

BCPVPA

A Word from the Acting Executive Director

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For Principals and Vice-Principals, the days and weeks prior to the official start of the school year can be a wonderful and exciting time filled with anticipation. There is often a sense of renewal, optimism, and hope prior to the halls filling again with the voices of students and staff. It can also be a quieter time when planning for the upcoming year can occur, and Principals and Vice-Principals can explore new ways of leading. Regardless of leadership style, it is important to ensure that one's leadership, vision, focus, and decisions are anchored in something meaningful and tangible.

School districts will have their own strategic plans, sometimes referred to internally as district plans or priorities. School or district-based leaders need to ensure that school plans and personal growth plans align with the district's plan. Using the district plan as an anchor can be a helpful way of planning and making decisions at the school level.

As an association, the BCPVPA has a strategic plan that members are invited and encouraged to use as an anchor for their *own* professional growth and leadership decision-making. The [2023-2026 BCPVPA Strategic Plan](#) helps defines areas of focus that Principals and Vice-Principals can consider when planning for their year ahead.



Reconciliation, Equity, Diversity, and Inclusion Champion

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

- Ensure an understanding of the [Truth and Reconciliation Commission of Canada's Truth and Reconciliation Calls to Action](#), as they relate to education; share regularly with staff and work actively to advance these Calls to Action
- Identify and promote learning opportunities that enhance the cultural competency(ies) of the school community regarding racism, oppression, and SOGI issues

- Ensure that you have a comprehensive understanding of your district's policies and administrative procedures as they relate to reconciliation, equity, diversity, and inclusion, and that these policies and procedures are followed
- Work to be an active champion at your work site and in your district to ensure that reconciliation, equity, diversity, and inclusion are prioritized in all decision-making and action
- Engage in professional development opportunities in this area
- Watch for workshops and resources offered by BCPVPA: weekly eNews will promote workshops and REDI-related podcasts and resources
- Remember the Professional Standard for BC Educators #9 and continue to share it with your staff



Member Health

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

- Remember that the roles of Principals and Vice-Principals are extremely rewarding; they also have their challenges, with workload and work intensity as legitimate workplace factors
- Ensure that when planning for the school year ahead, you also pre-plan to prioritize your own health and well-being; strategize and plan ahead to ensure that this is factored in proactively
- Engage in the resources, tools, and education that are offered by BCPVPA around member health and well-being
- Check the Member Health tile in the member portal, My BCPVPA, for resources
- Prioritize your health and well-being, and seek support from medical professionals if your physical or mental health feels at risk
- Remember that workplace mistakes tend to happen when employees remain at work when they should be off for medical reasons; pace yourself!



Leadership Development

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

- Regardless of where you are in your career, engage fully in leadership development opportunities to continue your leadership growth
- Engage in communities of practice where you can share practices, exchange ideas, and engage in peer-to-peer learning; support and encourage your staff to be able to do the same
- Participate in some of the numerous leadership development offerings offered to members by the BCPVPA; watch for these to be promoted in the weekly eNews in your email on Fridays, on the website and on social media

- Remember the Professional Standard for BC Educators #7: “Educators engage in professional learning”; encourage and support your staff to continuously increase their own professional learning
- Look for professional development opportunities that will stretch your learning and complement your professional growth plan, school plan and district plan



Respected Voice

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

- Remember that BCPVPA is working hard on your behalf to ensure that the Association is an influential partner and respected voice within public education
- Engage in any surveys that come to you from the BCPVPA; your voice is crucial for the Association to advocate on behalf of all members in needed areas
- Engage with your local Chapter and stay informed of any local trends or issues
- Your local Chapter Representatives, your President, and other local representatives are available to support and liaise with both the BCPVPA and the district, in the areas of contracts and professional learning



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.

- Ensure that you have a current, signed employment agreement (contract)
- Ensure that you read through your employment agreement, and have a full understanding of the terms of the agreement
- Remember that every Chapter has a Contract Representative who is available to you as a first point of contact for contract-related queries in your local district
- BCPVPA Member Support Services is available to members who have any contract-related questions or concerns

As Principals and Vice-Principals around the province prepare and plan for the year ahead, they are encouraged to stay engaged with the BCPVPA and with their local Chapter. Remember that the Association is here to provide the support needed as members develop their professional leadership.

The BCPVPA remains grateful for the continued collaborative partnerships with our sector partners, as their support is invaluable to the success of our members in their roles.

Wishing all of you across the province a successful and healthy 2024-25 school year!



Are you a Member on the Move?

Do you have a new school, a new role,
or other contact updates?

Help us keep *you* in the loop: email your updates to

Membership Services

