



# Leadership Competencies

## for BC Principals and Vice-Principals



# BCPVPA Leadership Competencies

## A Framework for Educational Leadership

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Over the past three years, the BCPVPA has engaged in numerous conversations with members across British Columbia. These discussions have centered around our vision for the future, and the role of educational leaders. We are grateful for the opportunities to listen and learn from our members.

Our journey began with the Equity Theory of Change process, which served as a launching point for these conversations. As we delved into the complexities of educational leadership, we recognized the need for a competency framework that aligned with our community's values and aspirations.

Drawing from both community input and scholarly research, we identified several key themes that underpin the BCPVPA competencies:

**First Peoples Principles of Learning:** Indigenous wisdom must take center stage as we work toward decolonization and Indigenization. These principles inform not only our approach to leadership but also our commitment to enriching education for all.

**Being and Leadership:** Who we are as leaders matters deeply. In an era marked by justice, identity, and reconciliation, our hearts and values shape our leadership. Authenticity and humility guide our path.

**Aligned with, yet distinct from, Superintendents:** While Principals and Vice-Principals share leadership priorities, the role of district leader and school-based leader are not identical. Our competencies connect to the BC School Superintendents Association (BCSSA) competencies, but also recognize the unique demands placed on school leaders.

**Navigating Between Systems and Students:** School leaders occupy a critical juncture between the education system (government and district levels) and the students and teachers they serve. This position carries distinct responsibilities and challenges.

**Action and Empowerment:** Our commitment extends beyond words. We actively improve our school communities while empowering others to do the same. Equity-seeking groups play a vital role in this collective effort.

**Community-Driven Competencies:** Our competencies are shaped by our community. While no framework is perfect, these markers guide us on an ongoing journey of growth and reflection.

As we embark on this journey, the BCPVPA competencies serve as stepping stones, rather than the final destination. They propel us toward a more inclusive, impactful educational system. Together, we invite all members to actively shape the future of educational leadership in British Columbia. By engaging with member stories, we will co-create competency descriptors, highlight illustrative examples from across the province, and honour the unique voices that contribute to our collective narrative. Storytelling as a pedagogical tool helps leaders influence, teach, and inspire by creating emotional connections to co-create meaningful change.