

bcpvpa Leading back to school

August 2024

Tools, Tips, and Talk for BC Principals & Vice-Principals

Leading

BCPVPA President,
Board, and Executive Director

Teams

Meetings, Committees,
and Staff

New Members

Welcome!
My BCPVPA

Tools

What Guides and Directs,
and Keeping in Touch

Support

What to Expect,
and Staying Well

Learning

What's Ahead in
Professional Development

Member
News

Member
Health

Resources

Board
Contacts

Professional
Learning

Member
Support
Services

BCPVPA
Calendar

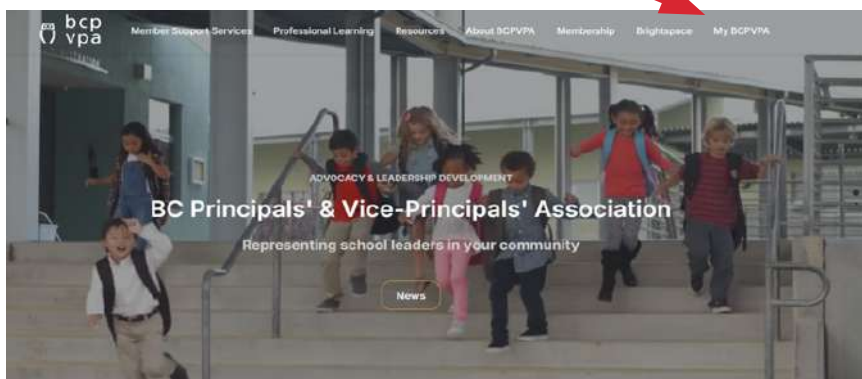
Staff
Contacts



Our Member-Only Portal Has What You Need!

bcpvpa.org
Select My BCPVPA

First time user?
Select Reset My
Password

The screenshot shows the login page. It has a "Sign In" heading. Below it are two input fields: "Email *" and "Password *". There are two buttons: a green "Continue" button and a "Reset my password" button with a key icon. A red arrow points from the "Reset my password" button to the text "First time user? Select Reset My Password". Below the buttons is a blue box with a warning icon and the text: "If you have forgotten your password or this is your first-time logging in, please click the password reset button." At the bottom, there is a small disclaimer: "Please enter your login credentials. Access is restricted to authorized users only. Unauthorized attempts are logged and monitored by IP address." and a line of text: "By signing in, you confirm that you agree to the storage and processing of your data by InTelle as described in the Terms and Conditions." The browser bar at the bottom says "Browser: Chrome 82.0.4103.10".

Embracing the School Year Ahead!

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The BCPVPA is helping our members and sector friends to start the 2024-2025 year feeling prepared, excited, and energized!

In *Leading: Back to School* magazine, you will find the BCPVPA contacts who can support you, the tools and information that you may need along the way, and details of the programs, services, and supports that we will offer this year.

bcpvpa
Leading
back to school

The annual Fall magazine for the members & friends of the BC Principals' & Vice-Principals' Association

VOL 6 - Issue 1 AUGUST 2024

Designed and edited by Sandra Murphy
BCPVPA Director of Communications



2024-2025 BCPVPA Board of Directors

Dr. Shannon Behan, SD47
President
Brian Leonard, SD43
Past-President

Jacqueline Borosa, SD64
Renee Hislop, SD62

Sid Jawanda, SD57
Sanj Johal, SD44

Paul Marsden, SD36
Charity Peal, SD92

Tina Pierik, SD61
Navshina Savory, SD38

Aaron Thorn, SD5
Bryn Williams, SD43



Leading

A Welcome from the President

Dr. Shannon Behan, qathet (SD47)
2024-2026 President

Sitting at my desk on a warm summer day, I am putting myself into the shoes of close to 3,000 leaders who are preparing for 'start-up'. This is a time that is filled with excitement, nervousness, anxiety, joy, and so much more. It is a time where we reacquaint ourselves with our families and students, while welcoming new families and students to our school communities. It is a great time to connect with and support new and returning school staff as they busily prepare their classes and lessons. We are also working closely with maintenance to ensure the building and landscaping is prepped and polished, ready to welcome our students and usher in the new school year!

Regardless of whether you run a large school set in an urban region of this province, or lead a school set in a more remote location, perhaps with a smaller, multi-aged classroom, this is a time filled with optimism and excitement, joy and curiosity. Principals and Vice-Principals have a significant influence on student success, and motivate both the school community and the greater community. No matter the size or location of your school, the work you do as leaders in your buildings and districts is crucial. The role is dynamic, intense, exciting, creative, and at times can be challenging. And *that* is exactly why we signed up for it!

I have been privileged to serve as a school leader for the past twenty years. After teaching for about ten years, I jumped into administration and have led in elementary, middle, and high schools, and at a certified BC Offshore School in Beijing, China. I am grateful to have completed both a Master's in



"No matter the size or location of your school, the work you do as leaders in your buildings and districts is crucial. "

Educational Leadership from the University of Calgary, and a Doctorate in Education Leadership and Policy from the University of Kansas. The opportunities are endless in this profession, and the work is rich and rewarding.

This year, I look forward to getting to know you as I travel all over British Columbia to visit our members in their Chapters. I have a deep pride in our public school system, as well as a personal interest in why our BC public schools consistently outperform those in other jurisdictions. I am looking forward to finding out more about how you lead in your schools, to hear your experiences, and to share what I learn with our Association and our sector partners to ensure that you are supported in your work. Please remember to reach out to Sharon North to schedule a Chapter visit!

In all the work we do, I hope you will remember one thing. While we are often the first to arrive at our buildings, and the last to leave at night, however you can do it, I urge you to build time for yourself into your schedule. That can be time to take on physical activity,

connect with friends, read, or cook, any way that you can fill your cup! Remember, this is a marathon and not a sprint, so pace yourself. And always remember, the BCPVPA is here to support you in your school leadership through advocacy, representation, leadership development, and support. You are part of a network of colleagues throughout this province. The BCPVPA represents 94% of the Principals and Vice-Principals in BC's K-12 public education system, and you are not alone! Please take time to connect directly with me, or with anyone at the Association. We are here for you.

Have a wonderful start-up and stay in touch. I look forward to connecting with you and supporting the work you do, in the years ahead.

With appreciation,

Dr. Shannon Behan

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  @bcpvpapresident



**Invite the BCPVPA
President to visit
your Chapter in the
2024-2025 school year!**

Contact
Sharon North

7 Steps to Create an Environment of Trust on Your Team

The majority of leaders today still operate from a “Command and Control” leadership style. This leadership style focuses on efficiency and getting things done. They view their employees as fragmented people versus a whole person. It’s about motivating rather than inspiring, and controlling instead of unleashing potential.

In the modern education landscape, we must adapt to what is more timely and relevant—a “Trust & Inspire” leadership model. A “Trust & Inspire” leader knows that building trust with their team is absolutely essential to the success of their team and the school, but knowing where to start can be difficult. The best way to build trust is to model it. It starts from the inside out; a leader’s job is to go first. Implement these seven steps to create conditions in which trust can flourish in your school and district.

1. Start by modeling trust yourself.

Leaders set the tone for their teams. Brush up on the 13 Behaviors® of High-Trust Leaders from FranklinCovey’s Leading at the Speed of Trust®—in particular, speak in an open, honest way.

2. Eliminate rules or processes that send the signal “We don’t trust you.”

When you can, eliminate unnecessary restrictions, and tell your direct reports that you trust them to do their jobs well and do what’s right for your students and your school.

3. Set up transparent communication protocols to keep team members informed.

When you set a standard with your team that transparency helps everyone, trust flows in all directions. Build a habit of asking yourself and others, “Who else should know about this?”

4. Encourage teachers to speak up—and always respond constructively when they do.

Your direct reports may hold back their ideas and concerns when they fear that their views will be rejected or held against them.

5. Help teachers collaborate in ways that rely on and develop each other’s strengths.

You’re the boss, so your direct reports will naturally come to you for feedback and guidance.

6. Regularly highlight how each direct teacher’s efforts contribute to achieving team goals.

As a leader, you can inspire others to feel a sense of purpose and excitement by recognizing their accomplishments and showing them how their work connects to the bigger picture.

7. Use feedback to reinforce high-trust behaviours—and redirect trust-damaging ones.

Reinforce these high-trust behaviours in your direct reports.

FranklinCovey is the most trusted leadership company in the world. FranklinCovey Education, a division of FranklinCovey, partners with schools, districts, and education organizations to build leaders at all levels, from the classroom to the boardroom. To learn more about building trust, inspiring individuals in your school and district, and developing your leaders, visit franklincovey.com/education.



Check out our podcasts!

LeaderinMe.org/podcasts





L to R - Bryn Williams (SD43), Dr. Shannon Behan (SD47), Jacqueline Borosa (SD64), Charity Peal (SD92), Sanj Johal (SD44), Renee Hislop (SD62), Aaron Thorn (SD05), Sid Jawanda (SD57), Paul Marsden (SD36), Tina Pierik (SD61), Navshina Savory (SD38), Brian Leonard (SD43)

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get involved with your association

Elections are held for the BCPVPA Board of Directors each spring
In 2025, members vote for the **President-Elect**, and **Directors of the Board**

Watch for nomination promotions to begin in March 2025, and the invitation for nominations to be issued in April 2025. Nominees need to be BCPVPA members, and can be nominated by two BCPVPA members.

Candidates have an opportunity to share their campaign messaging through both written and video statements, as well as an in-person speech at the May Chapter Council meeting.

The election for the President-Elect and Directors of the Board will be held in May 2025.

The Board of Directors has in-person and virtual meetings scheduled throughout the year.

The BCPVPA Board of Directors:

The Board of Directors is comprised of active Association members, and is elected by the membership.

- Establishes the mission, goals, and policies and procedures of the Association
- Develops a long-range Strategic Plan for the Association, including defined goals and objectives
- Safeguards the short and long-term financial stability, strength, and accountability of the Association
- Approves annual budgets, reviews operating and financial results, and reviews performance against goals
- Respects and maintains the integrity, independence, and ideals of the Association
- Ensures that the needs and interests of members are prioritized in all decision-making processes
- Forms Board and member committees as determined by Association needs and interests
- Hires and develops an Executive Director to manage the operations of the Association
- Exercises management oversight of the Executive Director and the operations, and coordinates the performance evaluation of the Executive Director

Board Members are responsible to:

- Be committed to the mission, goals, objectives, and policies of the Association
- Be knowledgeable about the Association, and the programming and services it provides
- Serve on a minimum of one Standing Committee as a Committee Chair, with the associated responsibilities
- Attend and actively participate in both virtual and in-person Board meetings as scheduled throughout the Director's term
- Attend Association events and programming whenever possible, and fulfill onsite duties as requested
- Engage with Association members when opportunities are presented; provide information as requested, or redirect to Association staff for support

There are 12 members of the BCPVPA Board of Directors:

President

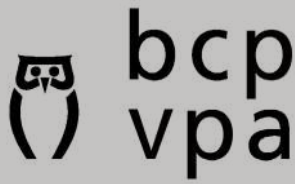
(Two-year term, election held every second year)

President-Elect, or Past-President

(One-year term preceding or following presidency)

10 Directors

(overlapping terms, generally five vacant positions up for election each year)



The BCPVPA President

The President is an active Association member, and is elected by the membership.

- Presides over Board meetings and Chapter Council meetings
- Prepares Board and Chapter Council meeting agendas in collaboration with the Executive Director
- Serves as an ex-officio member of all Association Standing Committees
- Recommends the annual assignment of Board Directors to Standing Committees
- Acts as the primary spokesperson for the Association
- Leads the Board in the performance of its responsibilities
- Fulfills travel and meeting commitments with Chapters throughout term of office
- Represents the Association on selected sector committees and working groups
- Develops and maintains relationships with elected executives of sector organizations
- Regularly communicates with the membership
- Performs such duties as required by the bylaws and as directed by the Board

The BCPVPA President is seconded for their two-year term

Directors serve on the Board while continuing their current school or district roles

The BCPVPA Executive Director

The Executive Director is the senior employee of the Association.

- Leads the day-to-day operations of the Association
- Establishes a staff structure, and hires, trains, and supervises staff
- Performs functions as delegated by the President and the Board
- Implements the plans and policies developed by the Board
- Creates an operational plan to carry out the work of the Strategic Plan, putting the vision determined by the Board of Directors into action
- Operates the Association office facility
- Develops and maintains relationships with Executive Directors/ CEOs of sector organizations



[Find out more](#)

Developing an Equity Theory of Change requires a deep and honest assessment of how your organization operates, and of the belief systems that have driven the work. It involves a reckoning of whether the structures of reconciliation, equity, diversity, and inclusion are considered in the development and performance of the organization's work.

The BCPVPA will strive to contribute to cultivating the conditions for BC schools to be vibrant and diverse places that are learning and working environments where everyone can flourish. *More to come in 2024-2025.*

It draws out the values of the organization, so that those values can be more clearly considered in the actions of the organization. It identifies who we serve, and ensures that the organization refocuses on serving all members and friends in an equitable way.

Over the next three years, the BCPVPA has an objective to adapt its operations and programs to equip BC Principals and Vice-Principals with the knowledge and resources to recognize, understand, and effectively respond to racism and discrimination in their schools.

It outlines the approaches and activities that will ensure that the organization will live into its values. And, it defines the expected changes that we expect to see, and for which we are accountable.

BCPVPA

A Word from the Acting Executive Director

Magdalena Kassis

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

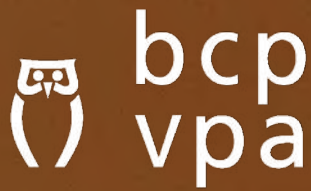
Fair and equitable terms and conditions of employment are in place that reflect the competencies, responsibilities, and needs of Principals and Vice-Principals.

- 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](#)





Teams

BCPVPA AGM

November 22, 2024

**Board of Directors
Meetings**

October 18-19, 2024

November 21, 2024

January 17-18, 2025

February 6, 2025

April 11-12, 2025

May 2, 2025

Additional Zoom meetings as scheduled

**Chapter Council
Meetings**

November 22-23, 2024

February 7-8, 2025

May 2-3, 2025

**Chapter Presidents
Meeting**

November 22, 2024

**Advisory Committee
Meetings****Budget Advisory Committee**

March 6, 2025 (in-person)

Contract Advisory Committee

January 24, 2025 (in-person)

April 30, 2025 (virtual)

**Equity, Diversity, and Inclusion
Advisory Committee**

November 4, 2024 (in-person)

April 14, 2025 (virtual)

**Indigenous Leadership
Advisory Committee**

November 7, 2024 (in-person)

April 3, 2025 (virtual)

**Professional Learning & Development
Advisory Committee**

October 9, 2024 (virtual)

January 26, 2025 (in-person)

**Workplace Intensification, Safety, and
Health Advisory Committee
(W.I.S.H.)**

October 10, 2024 (in-person)

February 13, 2025 (virtual)

Annual Events**Connecting Leaders Conference**

October 25, 2024 (Vancouver)

2024 BCPVPA Partnership Awards

November 22, 2024

Contract Rep Workshop

January 25, 2025 (in-person)

Explorations for Aspiring School Leaders

January 11, 25, February 1, 22, 2025 (virtual)

IDEAS Forum

February 7, 2025

President-Elect & Director Elections

Nominations: April 2025

Elections: May 2025

Foundations for New School Leaders

June 30- July 4, 2025

The BCPVPA convenes Standing Committees, along with Ad Hoc Committees and Working Groups that may be established for defined projects. The BCPVPA President is a member of all Standing Committees, and the BCPVPA Executive Director endeavours to attend all Standing Committee meetings.

Welcome to the members of our 2024-2025 Standing Committees:

Budget Advisory Committee

The Budget Advisory Committee reviews the budget and associated processes, and prepares advice and recommendations to accompany the budget when it is presented to the Board of Directors.

Jeremy Clarke	SD43 Coquitlam
Chris Matheson	SD83 N Okanagan-Shushwap
Devon Ross	SD43 Coquitlam
Trevor Wrinch	SD39 Vancouver
Brian Leonard	Past President
Paul Marsden	Board Director
Magdalena Kassis	Staff
Simon Couture	Staff

Contract Advisory Committee

The Contract Advisory Committee advises the Board on matters pertaining to the economic welfare of members.

Catherine Blanco	SD42 Maple Ridge-Pitt Meadows
Claire George	SD37 Delta
Randy Halpalpe	SD57 Prince George
Paul Hembling	SD73 Kamloops-Thompson
Laird Ruehlen	SD72 Campbell River
Louis-Phillipe Surprenant	SD93 CSF
Mike Vulgaris	SD39 Vancouver
Renee Hislop	Board Director
Bryn Williams	Board Director
Lynda Bonvillain	Staff
Carmen Eberle	Staff
David Nelson	Staff

Equity, Diversity, and Inclusion Advisory Committee

The EDI Advisory Committee advises the Board on matters relating to equity, diversity and inclusion – including but not limited to – racism, oppression and SOGI-related issues.

Naela Aslam	SD36 Surrey
Dominic Maggiolo	SD39 Vancouver
Sylvie Mazzerole	SD93 CSF
Denise Nembhard	SD43 Coquitlam
Sonia Sahota	SD37 Delta
Sean Wickers	SD33 Chilliwack
Sanj Johal	Board Director
Navshina Savory	Board Director
Magdalena Kassis	Staff
Sandra Murphy	Staff

Indigenous Leadership Advisory Committee

The Indigenous Leadership Advisory Committee advises the Board on matters relating to Indigenous leadership.

Brad Burns	SD53 Okanagan Similkameen
Parrish Child	SD57 Prince George
Colleen Mullin	SD79 Cowichan Valley
Anne Smith	SD36 Surrey
Tslandia Van Ry	SD33 Chilliwack
Kelly Zimmer	SD43 Coquitlam

Charity Peal	Board Director
Aaron Thorn	Board Director
Magdalena Kassis	Staff
Sandra Murphy	Staff

Professional Learning and Development Advisory Committee

The PLD Advisory Committee advises the Board with respect to professional development programs and service to members.

Robert Dewinetz	SD36 Surrey
Tracy Krys	SD34 Abbotsford
Janet Kuijt	SD05 Southeast Kootenay
Mark Lucas	SD81 Fort Nelson
Stephanie Prizeman	SD70 Pacific Rim
Tu Loan Trieu	SD40 New Westminster

Sid Jawanda	Board Director
Tina Pierik	Board Director
Peter Johnston	Staff
Dr. Andrea McComb	Staff

Workplace Intensification, Safety, and Health Advisory Committee

The W.I.S.H Committee advises the Board regarding the ways in which the Association can address issues of work intensification and well-being for our members.

Bryce Findago	SD74 Gold Trail
Lisa Frey	SD68 Nanaimo-Ladysmith
Karen Higginbotham	SD61 Greater Victoria
Mareva Hope	SD37 Delta
Ian Keir	SD50 Haida Gwaii
Janine Lamb	SD39 Vancouver

Jackie Borosa	Board Director
Brian Leonard	Past President
Rochelle Morandini	Staff
David Nelson	Staff

Interested in applying
for a 2025-2026
Advisory Committee?
Watch for the notice in
May 2025

Executive Team



Magdalena Kassiss
Acting Executive Director
magdalena@bcpvpa.bc.ca

*Executive Director Scott Robinson
is currently on leave*

The Executive Director is responsible for the leadership and management of the Association, executing the strategic vision and decisions of the Board of Directors. They work closely with the President, and liaise with government and the many partner groups in the education sector.

The Executive Assistant supports the work of the BCPVPA Board of Directors, President, and Executive Director. They are the contact for Board meetings, the President's Chapter visits, Chapter President Town Halls, and Chapter Council meetings. They also manage and maintain the operation of the BCPVPA office.



Sharon North
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& Executive Director
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Professional Learning & Development



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The PLD Team provides career-spanning programs for school leaders: Explorations for Aspiring Leaders, Foundations for New School Leaders, Leading a Culture of Learning, and Amplification I & II. They offer programs designed to foster effective communication and collaboration within educational teams. Their initiatives equip leaders to manage change, cultivate habits, and maximize potential. They organize annual events like the Connecting Leaders Conference and the IDEAS Forum. The team is actively updating the BCPVPA core documents including the *Leadership Competencies* and the *Leadership Planning Guide*.

Member Support Services



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Carmen Eberle
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David Nelson
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Lynda joins the MSS team Sept 1, 2024



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Emily Taylor
Assistant
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etaylor@bcpvpa.bc.ca

The MSS team supports members by offering guidance and representation on employment matters including formal investigations, contract advice, and complex workplace situations. An MSS Director can act as a representative, and can assist members in preparing for challenging situations that can include formal complaints related to conduct, bullying and harassment, TRB complaints, terminations, severance agreements, and mediations. The team also supports members with health challenges, providing referrals for early intervention support and LTD if applicable. MSS offers virtual and in-person presentations on topics that include Know Your Personal Services Contract, Educational Leadership: A Regulatory Lens, Productive Conversations, and Decision-Making Through a Fiduciary Lens. Chapter Presidents may also request other topics of local interest.

The Director of Member Health & Well-being is dedicated to the health, safety, and wellness of BCPVPA Members. Their priority is to assist and guide members who are struggling with their health and/or their physical or psychological safety at work, including members who go off work due to injury or illness. They provide supportive contact and help direct members through the disability process to minimize any disruption in income or in the rehabilitation process, whether on sick leave, long term disability, or Workers' Compensation. They also regularly provides training sessions, direct members to valuable resources, and publish articles promoting skills that can enhance well-being.

Finance & Membership



Simon Couture
Director
Finance
simon@bcpvpa.bc.ca



Vinod Tiwari
Assistant
Accounts Receivable/ Membership
vinod@bcpvpa.bc.ca



Supipi Godakanda
Accounting Clerk
Finance
supipi@bcpvpa.bc.ca

The Finance and Membership team oversees finance and accounting operations, ensuring compliance with regulatory requirements, and alignment with the Association's strategic priorities. The Director leads the budget process and financial reporting, is a leader in the BCPVPA's Strategic Planning process, and is a member of the Governance Committee and the Association's Privacy Officer. The Assistant, Accounts Receivable/Membership, maintains and updates the membership records, enrolling new members and updating records for retirements, returns to teaching and other circumstances of membership cancellation. They reconcile the monthly membership dues payments from districts, look after the Associate School Leaders, issue invoices for services or expenses, and manage the staff payroll. The Accounting Clerk is responsible for the day-to-day accounting procedures for the Association, including accounts payable, benefits administration, and maintenance and reconciliation. They maintain accounting records and take care of government reporting including GST, Payroll tax, T4, and T4A. They also process and issue cheques for expense claims, honoraria, scholarships, and vendor invoices.

Communications

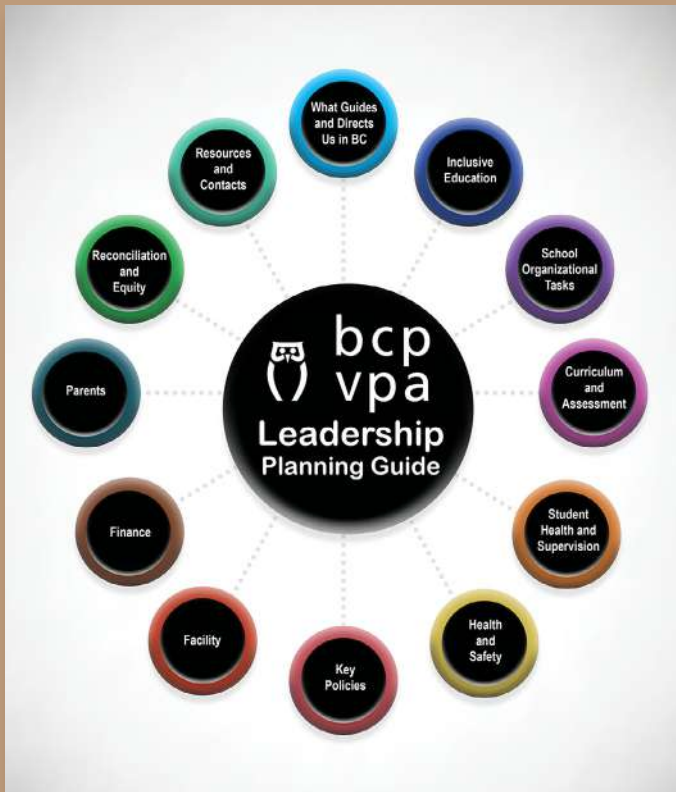


Sandra Murphy
Director
Communications
sandra@bcpvpa.bc.ca

The Communications team is responsible for the communication and brand strategies of the Association, and the communications needs of each BCPVPA department. This team designs and develops Association documents, including the Annual Report and Strategic Plan, and core leadership documents; produces promotional materials and engagement for our programs and events; designs and edits the BCPVPA magazines *Principled* & *Leading: Back to School*; and coordinates the Association's annual elections and awards. They update and maintain the BCPVPA website and the My BCPVPA portal, produce and distribute the weekly eNews, and create social media content and online engagement.



David A. Serpa
Assistant
Communications
david@bcpvpa.bc.ca



The BCPVPA Leadership Planning Guide is the perfect resource for BC Principals and Vice-Principals at all stages in their careers. The Guide is being revised, and will be available in the 2024-2025 school year.

Watch eNews for the announcement and link.

bcpvp TELL A FRIEND!

BCPVPA Members: do you have a colleague who has not yet joined our Association? Help them to be part of our community of leaders, and to get access to employment relationship support, professional learning and development, committee opportunities, and much more.

bcpvpa.org/membership/application



BCPVPA
2024 Partnership Awards

Who Makes A Difference in Your School?





The BCPVPA Partnership Awards recognize and honour the valuable support provided to Principals, Vice-Principals, teachers and students by individuals and groups who, over an extended period, have shared their time, energy and expertise to support local schools.

The awards are an opportunity for BCPVPA Chapters to recognize and celebrate a group, organization, or individual who has had a positive impact on your local community, and has offered ongoing, valuable support over the years.

Nominations for the 2024 Partnership Awards will be open until 9:00 am October 9, 2024.

The Awards ceremony will be held as part of the November Chapter Council, with a dinner event and Awards ceremony held on Friday November 22.

bit.ly/BCP_PA





CONNECTING LEADERS

Join us as we explore our connections to others, to the land,
to the past, and to the generations to come.

Consider your own leadership, its origins, how you live
it in the present, and how it will impact the future.

Friday October 25

Connecting Leaders 2024

Growing Capacity of Self and Others

Coast Coal Harbour Vancouver Hotel

1180 W Hastings St, Vancouver

Program

Registration

Join Us!



Carolyn Roberts joins with special guest **Elder Darlene McIntosh** of Lheidli T'enneh First Nation whose traditional territory includes the City of Prince George, and conference co-chair **Principal William Bedard**, School District No. 50 (Haida Gwaii), in this welcome that celebrates the leadership that is growing in all places in the province.



Dr. David Burns, Ph.D., talks about the framework of the BCPVPA's Leadership Competencies, and the roots of member voice in this critical process of visioning and development.



Leona Prince engages with participants in activities that will support their leadership journey through introspection and reflection on current practice.

New Members



BCPVPA

Welcome to our Newest Members!

We are so glad that you have chosen a membership with the BCPVPA! Our annual *Leading: Back to School* magazine has many of the tools and tips that you are looking for, and when you visit the member portal, **My BCPVPA**, you will find much more information about the Association and your membership within this tile:



New Members



See page 45 for information about logging in to My BCPVPA via bcpvpa.org

A word from our 2024-2026 President, Dr. Shannon Behan

All about the BCPVPA, who we are, how we operate, and what's ahead

Meet our friendly Board and staff, and find out more about the work of each department

Learn more about the benefits of your membership



Welcome!



BCPVPA - Our Story



Meet the BCPVPA Team



Member Benefits



My BCPVPA



Links



WelTel

Get the rundown on what you'll find in each of the tiles in our member-only portal

Find quick contacts, and some of the key links for the BCPVPA

Find out about the connectivity of the BCPVPA WelTel program

[Vinod Tiwari, Membership Assistant](#)
vinod@bcpvpa.bc.ca



Tools

What Guides & Directs Our Practice?

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

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

Placing employer interests first

Cooperating with the employer: following reasonable and lawful orders and directions

Speaking and acting on behalf of the employer

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

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



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 district and each school site 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

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.

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.

School District Policies/ Administrative Procedures

Each school district develops their own policies and administrative procedures to support the governance function of the Board, and the operation of the district.

It's important to be familiar with the policies in your district.

School Act/ Regulations

The BC School Act is a provincial statute governing primary and secondary education in B.C. The Act outlines important roles, rights, and responsibilities for parents, students, and the education system.

Contract

Principals and Vice-Principals 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.

Employment Standards Act

The Employment Standards Act sets out BC's rights and obligations in regard to hours of work, time off, notice, severance pay, and other topics.

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.

Truth and Reconciliation Commission Calls to Action

Educators have a responsibility to help address the legacy of residential schools and advance Canadian reconciliation to promote healing and understanding in schools and classrooms.

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).

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.

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.

What Guides & Directs our Practice?

Questions?

Contact BCPVPA

Member Support Services

mssinfo@bcpvpa.bc.ca

Who's Who in BC's Public Education Sector?

In support of our members, the BCPVPA collaborates with a variety of organizations in the BC education sector. Click the links to learn more about the many groups who are working to achieve success for students, staff and leaders in the province.



Ministry of Education and Child Care
Public Sector Employers' Council Secretariat
BC Teachers' Council



BCPSEA is a full-service employers' association and is the accredited bargaining agent for the province's 60 public boards of education, for unionized teaching and support staff in the British Columbia K-12 public education system.



BCSSA enables their members to be visionary leaders of public education by supporting their individual professional development and by representing their collective wisdom and interests.



BCSTA serves and supports their members, BC's boards of education, in their key work of improving student achievement.



The BC Association of School Business Officials (BCASBO) is a member-driven organization dedicated to providing membership value, advocating for members, and building relationships.



The British Columbia Teachers' Federation (BCTF) is the union of professionals representing 45,000 public school teachers in BC. All public school teachers belong to the BCTF and their local teachers' association.



First Nations Schools Association
of British Columbia

The **FNSA** represents and works on behalf of First Nations controlled schools in BC, supporting those schools in creating effective, nurturing, and linguistically and culturally appropriate education environments for students.



CUPE BC represents more than 30,000 education workers including education assistants, school secretaries, custodians/caretakers, Indigenous support workers, IT workers, Strong Start facilitators, trades and maintenance workers, and bus drivers.



The **Federation of Independent School Associations in British Columbia** is an umbrella organization of independent school associations formed in BC.



BCCPAC represents the parents of children attending BC public schools, and engages, empowers, and supports parents for the success of all learners through collaboration, partnership and education.



The **First Nations Education Steering Committee (FNESC)** is a policy and advocacy organization that represents and works on behalf of First Nations in British Columbia. FNESC has a mandate to support First Nations students and advance First Nations education in BC.



Several BC post-secondary education institutions offer professional development at masters and doctoral levels, and play a critical role in the advancement of education in BC with leadership program opportunities for educators at all stages of their careers.



BC'S K-12 Anti Racism Action Plan

is a multi-year framework to specifically address racism and discrimination in education and to create a culture and climate of belonging for all students, staff, and families.

Anti-Racism Resources for BC Educators



Courtesy Government of BC <https://antiracist.gov.bc.ca/>

Anti-racism is the policy or practice of opposing racism and promoting racial equality. To be anti-racist is to believe that racism is a problem for us all, and to actively work to eliminate racism by changing current systems, structures and practices.

The Government of BC has produced a set of simple reminders that can help everyone on their journey towards anti-racism.

<https://antiracist.gov.bc.ca/>



Courtesy Government of Canada_Federal Anti-Racism Secretariat

The Federal Anti-Racism Secretariat, within the Department of Canadian Heritage, coordinates federal action and drives [Canada's Anti-Racism Strategy](#).

[Federal Anti-Racism Secretariat](#)

SOGI 123

With preparations underway for back-to-school, we are so proud to share a fresh new look for SOGI 123, including a redesigned logo and updated [SOGileducation.org](https://sogileducation.org) website.

Inspired by the educators we get to work with, our new SOGI 123 brand and logo is bright and bold! We have removed the spaces between the '123' to improve ease of use and consistency among education communities. The 1, 2, and 3 of SOGI 123 continue to represent distinct elements of the framework, including Policies, Environment, and Resources. We have also moved away from a sequenced rainbow, which doesn't always represent the rich diversity of our 2SLGBTQ+ communities. Instead, it will remain boldly colourful, and will see those colours used in a variety of combinations throughout.

Thanks to input from educators across the SOGI Educator Network, we are excited to share some significant improvements to the navigation of our website, including a consolidated resource library, an updated Q+A section, and improved searchability that allows website users to quickly find what they are looking for. We are also very excited to be expanding the availability of French language content and resources on our website, which will be launched in phases over the coming months.

We invite you to visit our new website, and explore some of the exciting new features, including:

- A **Search Function** – this is one of the most requested improvements to our website, and we are excited to be able to deliver! Located front and centre on the homepage, as well as across each page of the site, use the search bar to easily navigate to the content you are looking for.
- A consolidated **Resource Library** – we have taken the resources from across our website and brought them together into one section of the website. The resource library can be filtered by grade level, language, region, and/or resource type to customize the results that you are viewing.
- **Questions We Are Getting** – we appreciate the questions we receive about SOGI 123 and wanted to share our answers. We have created a section of the website dedicated to answering questions we are getting from teachers, parents, students, and members of the community.
- A **Language Toggle** – as we build out the French language content on our website, this feature will allow users to choose the language they would like to use to navigate the website, to the extent that the content is available.

Do you know who the SOGI Lead is in your School or District?

If not, please reach out to us at

info@sogileducation.org

and allow us to connect you!

To explore the new website, please visit SOGleducation.org. For further information on SOGI 123, please contact us at info@sogieducation.org.

We would like to extend our appreciation to the BCPVPA for their ongoing leadership in fostering SOGI-inclusive education in BC through the efforts of SOGI 123. BCPVPA's leadership and voice is a big factor in helping create alignment and ensuring 2SLGBTQ+ students can feel safe, welcome, and see themselves – and be seen – in their school communities.



SOGI 123

Looking for ways to incorporate SOGI 123 into your back-to-school planning?

- 1** Talk to your SOGI School Lead! Ask them what they need from you and build a plan together.
- 2** Visit our website, SOGleducation.org for ideas on how to implement and support SOGI-inclusive education efforts in your school.
- 3** Small changes can make a big difference. See if there is one thing that you can commit to for the year ahead. Feel free to share that commitment with your colleagues and encourage them to do the same!

The BCPVPA offers support to BC Principals and Vice-Principals through the promotion of Affinity Groups that have been formed by our members.

Our promotion of new and existing member Affinity Groups through our weekly eNews publication helps our members to connect with colleagues with shared interests, goals, challenges, and/or identities.

If you currently belong to an Affinity Group with other BCPVPA member colleagues, or if you are planning to launch an Affinity Group, reach out to us so that we can let the membership know about your Group!

Submit your request

For more information, check under Member Communications in My BCPVPA.

If you have any questions, please contact

Sandra Murphy

Director of Communications, BCPVPA



BCPVPA EARLY INTERVENTION PROGRAM

The EIP offers an excellent opportunity to be proactive in managing your health and well-being. It is designed to provide you with quick and easily accessible resources and counsel on how to best navigate your health-related concerns so that you can remain at work.

Questions about the EIP?

Visit the FAQ section on the BCPVPA or humanworks websites or contact:

humanworks

EMAIL: admin@humanworks.ca

PHONE: 604-734-4130

www.humanworks.ca

bcp  vpa

humanworks 



ZACH'S ATHLETICS

ZACH'S ATHLETICS

Sports and Fitness Programs

We provide fun, educational programs that improve physical literacy. Our programs are modifiable to fit grades K-12 and can accommodate a wide range of skill and experience levels within the same session. Reach out if you would like to bring us in for an in-school unit or if your school is in need of more after-school care.

OUR PROGRAMS TEACH THE FOLLOWING SKILLS AND CONCEPTS...

SPIKEBALL

Rules, receiving, setting, spiking, passing, defense, offense, strategy, gameplay, serving, and more.

FLAG-FOOTBALL

Rules, throwing, catching, running with and without the ball, penalties, coverage, route-running, offense, defense, strategy, and more.

FITNESS

Body awareness, balance, power, speed, stability, agility, strength, flexibility, correct movement patterns, exercises for all the muscle groups, how to use basic equipment, plyometrics, and more.

FENCING

Rules, en garde position, movement in fencing position, footwork, lunge (attack), parries (defense), strategy, problem solving (how to beat different opponents), controlling distance, and more.

MULTI-SPORT

A multitude of mainstream and uncommon sports. Sports skills, physical literacy, and team work are emphasized in a fun environment. In a wide-scope program all-around athletic abilities are improved.



www.zachsathletics.org

Learn With Us

Whether you routinely register for scheduled workshops or programs, want to coordinate development sessions for your local team, or hope to get away from it all and learn in a new environment, the BCPVPA has professional development opportunities for a range of learning preferences.

Find out more in the **Learning** section of this magazine.



Our public website is bcpvpa.org, offering easy access to information about support services for our members, professional learning opportunities, resources and information, and so much more. Our website also has links to BCPVPA's D2L Brightspace platform, and to our member-only portal My BCPVPA.



MY BCPVPA

bcpvpa.org

Select Sign In



First time user?
Select Reset My
Password



Sign In

Email *

Password *

[Continue](#) [Reset my password](#)

⚠ If you have forgotten your password or this is your first-time logging in, please click the password reset button.

Please enter your login credentials. Access is restricted to authorized users only. Unauthorized attempts are logged and monitored by IP address.

By signing in, you confirm that you agree to the storing and processing of your data by Intra as described in the Terms and Conditions.

Browser: Chrome 102.0



Find out what's new under Hot Notes, browse the eNews & Member Update archives, and read Chapter Council summaries. Check out career postings and media releases, and browse our magazines.

Meet the BCPVPA Board of Directors and Staff, find out who can answer all your questions, and visit our growing library of BCPVPA documents and other resources.

Find out what you need to know about BCPVPA services and employment support, and discover our learning programs. Learn in person, through webinars and on the Brightspace platform.

MY BCPVPA is growing every day! If you can't find what you need, get in touch with us. Members who are part of the Board of Directors, Chapter Council, or Standing Committees can access meeting information through dedicated tiles.



Member News



Member Support Services



Professional Learning



Contacts



Resources



Mentorship

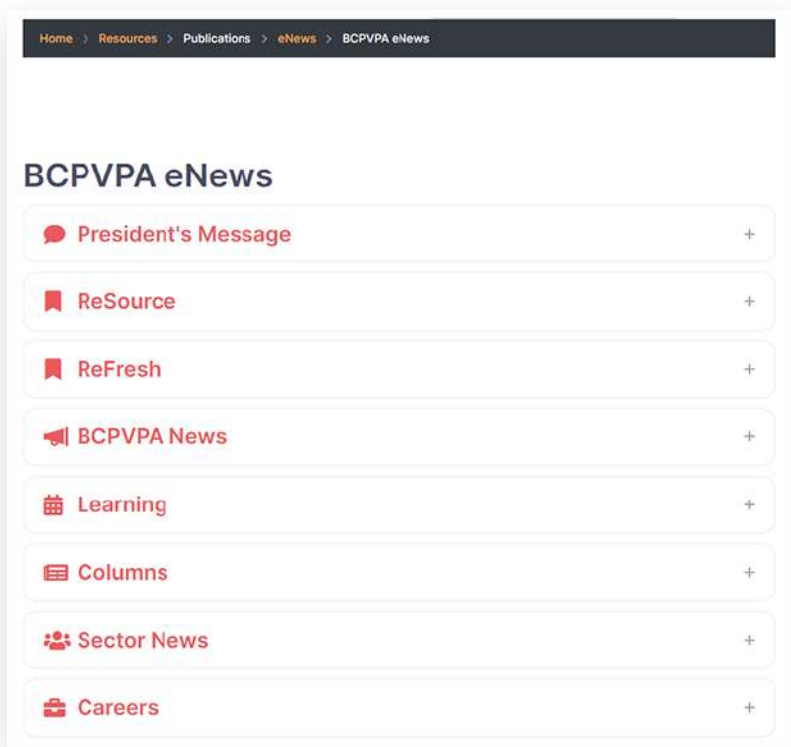


Forms



My Profile

Sandra Murphy, Director of Communications
sandra@bcpvpa.bc.ca



BCPVPA eNews

Delivered every Friday to your Inbox, eNews keeps members in touch with the activities of the President, offers all the latest news from the Association, gives you the first look at registrations and learning opportunities, and brings you information from BC's public education sector along with career opportunities.

It's all there in eNews!

eNews is archived as part of Member News in My BCPVPA, so it's easy to stay up to date.



BCPVPA Member Updates

When there are time-sensitive and important news during the week, we issue a Member Update.

Member Updates give members the information and links they need, right when they need them!



BCPVPA Member Update

Get Social!

Why yes - we *are* social!

We're posting resources and letting you know about events and programs both big and small. You'll find us on location at many of our member sessions and meetings, putting the work of BC's Principals and Vice-Principals in the spotlight!



Princl(ed): Be Part of the Story

Our story content comes from all over the province, and includes the voices of our members, staff, and sector friends. Whether it's a page from your leadership journey, a dive into the deep rewards of your work, commentary on contemporary issues in education, or the introduction of new tools and tips for your practice, *Princl(ed)* magazine has it all, and is mailed to your home twice a year. Be part of the story by contributing content, or reviewing that book you feel that everyone needs to read!

A smiling man with a beard and dark hair, wearing a grey V-neck t-shirt, is holding a silver laptop. He is looking towards the camera with a friendly expression. The background is a plain, light-colored wall.

*Need to
Know?*

BCPVPA
eNews

delivers
information,
opportunities, workshops,
events, and more —
every Friday, right
to your mailbox!

BCPVPA Leadership Standards for Principals and Vice-Principals in British Columbia in both English and French



[Download your copy of the BCPVPA Leadership Standards](#)

[Download your copy of the BCPVPA Leadership Standards Workbook](#)

[Téléchargez votre copie des Standards de leadership de la BCPVPA](#)

[Téléchargez votre copie du Cahier de travail des Standards de leadership de la BCPVPA](#)



The BCPVPA Leadership Standards for Principals and Vice-Principals in BC remain available for your use, and can be downloaded from our website.

The BCPVPA Leadership Competencies are scheduled for release this fall, and will be living resource through the BCPVPA's D2L Brightspace platform, continually updated to reflect the changing nature of your leadership and learning in our complex world. Alongside the Competencies, there will be related resources in Brightspace that will support our members with their professional development, including growth plans.

Find out more about the vision and framework of the Competencies in the Learning section of this magazine.

Learning



BCPVPA Professional Learning and Development Embrace Learning in 2024-2025

by Peter Johnston
Director, Professional Learning and Development

As we gear up for another inspiring school year, the BCPVPA is thrilled to unveil our comprehensive Professional Learning and Development (PLD) offerings for 2024-2025. Our mission is to support you, our dedicated educational leaders, in your journey toward continuous learning and development. This year's programs are designed to invigorate your professional practice, foster meaningful connections, and empower you to lead confidently and clearly.

Transformative Learning Opportunities

Our PLD programs are crafted to address the evolving needs of today's school leaders. As you review the offerings, please save the dates in your calendar; we are working to lock in accommodations, and we will announce program registration links well in advance of each event.

Here are just a few of the offerings scheduled for 2024 – 2025:



Empower Teams

Team Coaching

October 2, 16, 30, 2024

Webinar

[Registration Open](#)

Join us for a lively webinar series that delves into team dynamics, communication, and purpose alignment. Over three engaging sessions, we will explore group norms, the power of dialogue, and how to clarify shared goals. This interactive course promises to empower your team so that they may work cohesively and achieve shared objectives. As a Principal or Vice-Principal, you will find this course invaluable in building a strong, unified team that can tackle any challenge with clarity and purpose.

Coaching Mindset

Cognitive Coaching®

October 19/20, November 16/17, 2024 & February 1/2, February 22/23, 2025

In Person, BCPVPA, Vancouver

[Registration Open](#)

Coaching is a powerful organizational tool that builds the mindsets and conversational skills that support you in finding strength-based solutions that foster resiliency. Leaders that equip themselves with these conversational skills will have a cascading impact on the culture of their organizations where empowerment is the main ingredient.

Network & Learn

Connecting Leaders Conference

October 25, 2024

Coast Coal Harbour Vancouver Hotel

Held at the beautiful Coast Coal Harbour Vancouver Hotel, our annual conference focuses on growing capacity within yourself and others. It is an opportunity to network, share insights, and gain new perspectives from fellow leaders across the province. This event is perfect for those looking to expand their leadership skills while building meaningful connections with peers in a stimulating learning environment. [Registration is open.](#)

Develop Collaborative Skills

Adaptive Schools

November 28-30, December 1, 2024

In Person, BCPVPA, Vancouver

[Registration Open](#)

In this three-day, in-person seminar, we will explore how to thrive within an ever-changing educational landscape. Learn practical facilitation tools, engage in meaningful dialogue, and develop high-functioning groups. This course is a must for leaders who wish to enhance their collaborative and adaptive skills, ensuring they are prepared to lead their schools through any challenge.

Change: Turning Uncertainty Into Opportunity™

December 2, 9, 16, 2024

Webcast

**Lead
Through
Change**

Change is inevitable, but how we choose to navigate change makes all the difference. This webcast series will equip you with the tools to effectively lead your team through change, making it feel less uncertain and more like an opportunity for growth. Learn how to build individual confidence and optimize change management processes to achieve desired outcomes.

Explorations for Aspiring School Leaders

January 11, 25, February 1, March 1, 2025

Webcast

**New &
Aspiring
Leaders**

Designed for new leaders, this webcast series fosters collaborative conversations and learning experiences with colleagues. It is a perfect introduction to the joys and challenges of leadership, providing teachers who are exploring the possibility of becoming a Vice-Principal with the support they need to thrive in their roles.

AI Roundtable Webcast Series

Dates to be confirmed

Webcast

**Explore
Artificial
Intelligence**

Join our groundbreaking 5-part AI roundtable series, tailored for K-12 Principals. Discover how artificial intelligence is reshaping education in these dynamic 90-minute afterschool webcasts where you can engage with international AI experts, share insights, and network with forward-thinking peers.

6 Critical Practices for Leading a Team™

February 28, 2025

Webcast

**Achieve
Learning
Culture**

Join this webcast to master essential leadership practices that will enhance your team's effectiveness and your own leadership impact. Gain practical tools and strategies to confidently lead your team and achieve an extraordinary learning culture.

Destination Learning: Unwind and Learn in Beautiful British Columbia

Amplification I: Leading with Purpose and Clarity

April 3-5, 2025

Sparkling Hill Resort & Spa, Vernon BC

Experience a transformative leadership course at the luxurious Sparkling Hill Resort & Spa. Through self-discovery and reflection, this program helps you connect with your purpose, clarify core values, and develop a vision for your leadership journey. Enjoy the serene environment while engaging in interactive workshops and group discussions that will leave you rejuvenated and inspired. Limited to 30 participants, this exclusive workshop offers a sanctuary for deep reflection and transformative learning.

Amplification II: Living True to Your Mission

April 3-5, 2025

Sparkling Hill Resort & Spa, Vernon BC

Building on the principles of the acclaimed 7 Habits of Highly Effective People®, this course invites you to reflect on your leadership mission and purpose. Participate in a revitalizing retreat that balances personal and professional growth, set against the stunning backdrop of Sparkling Hill Resort & Spa. Limited to 30 participants, this exclusive workshop offers a sanctuary for deep reflection and transformative learning.

Leading a Culture of Learning

May 8-10, 2025

Tigh-Na-Mara Seaside Spa Resort & Conference Centre, Parksville BC

Embark on an unparalleled leadership odyssey at the Tigh-Na-Mara Seaside Spa Resort. This three-day retreat is a holistic journey designed to foster reflection, rejuvenation, and profound learning. Integrating FranklinCovey's 7 Habits of Highly Effective People®, alongside the principles of Liz Wiseman's Multipliers and Dan Coyle's Culture Code, this program will help you cultivate a thriving culture of learning in your school. Enjoy the tranquil setting while engaging in reflective practices and collaborative discussions that align your leadership vision with practical skills. Limited to 30 participants, this exclusive workshop offers a sanctuary for deep reflection and transformative learning.



"Here to Serve" - Personalized Professional Development



At BCPVPA, we understand that your time is precious, and planning professional learning can be challenging. That is why we are taking the load off your shoulders with our "Here to Serve" ethic. Imagine a personalized retreat where you can gather with your peers, share ideas, and rejuvenate while designing your own professional learning days. Our team will handle all the details – from planning to execution, and leading the learning – so you can focus on what truly matters: your professional growth and well-being. Whether at a beautiful resort spa or another inspirational BC location, we are dedicated to making your professional development a transformative and enjoyable journey.

Your Learning Journey Awaits

We believe that professional learning is like a muscle – it needs regular exercise to remain strong and healthy. Engaging in our PLD offerings takes you out of the whirlwind of daily responsibilities, giving you time to rejuvenate, reflect, and gain new insights into your practice.

Access the Member Portal, My BCPVPA, through the BCPVPA website to explore the full range of programs, and register for the programs that resonate with you. Whether you prefer learning alongside new colleagues from across the province, or those within your personal network, our courses offer a unique opportunity to connect, collaborate, and grow.

Your professional development is an investment in yourself and your school community. By continuously honing your skills and expanding your knowledge, you are better equipped to lead with confidence and inspire those around you.

Ready to Transform Your Leadership?

Contact us to request our services, or to book your professional learning day(s). Together, let's make your professional development a transformative and enjoyable journey.

Embrace your own learning journey, and make the 2024-2025 school year our best yet!

Peter Johnston 604-877-5384
Director, Professional Learning and Development

Dr. Andrea McComb 604-877-5386
Director, Professional Learning and Development



Leadership Competencies

for BC Principals and Vice-Principals



BCPVPA Leadership Competencies

A Framework for Educational Leadership

by Dr. Andrea McComb
Director, Professional Learning and Development

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.

D2L

BRIGHTSPACE



Brightspace:

A Powerful Learning Management System for Educational Leaders

With **Brightspace**, the BCPVPA is creating a dedicated site to support professional growth planning for our members

Traditional BCPVPA Standards and BetterEducate Integration

The site will house the traditional BCPVPA Standards, providing a familiar framework for those who prefer to engage in growth planning using established criteria. Historical work from the MyBCPVPA (Better Educate) platform will also find its place here, ensuring continuity and accessibility.

Embracing BCPVPA Leadership Competencies

For those who seek a fresh approach, the site will offer active engagement with the newly-developed BCPVPA Leadership Competencies. Educational leaders can explore these Competencies, find community support, and curate their personal portfolios.

Narratives and Growth Planning

The site encourages leaders to develop their growth planning narratives. Through storytelling, reflection, and collaboration, Principals and Vice-Principals can chart their professional journey and contribute to shaping the future of educational leadership in British Columbia.

The BCPVPA Leadership Planning Guide

The Brightspace LMS also supports members with our revised BCPVPA Leadership Planning Guide providing easy centralized access to essential links and resources. Links to district policies, procedures, and key documents are readily available, streamlining information retrieval.

The Guide will remain current and responsive, as a place where leaders can stay informed about evolving educational contexts, ensuring their decisions align with the latest legal responsibilities (School Act, Regulations), safety protocols (Workers Compensation Act, Fire Safety Act), and other critical areas. Principals find essential guidance on what they need to know, do, and understand to run an effective school.



Support

BCPVPA Member Support Services: What to Expect When You Reach Out

by Carmen Eberle, Magdalena Kassiss,
and David Nelson

The **Member Support Services (MSS)** team is available to BCPVPA members for many services and supports. One of the most common and formal supports offered is representation of members when they are facing extremely challenging – and often unexpected – situations. When members are faced with serious allegations, the MSS Directors support them and act as their ‘representative’ through the formal process.

This can include situations such as:

- Harassment and bullying complaints
- Complaints filed at the Teacher Regulation Branch (TRB)
- Discipline or misconduct investigations
- Terminations of contract
- Challenging meetings/conversations with senior management
- Facilitation of requests for mediation

The MSS team is comprised of four Directors of Member Support Services, the Director of Member Health and Well-Being, and the MSS Assistant. It is a member's choice to be represented by the BCPVPA and, in most cases, members do choose this representation. When an MSS Director represents a member through an investigation or other serious situation, the goal is to ensure that the member is as prepared as possible for the process, that



"... when an MSS Director represents a member through an investigation or other serious situation, the goal is to ensure that the member is as prepared as possible for the process, that there is fairness of process, and that contractual rights are being followed."

there is fairness of process, and that contractual rights are being followed. MSS can also liaise and communicate with the member's senior management or investigator(s) on their behalf, and advocate for the member as best as possible.

The MSS team has a wealth of experience in school and district-based administration – as well as training in negotiation, investigations, and educational law – and the team collaborates closely. The Directors are not lawyers, and provide professional guidance only. When warranted, the BCPVPA has full authority to access legal counsel for advice and guidance, to ensure that members are as supported as they can be.

When members are faced with allegations or situations that require representation, it can be an extremely difficult and emotional time, both personally and professionally. MSS will ensure that the member is made aware of the counselling support available through humanworks and the Early Intervention Program (EIP).

It is important for members to understand that in the rare situation where a member chooses to seek their own legal advice or counsel for a situation that requires representation, BCPVPA cannot participate

in representation of the member as it would be considered a conflict of interest.

In a broad sense, having representation means the member has someone speaking or acting on their behalf. When members engage the services of the MSS team, they will be working with someone who will support them through their challenging situation. MSS Directors maintain confidentiality in their work with members, and they will not act on a member's behalf without their consent.

MSS Directors do not represent members in situations involving criminal investigations. However, MSS may resume representation when the criminal proceeding is resolved, and when the situation returns to the jurisdiction of the school district with a focus on the employment relationship.

□ Representation

The most formal representation occurs when members face serious situations with their employer, including investigations of harassment or professional misconduct. It is recommended that members reach out to the MSS Directors for their involvement as soon as there is notification of an investigation. In these situations, the MSS Directors ask members to formally advise their districts in writing that one of the Directors, on behalf of the BCPVPA, is representing the member in the investigative process. This enables the Director to directly engage with senior managers or other employees at the district level in order to:

- Arrange logistics, including calls or meeting times / places for the investigation
- Engage with investigators directly, before or during the process to clarify timelines / procedures
- Seek clarification and/or particulars related to

allegations against the member

- Request specific materials members might need to prepare for their investigation
- Address procedural questions, and ensure that fair, equitable, and reasonable processes are sustained throughout
- Obtain confidentiality agreements and access to investigation reports
- Attend all interviews and post-investigation meetings with senior staff
- Advocate for a particular course of action or outcome after an investigation

Representation as part of a Teacher Regulation Branch (TRB) process is very formal. Once the intake office or investigator is informed that a member has

"The most formal representation occurs when members face serious situations with their employer, including investigations of harassment or professional misconduct. "

representation from the BCPVPA, they will only communicate with the representative; this effectively streamlines communication. Some school districts also operate this way, but many do not. The process of a TRB investigation is also different in that most information is shared with the investigator through written submission, whereas in school district-initiated investigations, information is gathered through interviews. MSS Directors are actively involved in preparing and supporting the timely submission of



"In all situations of representation, the goal of the MSS Director is to achieve the best possible outcome for the member through proactive engagement, allowing the member to focus on the situation or process they face."

written responses to the TRB, and following up with investigators throughout the process.

In addition to investigations, members can access MSS representation when meeting with superintendents, other district management, or HR personnel. If a member is asked to attend a meeting with a superintendent or other senior manager, the MSS Director will attend with the member, whether in person or virtually. They will represent the member's interests, and will ask questions and advocate for the member.

□ Mediations

There are situations in which parties agree to engage in a mediation process instead of a formal investigation. This is particularly helpful when the parties work together in the school or district setting, as mediation can help members reach a common understanding and work toward positive working relationships. MSS Directors support members going through mediation, at times representing them in conversations with facilitators and district staff.

□ Terminations

Members engage MSS to represent them when they are facing termination from their district. These are very challenging circumstances for members. MSS

Directors attend meetings where terminations are discussed, and represent members' interests in ensuring that districts are following fair and reasonable process as outlined in members' employment agreements. They respond to settlement offers by the districts. MSS consults with the BCPVPA's legal team to ensure the best possible outcome for members who have been terminated.

□ Human Rights Tribunals & WorkSafe

MSS Directors also represent members in other investigations, including Human Rights Tribunals and WorkSafe BC investigations.

In addition to formal investigations, members often seek representation when dealing with other matters in their districts or with outside agencies. This may include liaising with senior management regarding contract concerns, such as salary levels, retirement gratuities, and benefits; communicating with HR personnel regarding leaves of absence or Graduated Return to Work plans; or responding to case managers at WorkSafe BC or Desjardins (Long Term Disability).

In all situations of representation, the goal of the MSS Director is to achieve the best possible outcome for the member through proactive engagement, allowing the member to focus on the situation or process they face.

Representation in challenging situations is one of the many services that are offered to BCPVPA members. Members are encouraged to reach out for general professional guidance, or with questions around contracts, retirement, health leaves, performance evaluations, mentorship, or any other topic. The BCPVPA will provide members with the information or will offer direction to the appropriate contact or resource.

□ Other Services

In addition to representation, the MSS team also provides professional guidance on a wide variety of topics associated with complex workplace situations through virtual and in-person workshops/presentations that include:

- Fiduciary Responsibilities
- Leadership: A Regulatory Lens
- Bridging Policy and Practice:
Governance & Fiduciary Responsibilities
- Issue Based Discussions
- Elements of the Personal Services Contract
- What Guides and Directs Your Practice?
(for new school leaders)

We are happy to discuss other topics that may be of interest.

□ Contact the Team

If you need professional guidance or formal representation, please reach out to Member Support Services. Members are invited to email mssinfo@bcpvpa.ca: when you do so, the first available team member and/or the Director with expertise in the area of concern will contact you as soon as possible. You can also directly contact anyone on the MSS team by phone or by email, and we will ensure you receive a timely response.

Carmen Eberle 604.877.5393
Director, Member Support Services

David Nelson 604.877.5395
Director, Member Support Services

Lynda Bonvillain will join the team as a
Director, Member Support Services September 1, 2024

Magdalena Kassis is currently on leave as Director,
Member Support Services in order to fill the role of
BCPVPA Acting Executive Director

Rochelle Morandini 604-877-5392
Director, Member Health & Well-being

Emily Taylor 604-689-3399
Assistant, Member Support Services

Meet the Member Support Services Staff in the *Teams* section



BCPVPA Member Support Services: Supporting Member Health & Well-being

by Rochelle Morandini
Director, Member Health & Well-being

"A new school year is just around the corner! As you consider your school's or district's strategy for the year ahead – including your own growth plan – remember to be intentional in planning ways to support your health and well-being throughout the year. "



BCPVPA Member Health and Well-Being Services — At a Glance

Member Health is one of the pillars of the **BCPVPA's 2023-2026 Strategic Plan**.

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

This Goal is supported by these five Objectives:

1. Identify and promote offerings that provide Principals and Vice-Principals with resources, tools, and education to maintain and improve their overall well-being.
2. Advocate for consistent application of regulations, policies, and practices that prioritize the safety, health, and well-being of Principals and Vice-Principals.
3. Advocate and facilitate access to timely mental health support.
4. Collaborate with sector partners to promote and nurture a culture of psychological safety for Principals and Vice-Principals.
5. Monitor members' access to the well-being support provided through the BCPVPA.

A new school year is just around the corner! As you consider your school's or district's strategy for the year ahead – including your own growth plan – remember to be intentional in planning ways to support your health and well-being throughout the year.

That may mean a better focus on the basics:

- Good hydration
- Regular activity
- Prioritizing a good sleep schedule
- Healthy eating
- Mindfulness

Or finding ways to better manage your workload or environmental stressors through enhancing your self-efficacy:

- Setting boundaries
- Increasing self-awareness of how overextending your strengths may lead to exhaustion
- Enhancing your understanding of your circles of concern, influence, and control
- Calming rumination
- Better navigating difficult conversations
- Protecting your psychological safety

BCPVPA Member Health and Well-Being Services — At a Glance

Whatever your plan, we are here to support your efforts to maintain or strengthen your health and well-being.

As a BCPVPA Member, how do BCPVPA's Member Health and Well-Being services support you?

One-on-One Direct Member Support

Reach out for direction and support if you:

- Are coping with a health issue that may impact your productivity and focus.
- Have a health condition that requires a medical leave, and would like help navigating the disability system.
- Need assistance when applying for short-term disability (STD) or long-term disability (LTD).
- Need assistance when injured at work, and filing a WorkSafeBC (WSBC) claim.
- Need help or advocacy navigating the LTD or WSBC system for appeal support or rehabilitation resources.
- Are concerned about your physical or psychological safety at work.
- Are returning to work after a disability leave.
- Need a permanent accommodation.
- Have been asked to participate in an independent medical examination.
- Have a human rights concern related to your health.
- Are reassigned due to health issues.
- Want a referral to counselling through the BCPVPA Early Intervention Program (EIP) provided by humanworks.
- Require coordination with other BCPVPA Directors of Member Support Services when health and employment issues intersect.

Education, Tools and Resources

Whether it is one member seeking information, or a Chapter coordinating a workshop, we provide a wealth of content, education sessions, and targeted direction to resources.

Content

ReFresh: Weekly articles on topics from the full wheel of well-being, emailed to members every Wednesday.

ReCharge: An archive of self-directed articles and exercises related to your nervous system, regulation, and rumination.

The Learning Brain: An archive series on mental health across the continuum.

Regular articles in **Principl(ed)** and **Leading Back to School** magazines

Chapter Webinars

The BCPVPA can offer Zoom or Teams webinars on a wide variety of topics, particularly content related to mental health.

Please **reach out** to discuss and schedule a session that can be customised based on your Chapter's needs.

Targeted Resources

Looking for information on a particular health topic or even a specific type of clinician? We may have the answer, or can help you to find the information.

BCPVPA Member Health and Well-Being Services — At a Glance

Wel-Tel

Wel-Tel is a weekly to bi-weekly text connection between the BCPVPA and participating members that simply asks, “How are you?”

Wel-Tel is a great way for participating members to do a quick self check-in, and be in regular touch with a trusted advisor who can answer questions or direct them to support. It is also another great way to stay connected.

New BCPVPA members will be automatically signed up to WelTel, with an opt-out option.

To learn more about Wel-Tel, check out [this article](#) and [this article](#).

Research Targeted to Member Well-Being

The BCPVPA periodically conducts research on our members’ experiences, asking for input, and seeking to better understand member needs. What we learn helps us to target our efforts and resources to best align with improving member health, and the data can be shared with sector partners to help form a contemporary picture of employee health in K-12 education.

In 2021, our members completed the **Thriving in Education** survey which helped us to identify the workplace factors that promoted their ability to thrive, and the workplace factors that potentially contributed to burnout.

In 2024, we have engaged in research related to our members’ experiences with violence at work and exposure to trauma. The results of this research will be shared during the 2024/2025 school year. We will plan and publish articles and materials that have a direct relation to the survey findings. This content will provide valuable education and tips to protect the health and well-being of our members, along with guidance to help members mitigate their exposure and risk of injury.

Look for more information in this topic in the fall!

Please reach out to [Rochelle Morandini](#) for more information on any of these topics.

For additional information on the services offered by BCPVPA Member Health & Well-being, check out this [2023 Leading: Back to School article](#).



The BCPVPA offers a wealth of advocacy support and learning opportunities for our members, along with many different ways to connect with your colleagues. Each week in eNews, we feature a proactive professional tip or reminder from the Member Support Services (MSS) team. You can find a library of these tips in the ReSource tile in My BCPVPA.

We want to help ensure that Principals and Vice-Principals find success in their roles, and have the tools they need to be aware of the regulatory side of leadership.

The ReSource reminders benefit both newer and more experienced members.

If you are interested in learning more about a particular topic,
please contact

Member Support Services
mssinfo@bcpvpa.bc.ca



The Principl(ed) Podcast with host Chris Horton

is a made-in-Canada monthly series that connects with BC school leaders, Principals and Vice-Principals who are working all across the province, from the smallest rural schools to the bustling urban centres.

Some guests are in the early years of their leadership journey, and others can share a wealth of professional experience to help school leaders everywhere to enhance their own learning and leadership skills.

It's like networking and Pro-D, all wrapped up in a podcast!



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on the BCPVPA website](#)



Celebrate
**National
Principals'
Month**



**October
2024**