familiar with their rights and responsibilities.

What guides & directs practice?

Fall is a perfect time to review and refresh your knowledge: follow the links to find out more.

BCPVPA **Leadership Standards for** **Principals and Vice-Principals in BC**

Revised in July 2019, the Leadership Standards is a guide to hold student and adult development, engagement, and learning central to all leadership practices, and to foster continuous professional learning and development in working towards effective leadership.

Canadian Charter of **Rights and Freedoms**

The Canadian Charter of Rights and Freedoms is part of Canada's Constitution. The Charter protects every Canadian's right to be treated equally under the law.

General Standards of Care

Principals and Vice-Principals owe a duty of care to:

- protect students from reasonably foreseeable risk of harm
- appropriately supervise students

There are potential employment consequences for failure to supervise.

Codes of Conduct

Every school has its own Code of Conduct: a set of rules or guidelines that everyone in the school is expected to follow to ensure an environment of fairness, respect, and safety.

General Standards of Conduct

Principals and Vice-Principals:

- hold a position of trust, confidence, and responsibility
- are held to a higher standard of conduct than the general public

What guides & directs practice?

Employment Standards Act

The Employment Standards Act sets out BC's rules on hours of work, time off, notice, severance pay, and other topics.

Contract

Principals and Vice-Principals currently contract with their school district under a Personal Services Contract. It's important to be familiar with your contract. If BCPVPA members need assistance with clarification or explanation of contract clauses, they can review their contract with the Member Support Services team.

Collective Agreements

BC School District Collective Agreements

for school support staff exist between the districts and the Canadian Union of Public Employees (CUPE) Locals.

Provincial Collective Agreement (PCA)

for teachers exists between the BC School Public Employers' Association (BCPSEA) and the BC Teachers' Federation (BCTF).

School Act/ Regulations

The BC School Act is a provincial statute governing primary education and secondary education in B.C.

The Act outlines important roles, rights, and responsibilities for parents, students, and the education system.

Freedom of Information and Protection of Privacy Act

FIPPA sets out the access and privacy rights of individuals as they relate to the public sector, and establishes an individual's right to access records in the custody or control of a 'public body' including access to one's own 'personal information'. FIPPA also sets out the terms under which a public body can collect, use, and disclose the personal information of individuals.

School District Policy

Each school district develops their own policies to support the governance function of the Board. It's important to be familiar with the policies in your district.

Professional Standards for BC Educators

(Commissioner for Teacher Regulation)

The Professional Standards, formerly the Standards for Education, Competence and Professional Conduct for Educators in BC, outline the conduct and competence requirements for an individual to be issued and maintain a BC teaching certificate of qualification.

Occupational Health and Safety Regulation (Worksafe BC)

The Occupational Health and Safety Regulation (OHSR) contains legal requirements that must be met by all workplaces under the inspectional jurisdiction of WorkSafe BC. The OHSR promotes occupational health and safety and protects workers and other persons present at workplaces from work-related risks to their health, safety, and well-being.

Basic Duties and Fiduciary Responsibilities of a Principal or Vice-Principal

Placing employer interests first

Cooperating with employer:
following reasonable and
lawful orders and directions

Speaking and acting
on behalf of the employer

Exercising care, diligence, and
skill that a reasonably
prudent person would

Unconditionally demonstrating
honesty and integrity
toward the employer

Ensuring confidentiality

Complying with all statutory
requirements and general
legal principles pertaining to
their duties and responsibilities