

bcpvpa
Leading
back to school

August 2025

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
Compass

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

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Professional
Learning

Member
Support
Services

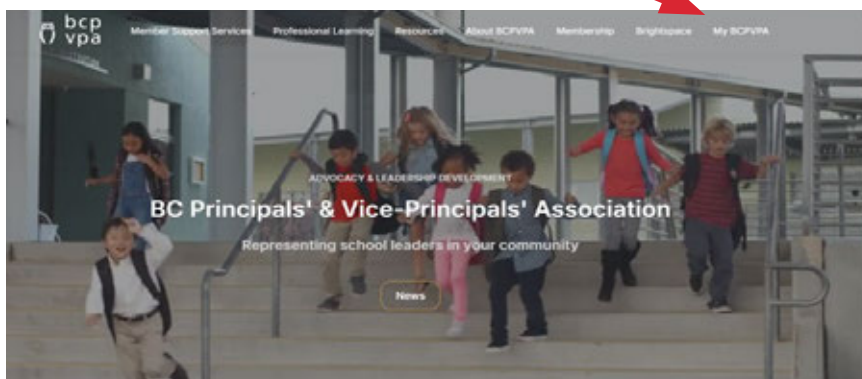
BCPVPA
Calendar

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 of the BCPVPA portal. It has a "Sign In" heading and two input fields for "Email" and "Password". Below these fields are two buttons: "Continue" and "Reset my password". 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 link to "Terms and Conditions".

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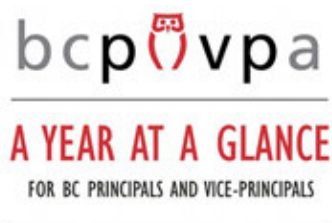
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The BCPVPA is helping our members and sector friends to start the 2025-2026 school year feeling excited, and energized!

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.



[Download the Year At A Glance](#)

bcpvpa
Leading
back to school

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

VOL 7 - Issue 1 AUGUST 2025

Designed and edited by [Sandra Murphy](#)
BCPVPA Director of Communications
Proofreader: David A Serpa



2025-2026 BCPVPA Board of Directors

President Dr. Shannon Behan (SD47, qathet)	Director Jacqueline Borosa (SD64, Gulf Islands)	Director Sanj Johal (SD44, North Vancouver)	Director Brian Leonard (SD43, Coquitlam)	Director Charity Peal (SD92, Nisga'a)	Director Navshina Savory (SD38, Richmond)
President-Elect Sid Jawanda (SD57, Prince George)	Director Lisa Frey (SD68, Nanaimo Ladysmith)	Director Kelly Johansen (SD57, Prince George)	Director Paul Marsden (SD36, Surrey)	Director Trevor Robinson (SD67, Okanagan Skaha)	Director Bryn Williams (SD43, Coquitlam)

A red canoe with a wooden interior is positioned on a calm lake. The canoe is partially on a dark, rocky shore covered with dry pine needles. A wooden paddle rests inside the canoe. In the background, a dense forest of green trees lines the far shore under a clear sky. A large red rectangle is overlaid on the top half of the image, containing the word "Leading" in white serif font and a white owl logo above the letter 'i'.

Leading



BCPVPA

A Welcome from the President

Dr. Shannon Behan, qathet (SD47)

2024-2026 President

Welcome Back: This Season, the Possibilities are Endless!

Well, it seems the evenings are getting a bit shorter, the mornings a bit cooler, and our minds are turning to welcome back assemblies, new staff onboarding, class lists, school budgets, and facility fix-ups. I want to welcome everyone back to what is already shaping up to be a brilliant year. I hope you have managed to spend these past weeks rejuvenating in the way that best suits you, whether it is spending the dog days of summer on the beaches, hiking in the trails, reconnecting with family and friends, travelling the world, pursuing professional development, or digging in the garden. I hope you have had time to catch your breath, reflect on the past year, and that you are returning to your schools replenished and ready to embrace the possibilities.

The first days back always carry a unique energy, equal parts anticipation and reflection. Hallways begin to fill with the familiar sounds of laughter and chatter; often, they feel messy, and one wonders how we are ever going to be ready for the BIG DAY... and then we are! Teachers are busily transforming classrooms into welcoming spaces. New faces join our teams and communities. And, as leaders, we experience a blend of excitement and responsibility as we prepare to set the tone for the year ahead.



*"The first days back always carry
a unique energy, equal parts
anticipation and reflection."*

  @bcpvpapresident

This year, more than ever, our work matters. We know the needs of our students and staff are increasingly complex. Many of us are navigating shifting expectations, limited resources, and the ongoing impacts of both global and local events. And, in these challenges, there is also opportunity— we have a chance to reaffirm the values that guide us, to strengthen the relationships that sustain us, and to reimagine what is possible for our schools and for public education in British Columbia.

Looking ahead, our Association remains committed to supporting you in this important work. Leadership can feel isolating at times, but you are never alone in your role. The BCPVPA is here to advocate for your needs, to amplify your voice, and to ensure that you have access to the resources, professional learning, and networks that will help you thrive.

This year, you will see continued progress on our key priorities:

- **Leadership Development:** We will build on our successful Foundations for New School Leaders program, expand coaching and mentorship opportunities, and champion professional learning tailored to your evolving context.
- **Member Health and Well-being:** We recognize the toll this work can take. Supporting your mental health, work-life balance, and personal growth remains a cornerstone of our mission.
- **Employment Equity and Inclusion:** We will continue to support and advance fairness in your employment relationships, and belonging across the system, ensuring that every leader – and everyone in our school communities – feels seen, valued, and supported.
- **A Champion for Diversity and Cultural Competency:** We will continue to learn and unlearn alongside our members, and to weave the principles of equity throughout our work and our programming.

- **A Respected Voice for Public Education:**

Through our advocacy with government, partners, and communities, we will keep elevating the vital role that Principals and Vice-Principals play in shaping the future of public education in this province.

I encourage you, in these early weeks, to take time to reflect on your own purpose. Why did you choose this path? What is the impact you hope to have on the students and staff in your care? When the days inevitably become long and the pressures mount, it is this sense of purpose that will ground you.

I also want to remind you of the importance of connection. No one does this work alone—and none of us should feel we have to. I have been fortunate to connect with so many of you in your respective districts, or to meet at Foundations for New School Leaders, the Connecting Leaders Conference, and our other member events. These encounters always serve to remind me that connection to one another is what we need in our work. Reach out to your colleagues in your district and across the province. Share ideas, challenges, and celebrations. Together, we are stronger, more resilient, and more innovative.

Finally, as you set goals for the year ahead, I invite you to embrace possibility. In every challenge, there is an opportunity to learn, to grow, and to lead with courage. As school leaders, you have the power to create environments where students feel safe, inspired, and empowered to achieve their potential. You shape culture, nurture talent, and model the values of empathy, integrity, and curiosity.

Thank you for the work you do each day, work that is often unseen but never unimportant. Thank you for showing up with heart, with hope, and with a steadfast commitment to making a difference. On behalf of the BCPVPA Board of Directors and staff, I wish you a year of meaningful progress, joyful moments, and the knowledge that you are making a lasting impact.

Welcome back. Let's make this year one of purpose, connection, and possibility.



GET INVOLVED WITH YOUR ASSOCIATION

Elections are held for the BCPVPA Board of Directors each spring
In 2026, members will vote for **Directors of the Board**

Watch for nomination promotions to begin in March 2026, and the invitation for nominations to be issued in April 2026. 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 Directors of the Board will be held in May 2026.
All active BCPVPA members are eligible to vote in the election.

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



L to R - Charity Peal, Paul Marsden, Lisa Frey, Trevor Robinson, Sid Jawanda, Kelly Johansen, Dr. Shannon Behan, Brian Leonard, Navshina Savory, Jackie Borosa, Sanj Johal (*regrets: Bryn Williams*)

President Dr. Shannon Behan
 (SD47, qathet)
sbehan@bcpvpa.bc.ca

President-Elect Sid Jawanda
 (SD57, Prince George)
SJawanda@sd57.bc.ca

Director Jacqueline Borosa
 (SD64, Gulf Islands)
Jborosa@sd64.org

Director Lisa Frey
 (SD68, Nanaimo Ladysmith)
lfrey@sd68.bc.ca

Director Sanj Johal
 (SD44, North Vancouver)
SJohal@sd44.ca

Director Kelly Johansen
 (SD57, Prince George)
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Director Navshina Savory
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Director Bryn Williams
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bwilliams@sd43.bc.ca

What Does the Board of Directors Do?

BCPVPA Board of Directors

The Board of Directors is comprised of active BCPVPA members who have been elected by the BCPVPA membership in annual elections.

There are up to 12 members of the BCPVPA Board of Directors:

President: Two-year term, election held every second year for President-Elect

President-Elect, or Past-President: One-year term preceding, or following, the presidency

Ten Directors: overlapping two-year terms, generally five vacant positions up for election each year

Board Meetings, Chapter Council Meetings, and Other Events:

The President and Board of Directors commit to attending meetings throughout the year. The BCPVPA supports the invoiced district cost for a TTOC for Board Meetings, Chapter Council Meetings, Advisory Committee Meetings, and other meetings as requested.

For meetings that are outside of the Board member's community, the BCPVPA pays for travel, accommodation, and meal costs.

These are the approximate meeting timeframes:

Mid-August, Wed-Fri – *(BC location)* Board Retreat

Mid-October, Thu/Fri – *(Vancouver)* Board Meeting

Mid-November, Thu/Fri/Sat – *(Vancouver)* Board Meeting, Chapter Presidents Meeting, Partnership Awards, Chapter Council, AGM

Mid-January, Thu/Fri – *(Vancouver)* Board Meeting

Early February, Thu/Fri/Sat – *(Vancouver)* Board Meeting, IDEAS Forum, Chapter Council

Mid-April, Thu/Fri – *(Vancouver)* Board Meeting

Early May, Thu/Fri/Sat – *(Vancouver)* Board Meeting, Board Candidate Speeches, Chapter Council

Advisory Committee Meetings

Fall – *(Vancouver)* in-person one-day meeting
(possible additional in-person meeting late Winter for some committees)

Spring – *(Vancouver)* virtual 1.5 hour meeting

The BCPVPA Directors of the Board

Directors are active BCPVPA members elected by the membership, and collectively comprising the Board of Directors for the Association.

The Role of the Director:

As members of the Board, Directors are responsible for:

- Establishing the mission, goals, and policies and procedures of the Association
- Developing a long-range Strategic Plan for the Association, including defined goals and objectives
- Safeguarding the short and long-term financial stability, strength, and accountability of the Association
- Approving annual budgets, reviewing operating and financial results, and reviewing performance against goals
- Respecting and maintaining the integrity, independence, and ideals of the Association
- Ensuring that the needs and interests of members are prioritized in all decision-making processes
- Forming Board and member committees as determined by Association needs and interests
- Hiring and developing an Executive Director to manage the operations of the Association
- Exercising management oversight of the Executive Director and the operations, and coordinating the performance evaluation of the Executive Director

Specific Responsibilities:

- 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 as Committee Chair on a minimum of one Standing Committee, with the associated responsibilities
- Attend and actively participate in both virtual and in-person Board meetings as scheduled throughout the Director's term
- Prepare for all Board and committee meetings by thoroughly reading all meeting materials before each meeting
- 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 inquiries to Association staff for support

The BCPVPA President

An active BCPVPA member elected by the membership, the President is the chief elected officer, representative, and spokesperson of the Association.

The President:

- Fosters effective communication with members
- Acts as the Board's primary spokesperson, represents the Association's positions to government elected official(s); education sector partners; and the media and community groups
- Visits Chapters to strengthen ties between the Association and its membership
- Chairs meetings of the Board of Directors
- Leads the Board in the performance of its responsibilities
- Serves on a number of Association committees
- Advocates for the role of Principals and Vice-Principals to government, sector partners, and the public

Specific Responsibilities:

- Presides over Board and Chapter Council meetings
- Prepares Board and Chapter Council meeting agendas in collaboration with the Executive Director
- Names Association representatives to Standing Committees, Ad Hoc Committees, and Ministry Committees seeking Association representation
- Serves as an ex-officio member of all Association Standing Committees
- Recommends the annual assignment of Board Directors to Standing Committees
- Travels extensively throughout the province to meet with local Chapters and sector partners
- Represents the Association on selected sector committees and working groups, and delegates as appropriate
- Develops and maintains relationships with elected leaders of sector organizations
- Regularly communicates with the membership through weekly electronic communications

- Works alongside the Executive Director to ensure the goals of the Association's Strategic Plan are achieved
- Performs such duties as required by the bylaws and as directed by the Board

Of Note:

- The President is elected for a two year term, serving as the President-Elect for one year before their term, and as Past-President for one year following their term
- The President remains an employee of their school district and is seconded from their school district by the Association, maintaining their current salary, contract, and benefits during their term
- Any President who normally resides further than 80km from the Association office in Vancouver has the option of living in the Association-owned condominium in Vancouver during their term
- Costs directly associated with the role of President are borne by the Association

The BCPVPA Executive Director

The Executive Director is the senior employee of the BCPVPA.

- 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

***Need to
Know?***

**BCPVPA
eNews**

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





bcp 2023 - 2026

vpa BCPVPA Strategic Plan



Serving members by supporting effective leadership in education through representation, advocacy and leadership development

REDI Champion

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



Respected Voice

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



2023-2026 Strategic Plan

Leadership Development

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



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.

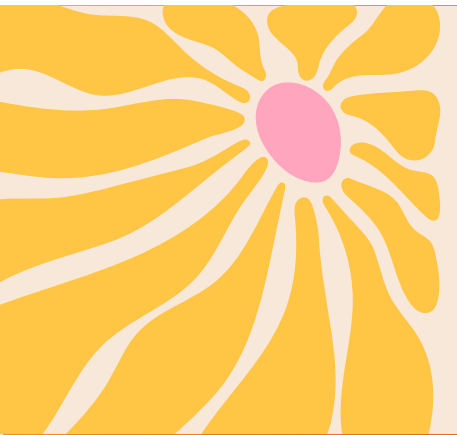
Member Health

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



[Find out more](#)

**Find the ETOC in My BCPVPA
in the Member News tile**


bcp  vpa

Equity Theory of Change

When an organization develops an Equity Theory of Change, they undergo a deep and honest assessment of how they operate, and of the belief systems that drive their work. In our development of the BCPVPA ETOC, we sought a reckoning of whether the structures of reconciliation, equity, diversity, and inclusion are consistently woven into every aspect of our work. We identified the values of our Association, and the ways in which we will live into them. We identified who we serve.

We have defined the changes that we expect to see, and for which we are accountable. Our focus is 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, and to help cultivate conditions in our members' working environments where everyone can flourish.

We embrace this journey.

BCPVPA
A Word from the Executive Director
Scott Robinson

Supporting the Next Generation

Helping New-to-Role Principals and Vice-Principals Thrive

In 1998, I was happily teaching at a middle school in Port Coquitlam. I was team leader of a small but intrepid group of energetic and passionate teachers, I was loving working with 'my kids', and I felt like I was finally hitting my stride after five years of being in the classroom. My Principal and Vice-Principal at the time were role models for effective school leadership; they were kind, knowledgeable, hard-working, and supportive of the staff in making good things happen for students.

Early in that school year, my Vice-Principal encouraged me to apply for a Vice-Principalship. My response? Not a chance! Why would I leave doing something I loved to take on a role that, frankly, didn't look like much fun. She laughed and encouraged me to at least consider the idea. A few months later, the Principal broached the same subject and, after a good deal of thought, I made the fateful decision to apply. One month later, I found myself packing my boxes over the winter holiday to take on a middle school Vice-Principalship. I still remember the feeling of "what have I done?" as I drove to work that first day of school in 1999, excited, petrified, and certain that I was an imposter.

Twenty-six years later, as I find myself on the other end of a long, winding, sometimes difficult, always rewarding career in school and district leadership, I reflect on that first year as a school leader and compare my experience to that of our newest members who are new-to-role Principals and Vice-Principals in 2025. Although there are many similarities, the job has also become dramatically more complex and, as a result, the day-to-day experience of our newest members has also become more complex and infinitely more challenging.



In recent years, the BCPVPA has noted an increase in the number of new-to-role Principals and Vice-Principals who have identified that they are struggling. Being new to a leadership role has always been challenging, and we may remember our own feelings of being in over our heads, mourning the loss of the support of our teacher colleagues, and feeling like we were drinking from a fire hose while barely keeping our heads above water.

For me, what made the critical difference that first year was the kindness and support of my more experienced colleagues who reached out, offered a hand and a listening ear, and encouraged me to stay the course, no matter how hard things felt. Looking back, it was that support that kept me afloat one day at a time, sometimes one hour at a time. I would not have survived without them.

Stepping into the role of a Principal or Vice-Principal is both an honour and a high-stakes challenge. Across British Columbia, as in many other regions, new-to-role school leaders are navigating increasingly

complex educational landscapes, characterized by the complexities of our post-pandemic society, equity and inclusion demands, staffing shortages, and heightened expectations for instructional leadership. While these new leaders bring enthusiasm and fresh perspectives, they also face a steep learning curve.

For experienced Principals and Vice-Principals, this is a moment that presents a critical opportunity for consideration: to mentor, uplift, and help ensure that the next generation of school leaders not only survives, but thrives.

The Complex Realities of Being “New-to-Role”

Regardless of their previous experiences, new Principals and Vice-Principals often quickly discover that the leap into school leadership is not just a change in responsibilities: it is a shift in identity. My current and past experience in leadership roles tells me that several challenges tend to surface early on:

"Being new to a leadership role has always been challenging, and we may remember our own feelings of being in over our heads, mourning the loss of the support of our teacher colleagues, and feeling like we were drinking from a fire hose while barely keeping our heads above water. "

- **Isolation:** New school leaders often feel isolated in their roles, particularly in smaller or rural districts where peer support may be limited. The transition from being “part of the team” to leading the team can be lonely.
- **Decision Fatigue:** The volume and complexity of decisions required daily — from student discipline to staffing to crisis management — can be overwhelming, especially when every choice feels high stakes.
- **Imposter Syndrome:** Many new school leaders doubt their readiness, even when they have earned their position through years of hard work and preparation. The weight of expectations — real or perceived — can sap confidence.
- **Time Management:** The shift to school leadership brings an unrelenting schedule. New leaders often struggle to find time for strategic thinking amidst urgent operational tasks.
- **Navigating Relationships:** Establishing trust with staff while asserting leadership is delicate. Balancing collegiality with authority doesn’t always come easily, especially in some school communities.
- **Equity and Inclusion Work:** New leaders are expected to champion equity and reconciliation, often without the preparation or support to confidently engage in this critical work.

These realities are magnified in districts that may be facing unique pressures that can include declining enrollment, limited access to specialist staff, or community trauma, conditions that are not uncommon across BC.

What Experienced Leaders Can Do

Experienced Principals and Vice-Principals are uniquely positioned to provide the kind of practical wisdom, reassurance, and solidarity that new school leaders crave. Here are some ways to offer meaningful support:

1. Be Proactive in Reaching Out

Don’t wait for a new colleague to ask for help. A simple call, email, or coffee invitation can go a long way. Early in the school year, make it a point to check in with a new colleague. A quick, “How’s it going this week?” can open the door to more substantial conversations.

2. Normalize the Learning Curve

Remind new leaders that *no one* walks into this job fully prepared. Share your own early missteps — those moments when things didn’t go according to plan — and how you recovered. Hearing that respected colleagues also faced uncertainty helps reduce the stigma around vulnerability.

3. Offer Practical Advice Without Judgment

Sometimes, new leaders just need to be told, “It’s okay to leave emails unanswered for a few hours,” or, “Here’s how I prioritize my day when everything feels urgent.” Offer systems and routines that have worked for you, and be open to hearing their solutions too.

4. Acknowledge the Emotional Labour

Recognize that this work is emotionally demanding. Affirm the humanity of what they are doing. A simple message of, “You’re carrying a lot — and you’re doing the best that anyone could, given the circumstances,” can provide powerful validation.

5. Celebrate Small Wins

New school leaders often don’t pause to recognize what is going well. Help them celebrate their progress by identifying small successes and keeping their focus on the positives, despite the challenges.

Building a Culture of Collegial Support

Districts and schools thrive when leadership is shared, supported, and sustainable. While mentorship programs and formal supports are valuable, a culture of collegial generosity — where experienced leaders view the success of new colleagues as a shared responsibility — can have an equally powerful impact.

Supporting new leaders is not only about kindness; it is about stewardship. The health of our education system depends on retaining capable, compassionate leaders who feel confident and connected in their roles. In a time when burnout and turnover are real concerns, particularly in rural and high-needs contexts, experienced school and district leaders have an essential role to play in strengthening the bench.

Every school leader remembers their early days, when the job felt bigger than they were, and the stakes were impossibly high. In those moments it is people that make a difference. A mentor who listens. A colleague who checks in. A voice that says, “You’ve got this — and you’re not alone.”

So, to the seasoned school leaders across our province: your experience is more than expertise — it can be a gift. We know you are also busy, but we hope that by reaching out — even once or twice — to a new colleague, you will also reap the benefit of those new connections. We ask you to share your experiences generously. Our schools, our communities, our Association — and, ultimately, the students we serve — will all be stronger for it.

“Supporting new leaders is not only about kindness; it is about stewardship.”



Teams



[Download the Year At A Glance for BC Principals & Vice-Principals](#)

BCPVPA AGM

Saturday November 22, 2025

Board of Directors Meetings

October 17-18, 2025

November 20, 2025

January 16-17, 2026

February 5, 2026

April 17-18, 2026

May 8, 2026

Additional Zoom meetings as scheduled

Chapter Council Meetings

November 21-22, 2025

February 6-7, 2026

May 8-9, 2026

Chapter Presidents Meeting

Friday November 21, 2025

Advisory Committee Meetings

Budget Advisory Committee

March 2, 2026 (in-person)

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

November 3, 2025 (in-person)

February 11, 2026 (in-person)

April 20, 2026 (virtual)

**Indigenous Leadership
Advisory Committee**

October 6, 2025 (in-person)

February 25, 2026 (virtual)

**Professional Learning & Development
Advisory Committee**

October 8, 2025 (virtual)

January 25-26, 2026 (in-person)

Member Well-Being Advisory Committee

October 27, 2025 (in-person)

April 13, 2026 (virtual)

Annual Events

Connecting Leaders Conference

October 23-25, 2025 (Whistler)

2024 BCPVPA Partnership Awards

Friday November 21, 2025

Contract Rep Workshop

Saturday January 24, 2026 (in-person)

Explorations for Aspiring School Leaders

January 10, 24, February 21, March 7, 2026

IDEAS Forum

Friday February 6, 2026

Board Director Elections

Nominations: April 2026

Elections: May 2026

Foundations for New School Leaders

First week of July 2026

The BCPVPA convenes Standing Committees, along with Ad Hoc Committees and Working Groups that may be established for defined projects. Two Board Directors are assigned as Co-Chairs of each Committee, and BCPVPA staff are assigned to support each Committee. The BCPVPA President is a member of all Standing Committees, and the BCPVPA Executive Director endeavours to attend all Standing Committee meetings.

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.

Nathan Blackburn	SD 45 West Vancouver
Chris Matheson	SD 83 N Okanagan-Shushwap
Michaela Mistal	SD 62 Sooke
Rachel Nelson	SD 72 Campbell River
Vladimir Nikic	SD 37 Delta
Stacey Soffel	SD 91 Nechako Lakes
Kyle Timms	SD 71 Comox Valley
Brian Leonard	Board Director
Trevor Robinson	Board Director
Simon Couture	Staff
Scott Robinson	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	SD 36 Surrey
Linda Chau	SD 38 Richmond
Sylvie Mazzerole	SD 93 CSF
Denise Nembhard	SD 43 Coquitlam
Sonia Sahota	SD 37 Delta
Raj Samra	SD 36 Surrey
Sean Wickers	SD 33 Chilliwack
Sanj Johal	Board Director
Charity Peal	Board Director
Sandra Murphy	Staff
Scott Robinson	Staff

INDIGENOUS LEADERSHIP ADVISORY COMMITTEE

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

Gordon Fitt	SD 38 Richmond
Davita Marsden	SD 39 Vancouver
Tammy Mountain	SD 74 Gold Trail
Jennifer Pighin	SD 57 Prince George
Anne Smith	SD 36 Surrey
Tslandia Van Ry	SD 33 Chilliwack
Kirsten Wallace	SD 38 Richmond
Lisa Frey	Board Director
Navshina Savory	Board Director
Magdalena Kassis	Staff
Sandra Murphy	Staff

MEMBER WELL-BEING ADVISORY COMMITTEE

The Member Well-Being Advisory Committee advises the Board regarding the ways in which the Association can address issues of work intensification and well-being for our members.

Darren Coates	SD 73 Kamloops-Thompson
Steven Dalla Lana	SD 57 Prince George
Kasha Duff	SD 36 Surrey
Lauren Gruggen	SD 05 Southeast Kootenay
Mareva Hope	SD 37 Delta
Ian Keir	SD 50 Haida Gwaii
Janine Lamb	SD 39 Vancouver
Kelly Johansen	Board Director
Bryn Williams	Board Director
Rochelle Morandini	Staff
David Nelson	Staff
Scott Robinson	Staff

PROFESSIONAL LEARNING AND DEVELOPMENT ADVISORY COMMITTEE

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

Misti Askew	SD 43 Coquitlam
Suzanne Chisholm	SD 63 Saanich
Robert Dewinetz	SD 36 Surrey
Mitchell Hemphill	SD 10 Arrow Lakes
Jennifer Kennedy	SD 47 qathet
Riley McMitchell	SD 39 Vancouver
Tu Loan Trieu	SD 40 New Westminster
Jackie Borosa	Board Director
Sid Jawanda	Board Director
Paul Marsden	Board Director
Peter Johnston	Staff
Magdalena Kassis	Staff
Dr. Andrea McComb	Staff

CONTRACT ADVISORY COMMITTEE

The Contract Advisory Committee concluded its important work in the 2024-2025 school year. Beginning in 2025-2026, the BCPVPA is offering a deeper opportunity for member engagement through the transition to an enhanced Contract Representative structure. Members can find out more in the member portal, My BCPVPA, under Member News/ Member Communications - May 5, 2025 Member Update.

Interested in applying
for a 2026-2027
Advisory Committee?
Watch for the notice in
May 2026

Executive Team



Scott Robinson
Executive Director
scott@bcpvpa.bc.ca



Magdalena Kassis
Deputy Executive Director
Director, Member Support Services
magdalena@bcpvpa.bc.ca



Sharon North
Event Coordinator
sharon@bcpvpa.bc.ca

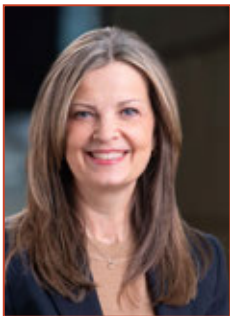
Placement in Progress
Executive Assistant to the President
& Executive Director

Placement in Progress
Administrative Assistant

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 Deputy Executive Director manages member-supporting portfolios alongside the Executive Director.

The Executive Assistant supports the work of the BCPVPA Board of Directors, President, Executive Director, and Deputy Executive Director. They are the contact for Board meetings, and other Association business meetings. They also maintain the operation of the BCPVPA office. The Event Coordinator is responsible for the coordination and execution of BCPVPA conferences, events, and large-scale member meetings throughout the year, and is the point of contact for members regarding all BCPVPA events. The Administrative Assistant provides general office support to BCPVPA senior staff, and is the main point of contact for vendors and services.

Member Support Services



Lynda Bonvillain
Director, MSS
lynda@bcpvpa.bc.ca



Carmen Eberle
Director, MSS
carmen@bcpvpa.bc.ca



David Nelson
Director, MSS
dnelson@bcpvpa.bc.ca



Rochelle Morandini
Director, Member Health &
Well-Being
rochelle@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.

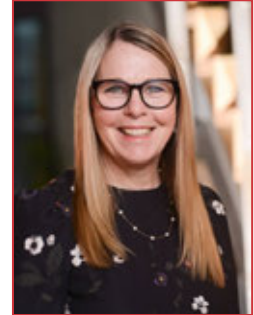
The Director of Member Health & Well-being is dedicated to the health, safety, and wellness of BCPVPA Members. Their priority is to assist and guide members who are struggling with their health and/or their physical or psychological safety at work, including members who go off work due to injury or illness. 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.

Professional Learning & Development



Peter Johnston
Director, PLD
peter@bcpvpa.bc.ca

The PLD Team provides career-spanning programs for school leaders including Explorations for Aspiring Leaders, Foundations for New School Leaders, Leading a Culture of Learning, and Amplification I & II, all guided by the Leadership Competencies for BC Principals and Vice-Principals. 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, and many workshops and webinars throughout the year.



Dr. Andrea McComb
Director, PLD
andrea@bcpvpa.bc.ca

Communications



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

The Communications team is responsible for the Association's communication and brand strategies, 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 *Princip(ed)* and *Leading: Back to School*; and coordinates the Association's annual elections and awards. They update and maintain the BCPVPA website and portal, produce and distribute the weekly eNews, and create social media content and online engagement.



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

Finance & Membership



Simon Couture
Director, Finance
simon@bcpvpa.bc.ca



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



Supipi Godakanda
Accounting Clerk
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, 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, 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.

BCPVPA
2025 Partnership Awards

Who Makes a Difference in Your School Community?





**BCPVPA Partnership Awards
Artwork by Bill Bedard**

Bill was born and raised on Haida Gwaii, and belongs to the Raven clan.

The Award print features an owl and eagle, and Bill notes that the owl reflects the wisdom and the world of educators and their supporters because *“the work does not end when the students go home, but requires many nights of hard work and reflection as we strive to prepare our students for a better tomorrow.”* The eagle travels between the physical world and spiritual world and signifies focus, great strength, peace, leadership and prestige.

Our thanks go to Bill for providing us with this perfect image for our Awards.

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 dedicated 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 2025 Partnership Awards will be open until 9:00 am October 8, 2025.

The Awards ceremony will be held as part of the November Chapter Council, with a dinner event and Awards ceremony held on Friday November 21, 2025

bit.ly/BCP_PA



THE PRUNING PRINCIPLE

Dr. Simon
Breakspear

October 24, 2025
Whistler, BC

bcp()vpa



CONNECTING LEADERS

Find out more about the Connecting Leaders
Conference events taking place October 23 - 25
in Whistler, BC

Register Now!
bit.ly/BCP_CL25

How Strategic Subtraction Can Unlock Surprising Progress

The BCPVPA presents an exclusive session with Dr. Simon Breakspear at the 2025 Connecting Leaders Conference in Whistler, October 24.

Dr. Breakspear presents the case for strategic subtraction: what if the answer to inducing positive change in our teams, organizations, and systems lies in *doing less*?

- Unravel the misguided tendency to keep adding more
- Surface the power of subtracting, streamlining, and simplifying
- Explore how to apply The Pruning Principle across roles and contexts
- Consider why pruning will require courage and creativity



Dr Simon Breakspear is an educational researcher, former high school teacher and father of three. As the founder of Strategic Schools, he focuses on supporting teams to enhance their impact on learning through evidence-informed processes and tools. He is an Adjunct Senior Lecturer at the University of New South Wales and advisor to the NSW Department of Education on Leadership Development and Curriculum reform.

Simon holds a Ph.D. in Education from the University of Cambridge, where he was a Gates Scholar. He works globally with teachers, schools, and policy leaders.

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 47 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



bcp  vpa

A comprehensive two-year Leadership Academy
for new-to-role BCPVPA members
beginning Fall 2025



BCPVPA

Introducing the Compass Pilot Program

The BCPVPA is proud to announce the launch of a two-year pilot program to support BCPVPA members from every district in BC who are new to their roles. The pilot also includes specialized skill development for our members who are leading in remote and rural districts.

We have reached out to members who have been identified by their school districts as leaders new to their roles with an invitation to be part of the **BCPVPA Compass Leadership Academy**, a 2025-2027 pilot program that is a complement to local district leadership development frameworks. We want to help early career Principals and Vice-Principals to strengthen their skills and knowledge, better understand the complexities of their new roles, and build their professional networks.

Compass will have three distinct pillars:

Pillar One: In-Person Conference in Vancouver October 18 and 19, 2025

The first day of the conference will include new to role leaders from all districts across the province, and will focus on supporting an understanding of their professional roles in the context of governance and management responsibilities.

On the second day of the conference, those leaders working in rural and remote areas will remain with us to examine the unique needs and expectations of these roles.

Pillar Two: Virtual Leadership Development Series

This practical learning takes place in a series of six virtual sessions over the course of the two-year pilot. The series will address many critical aspects of a leader's daily practice, and foster a deeper understanding of the role.

Pillar Three: Coaching-Mentoring for New Rural/Remote Leaders

In recognition of the unique needs and expectations of their roles, rural/remote leaders in the program will have an optional opportunity for confidential coaching in three complimentary sessions through the year.

We are excited to work closely with our newest members as they enhance their skills, increase their knowledge, and secure the tools that will help them to achieve success in their leadership.

If you have any questions about the BCPVPA Compass Leadership Academy, please contact Executive Director [Scott Robinson](#).

Tools



What Guides & Directs Our Practice?

From government regulations to district policy to professional standards, Principals & Vice-Principals must 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 Competencies

The 2024 Competencies represent a shift from traditional leadership standards to a competency-based approach that aligns with the complex and evolving landscape of educational leadership.

BCPVPA Leadership Standards

The 2019 Leadership Standards is a guide to hold student and adult development, engagement, and learning central to all leadership practices.

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 of Employment

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 districts and unions, such as Canadian Union of Public Employees (CUPE).

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.

**guides
&
directs
practice?**

Questions?

Contact BCPVPA

Member Support Services

mssinfo@bcvpva.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.



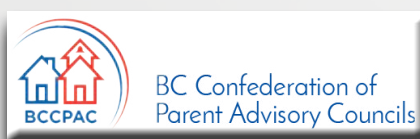
The **FNSA** represents and works on behalf of First Nations controlled schools in BC, supporting those schools in creating effective, nurturing, and linguistically and culturally appropriate education environments for students.



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.



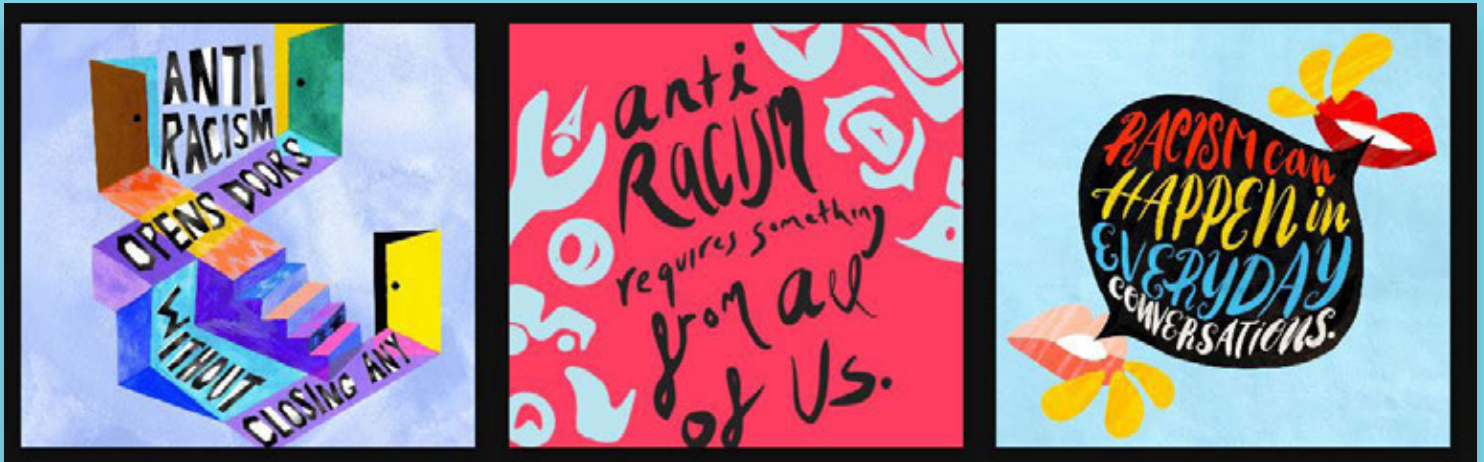
BC'S K-12 Anti-Racism Action Plan

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.

BC Racism Response Guidelines

are a key initiative within the B.C. Ministry of Education and Child Care's K-12 Anti-Racism Action Plan. The Guidelines were developed to support district and school staff in identifying and responding to incidents of racism and hate in a trauma-sensitive and responsive manner.

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://antiracism.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

The start of the school year can come with so many feelings: anticipation, excitement, enthusiasm! For some, back-to-school can also bring feelings of distress, worry, and fear. Concerns about meeting new people and whether they will be accepted for who they are. Unfortunately, research tells us that 62% of 2SLGBTQ+ students feel unsafe at school, compared to 11% of their cisgender heterosexual counterparts.

For years, educators and administrators have been building the knowledge, skills and resources needed to support 2SLGBTQ+ students and families, however, we know there is still work to be done. Which is why **ARC Foundation**, through **SOGI 123**, works with educators and education organizations to create spaces where students, families, and members of the school community can feel safe, seen, accepted, and welcome.

As we embark on the 2025-26 school year, BC is entering its ninth year of SOGI 123 in schools around the province. There are thousands of educators connecting through the SOGI Educator Network to create safer and more inclusive learning experiences in their schools. This fall, we're excited to share that for the first time since 2019, the annual SOGI Educator Summit will be taking place in-person in Vancouver! Recognizing our changing landscape, the Summit will be offered in a hybrid format, to ensure educators can participate either in-person or virtually. A save-the-date has been sent to the SOGI Educator Network for the October 22nd event, with further details to be shared at the start of the school year. Through the SOGI Educator Summit, we provide educators with the necessary connections, tools, resources, and supports to create safer and more inclusive learning environments for 2SLGBTQ+ students.

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

**If not, please reach out to us at
info@sogieducation.org
and allow us to connect you!**

“As a Queer and non-binary educator in BC, the experiences and insights I gained from SOGI 123 events have profoundly impacted both my teaching practice and personal resilience. SOGI 123 has provided a critical opportunity for connection and engagement, creating a vibrant community for reflection and support. This network strengthens our resolve and reminds us that we are not alone in the work we do or in the values we hold ... SOGI 123 is essential for supporting educators like me, to continue to promote compassionate and inclusive educational experiences for all students in BC, particularly those who identify as belonging to the [2SLGBTQ+] community.”

~ 2024 SOGI Educator Summit attendee

This September, we are also pleased to bring you resources to help integrate Indigenous perspectives into SOGI-inclusive frameworks by providing an introductory understanding of Indigenous ways of knowing and being on the topic. These teaching resources include an introductory document, a lesson plan and unit plan, and our much-anticipated SOGI + Indigeneity Learning Module. Please visit our website to find information on **Two-Spirit Belonging in SOGI-Inclusive Frameworks**. These resources can help create an intersectional approach to the National Day for Truth and Reconciliation, marked on September 30th.

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.

To explore our website and resources, please visit **[SOGIeducation.org](https://sogieducation.org)**. For further information on SOGI 123, please contact us at **info@sogieducation.org**.



SOGI 123

Resources we're excited about this fall:

1. **Common Questions About SOGI in Schools** – *This resource was created in collaboration with educators and parents to address some of the most common questions being asked about SOGI-inclusive education.*
2. **Research Findings: SOGI in Education** – *SOGI-focused statistics can be useful in supporting system level change, and in helping colleagues, caregivers, and families to understand why SOGI-inclusion is necessary in K-12 education.*
3. **Learning Module: SOGI + Indigeneity** – *This 90-minute learning module aims to help integrate Indigenous perspectives into SOGI-inclusive frameworks by providing an introductory understanding of Indigenous ways of knowing and being on the topic.*

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, SOGIeducation.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!



Early
Intervention
Program

Let us help you



BCPVPA Early Intervention Program

Humanworks is proud to have developed the Early Intervention Program (EIP) to support members of the BCPVPA Benefits Plan.

The objective of the EIP is to support and empower Benefits Plan members who are experiencing personal or professional disruption as a result of illness, injury, or disability.

Through the program, you can expect to receive the highest quality of personalized care with treatment support and services to help you get back to work, stay well at work, and/or maintain your optimal healthy lifestyle outside of work.



Humanworks provides programs and services to enhance the health and wellbeing of professional educators in their work and personal lives.

We are a team of professional counsellors, consultants, and therapists who are committed, experienced and passionate about what we do.

For more information, visit www.humanworks.ca





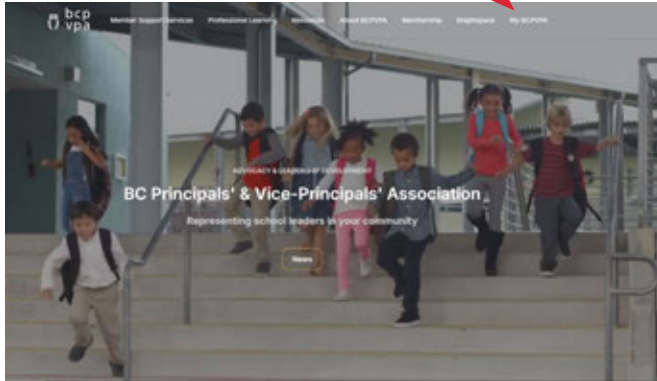
Our public website is [**bcpvpa.org**](https://bcpvpa.org), offering easy access to information about support services for our members, professional learning opportunities, resources and information, and so much more. Our website also has links to BCPVPA's D2L Brightspace platform, and to our member-only 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 logging in, you confirm that you agree to the storing and processing of your data by Intra as described in the [Terms and Conditions](#).

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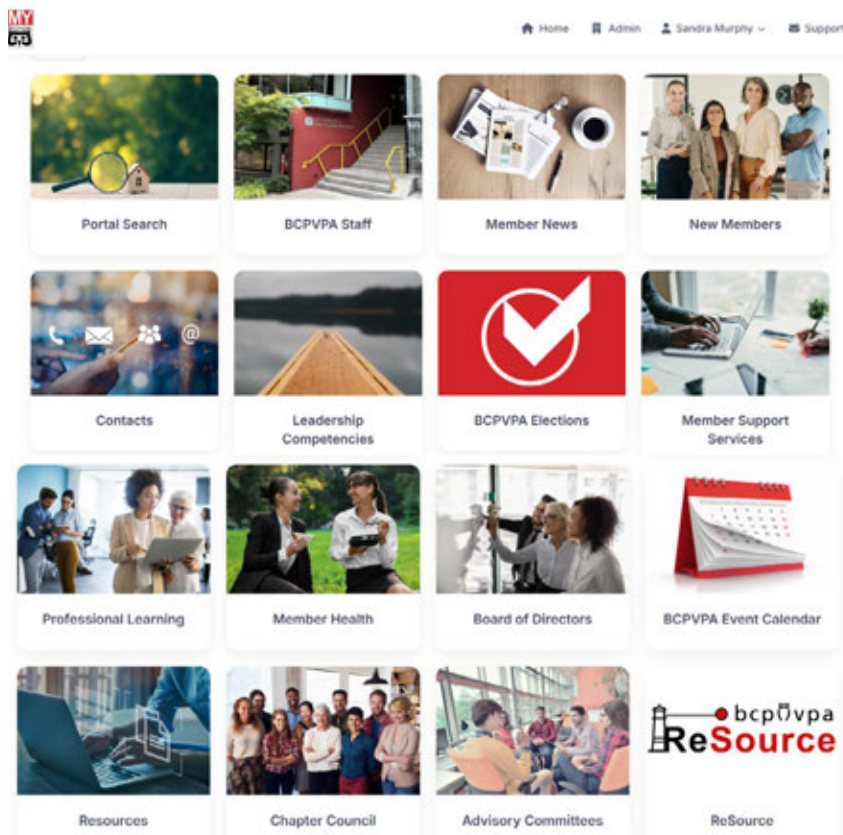


Find out what's new under Hot Notes, browse the eNews & Member Update archives, and read Chapter Council summaries. Check out career postings and media releases, and browse our magazines.

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

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 Advisory Committees can access meeting information through dedicated tiles.





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 topics during the week, we issue a Member Update. Member Updates give members the information and links they need, right when they need them!

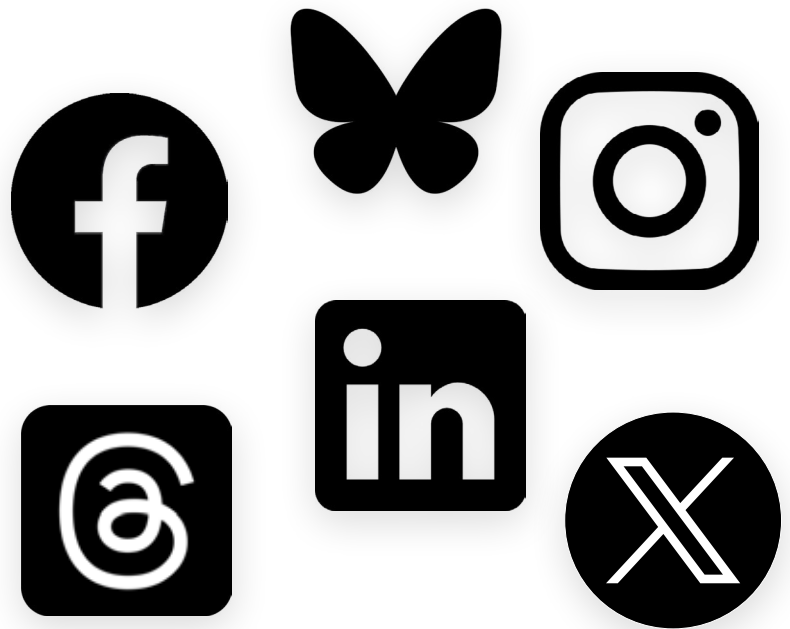


BCPVPA Member Update

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

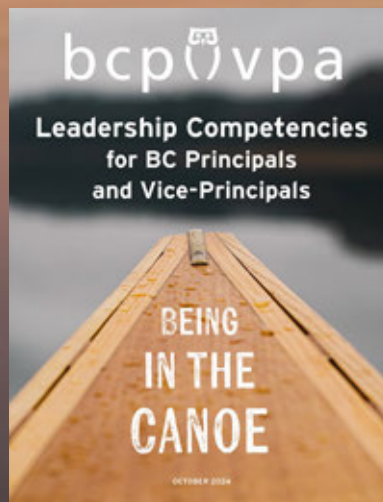
Our story content comes from all over the province, and includes the voices of our members, staff, and sector friends. Whether it's a page from your leadership journey, a dive into the deep rewards of your work, commentary on contemporary issues in education, or the introduction of new tools and tips 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!

Leadership Competencies for BC Principals and Vice-Principals

Released October 2024

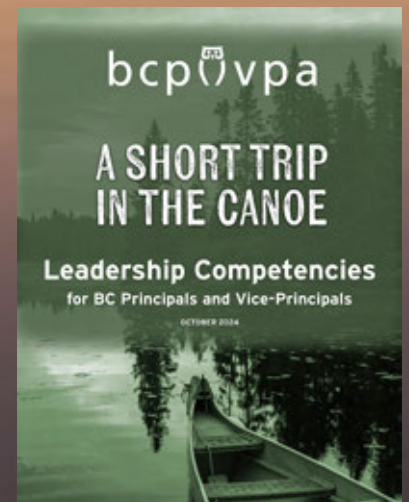
Whether you choose a short trip in the canoe, or embark on a longer transformative journey, the Competencies will help you to inform your own narrative and the many different ways you will find yourself paddling in your role.

Click below



Read the full story, where you can find out more about the journey, the process, and how each Competency can be considered in relation to the school leader, and to the school community.

Click below



Use the Competencies as a daily reference point for development, or as conversation starters and a fresh approach to collaborating with teams, connecting with colleagues and challenging yourself.

Leadership Competencies for BC Principals and Vice-Principals

Released October 2024

"We are all paddling together through changes in the waters and weather, are coordinating with others within and beyond our vessel, are continually defining our direction of travel, and will face moments when moving forward, backward, or sideways are all natural choices."*

Stewardship for the future of all children

Fostering a culture of curiosity and inquiry

Growing the capacity of self and others

Contextual literacy and agency

Bridging policy and practice



*We are deeply indebted to the words and teachings of Cyril Pierre, Elder of the Katzie First Nation, and Spencer Pierre, member of the Katzie First Nation

Continuing to Use the BCPVPA Leadership Standards for Principals and Vice-Principals in British Columbia in Your Practice?



[Download the BCPVPA
Leadership Standards](#)

[Download the BCPVPA
Leadership Standards Workbook](#)

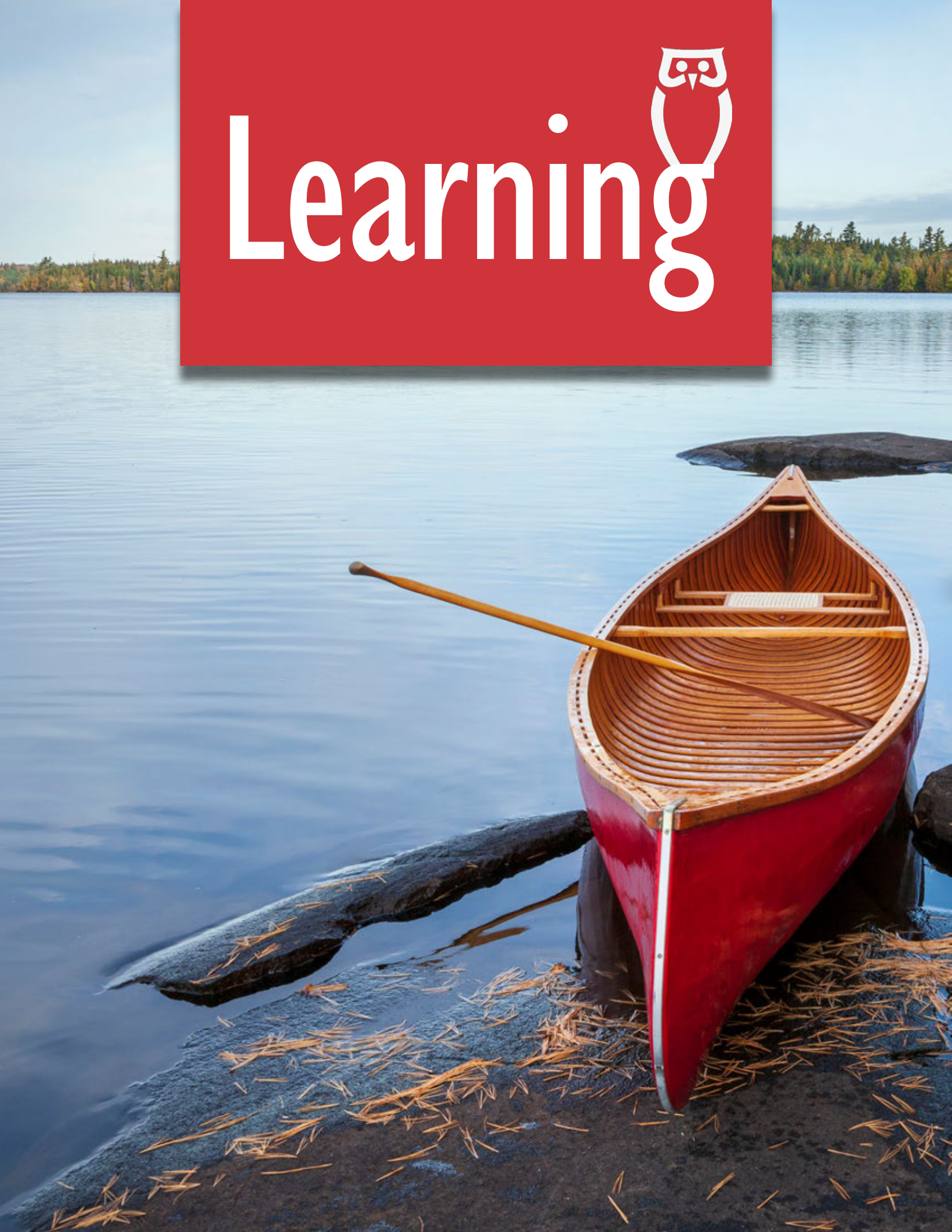


[Téléchargez les Standards de
leadership de la BCPVPA](#)

[Téléchargez le Cahier de travail des
Standards de leadership de la BCPVPA](#)

The BCPVPA Leadership Standards for Principals and Vice-Principals in BC, last updated July 2019, remain available for your use, and can be downloaded from our website.

Learning



BCPVPA Professional Learning and Development Learning Reimagined:

Your Professional Development Journey for 2025-2026
Elevating Leadership Through Innovation and Excellence

by Peter Johnston

Director, Professional Learning and Development

Welcome to a transformative year of professional learning where tradition meets innovation, and where your growth as an educational leader takes centre stage. The BCPVPA's 2025-2026 professional development offerings represent more than just training — they embody **Learning Reimagined**.

This year, we are blending the excellence of our proven core programs with dynamic new approaches, creating flexible pathways that meet you where you are and take you where you need to go. Whether you are a new leader finding your footing or a seasoned Principal seeking fresh perspectives, our reimagined approach offers something transformative for every stage of your leadership journey.



Our Core Programming: Programs That Define Excellence

Connecting Leaders

October 23-25, 2025 | Whistler Conference Centre

Our premier annual gathering celebrates National Principals' Month with Dr. Simon Breakspear's transformative workshop on "The Pruning Principle," interactive sessions on the BCPVPA Leadership Competencies, and our special Indigenous Member Symposium.

Explorations for Aspiring Leaders

January 10, 24, February 21, March 7, 2026 | Virtual Webcast

Perfect for educators preparing for formal leadership roles, this four-session series explores essential leadership mindsets through the lens of our Leadership Competencies, from growing capacity to contextual literacy. Identify the next potential school leader on your teaching staff, and ask them if they would be interested.

Foundations for New School Leaders

First week of July, 2026 | Location TBA

Our flagship program continues to set the standard for new leader development. Grounded in the BCPVPA Leadership Competencies, this intensive three-day experience creates the relationships and networks that will support you throughout your career. As one participant shared: *"It did not take long before all of us began to feel like a family at our table."*

Destination Learning: Immersive Experiences for Deep Growth

Our signature destination learning programs provide intimate, reflective opportunities for transformational leadership development:

Amplification I & II

Sparkling Hill, Vernon. Assess your life balance, priorities, and craft your personal mission in these powerful retreat-style experiences.

Leading a Culture of Learning I & II

Vancouver Island. This transformative program synthesizes world-renowned leadership paradigms including FranklinCovey's 7 Habits®, Multipliers®, The 4 Essential Roles of Leadership®, Leading at the Speed of Trust®, and *Extreme Ownership* principles. With sessions set in serene retreat environments, you will engage in reflective practices and collaborative discussions to align your leadership vision with practical skills.

Resiliency & Multipliers (New in 2025-2026)

Vancouver Island Combining personal resilience building with the power of multiplying intelligence in others, this new destination experience helps you lead from the inside out while unlocking your team's potential.

Returning Favourites: Programs Members Have Requested

Cognitive Coaching®

[Register](#)

Nov 7 - 9, 2025 - Jan 30, 31, Feb 1st, 2026 - Feb 28, March 1, 2026 | BCPVPA Office, Vancouver

And

Adaptive Schools©

[Register](#)

January 11, February 8, February 22, March 8, 2026 | BCPVPA Office, Vancouver

Building on decades of success, these two research-based programs return with multiple cohorts throughout the year, helping you develop the conversational skills that transform school culture.

The 6 Critical Practices for Leading a Team®

February 18, 25, March 4, 2026 | Virtual Webcasts

Based on FranklinCovey's *Everyone Deserves a Great Manager*, this recorded webcast series equips you with the mindsets, skillsets, and toolsets needed to develop high-performing teams.

The 5 Choices to Extraordinary Productivity®

January 14, 21, 28, 2026 | 07:00 - 8:30 AM | Virtual Webcasts

Transform your approach to time and energy management with this innovative early-morning format, perfect for busy leaders who want to start their day with powerful learning. This research-backed program is specifically adapted for educational leaders facing unprecedented demands.

Multipliers® & 7 Habits®

Regional offerings. Locations & Dates TBD

These cornerstone leadership development programs continue to help you unlock the intelligence and potential in your teams while building your own effectiveness.

New & Reimagined: Innovation Meets Impact

Present & Engaged: Transforming School Attendance in BC

Webcast Series with Optional Regional In-Person Sessions

This groundbreaking blended program combines interactive webcasts with optional regional in-person workshops, addressing one of education's most pressing challenges. You will explore evidence-based solutions for mental health challenges, family factors, learning struggles, and school environment concerns that impact student attendance.

"Whether you are a new leader finding your footing or a seasoned Principal seeking fresh perspectives, our reimagined approach offers something transformative for every stage of your leadership journey."

AI Roundtable Series

Webcast Series with Optional Regional In-Person Sessions

Our exclusive four-part series brings together local and international experts to help you navigate the AI revolution in education, combining cutting-edge insights with practical leadership strategies, followed by optional regional discussions.

School Safety: Leading Through Digital Threats

Webcast Series with Optional Regional In-Person Sessions ([In partnership with Safe Schools Together](#))

Navigate the complex landscape of digital safety, cyberthreats, legal liability, and violence prevention with frameworks designed for today's educational environment.

Reimagining Schools: Design & Timetabling

Webcast Series with Optional Regional In-Person Sessions

Explore innovative systems and structures from BC and around the world, engaging in discussions about creative approaches to school organization and student learning.

Navigating Difficult Conversations

[Register](#)

September 20, October 11, 29, November 26, 2025 | Virtual Webcasts

Master the art of challenging conversations with tools and strategies that maintain relationships while addressing tough issues.

Well-being & Leadership Integration

New programming addresses the intersection of personal wellness and leadership effectiveness, including specialized sessions on menopause and school leadership, nutrition and fitness for leaders, and comprehensive well-being courses.

Your Learning, Your Way

Learning Reimagined means choice, flexibility, and relevance. Our 2025-2026 offerings include:

- Virtual webcasts for accessibility and convenience, all recorded for flexible access
- In-person workshops for hands-on collaboration
- Destination learning for deep reflection and connection
- Blended programs combining webcasts with optional regional in-person sessions
- Regional delivery bringing learning closer to you
- Innovative scheduling like our early-morning productivity sessions
- Comprehensive materials included with every program for ongoing reference and reflection

The BCPVPA PLD Difference

Every program is designed specifically for practicing Principals and Vice-Principals, delivered in a safe and supportive learning environment. What sets us apart is our commitment to practitioner-led facilitation: our programs are led by former Principals who understand the challenges you face, while our Foundations and Explorations programs also feature current Principals as table and group facilitators. This ensures that every learning experience is grounded in real-world relevance with immediate applicability to your daily leadership practice.

Our learning is anchored in the BCPVPA Leadership Competencies, creating coherent pathways for your professional growth. All participants receive comprehensive materials that allow you to take learning back to your school for continued reflection and application. *Can't attend a live webcast?* No problem: all sessions are recorded for your convenience.

Whether you are seeking to grow your capacity, foster curiosity and inquiry, or develop contextual literacy, our reimagined approach ensures that your learning journey is both transformative and sustainable.

Request for Service: Customized Learning, Your Way

Sometimes the most powerful learning happens when it is tailored specifically to your context, your challenges, and your team. Our Request for Service programming brings BCPVPA's expertise directly to your district, creating personalized professional learning experiences designed around your unique needs.

Whether you are planning a local PVPA retreat, organizing a focused session for a small group of Principals and Vice-Principals, or seeking in-depth exploration of a specific leadership challenge, our team will work with you to design and facilitate a customized learning experience that delivers exactly what your leaders need.

From intensive workshops on specific Competencies, to retreat-style experiences that foster deep reflection and team building, Request for Service programming offers the flexibility to create meaningful professional learning that fits your schedule, your budget, and your goals. The only costs involved are any required materials, accommodation, or travel expenses.

Ready to reimagine professional learning for your district? Start your personalized planning process by contacting us at pldinfo@bcpvpa.bc.ca. Let's create something extraordinary together.

Ready to Begin?

Learning Reimagined isn't just our theme – it is our commitment to your growth as an educational leader. Visit our website for complete program details and registration information, and discover how our 2025-2026 offerings can elevate your leadership practice.

Your learning journey awaits.

For more information about any of these programs, contact Professional Learning & Development at pldinfo@bcpvpa.bc.ca or 1-800-663-0432.

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

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

D2L

BRIGHTSPACE

bcpvpa



A Powerful Learning Management System for Educational Leaders

The BCPVPA is building a dedicated Brightspace site to support professional growth planning for our members.

To obtain your member sign-in access,
please contact pldinfo@bcpvpa.bc.ca

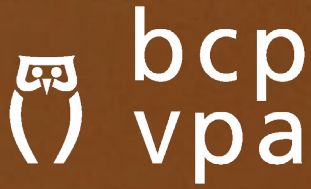
Narratives and Growth Planning: My PGP: My Professional Growth Plan

We are empowering educational leaders to curate a journey of their ongoing development through the creation of a personalized Professional Growth Plan (PGP). Whether you are new to leadership or an experienced educator, you will explore your leadership style, strengths, and vision of success.

Grounded in the [BCPVPA Leadership Competencies](#) and aligned with school and district goals, your PGP helps you navigate current challenges and identify growth opportunities as you shape your path forward.

Embracing the BCPVPA Leadership Competencies

Brightspace offers active engagement with the [BCPVPA Leadership Competencies](#). Educational leaders can explore the Competencies, find community support, and curate their personal portfolios.



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](#)





Support



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

by Lynda Bonvillain, Carmen Eberle,
Magdalena Kassis, 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)
- Misconduct complaints
- Terminations of contract, with and without cause
- Navigating severance agreements
- Support for formal meetings with senior management
- Facilitation of requests for mediation

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



"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."



The MSS team is comprised of four Directors of Member Support Services. 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 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, workplace investigations, human rights, 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 best possible 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 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 written responses to – and/or in-person interviews with – the TRB, and following up with investigators throughout the process. In some circumstances, MSS Directors will advocate for indemnity if it is deemed appropriate under the School Act, and/or a member's contract allows for it.

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 BC

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:

- Navigating Employment Duties and Professional Boundaries
- Know Your Contract
- Navigating Workplace Investigations: Understanding Process
- Leadership Through a Regulatory Lens: Fiduciary Responsibilities and Decision Making
- Retirement Ready: Planning Your Future
- À La Carte – On Demand Requests

"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

Please see the following pages for descriptions of these workshops. We are also happy to discuss other topics that may be of interest.

Contact the Team

If you are seeking 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.

Lynda Bonvillain

Director, Member Support Services
604.877.5395

Carmen Eberle

Director, Member Support Services
604.877.5383

Magdalena Kassis

Director, Member Support Services
Deputy Executive Director
604.689.3399

David Nelson

Director, Member Support Services
604.877.5393



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

Navigating Employment Duties and Professional Boundaries

(Formerly 'Avoiding Pitfalls')

This essential workshop equips Principals and Vice-Principals with the knowledge and strategies needed to avoid common professional missteps. Participants will explore fiduciary duties, risk management, conflict resolution, and professional boundaries. The session will provide clarity on the School Act, board governance, and the role of administrative policies in maintaining accountability. Emphasis will be placed on understanding process, appropriate communication, and understanding of Teacher Regulation Branch (TRB) Professional Standards. Real-world scenarios and case studies will highlight how to manage risk, protect students' safety, and maintain the integrity of the profession. Participants will leave with practical tools to lead effectively, while upholding the trust placed in educational leadership.

Know Your Contract

This workshop empowers school leaders with a comprehensive understanding of their contracts and employment rights. Participants will explore the nature of the employment relationship, key contract terms and conditions, and distinctions between contracts of employment and collective agreements. The session covers critical legislation – including the School Act, Employment Standards Act, Human Rights Code, and Teachers Act – and the implications of professional standards for B.C. educators.

Participants will examine the delegation of authority, the duty of good faith and fairness, and the importance of due process in employment decisions, including evaluation, reassignment, and termination. Emphasis will be placed on understanding key elements of a contracts for exempt employees including terms versus continuing contracts, vacation entitlements, and compensation frameworks.

By the end of the workshop, attendees will be better equipped to interpret their contracts, develop an understanding of the negotiation process, recognize fair and equitable terms and conditions of employment, and will better appreciate employment rights. Steps towards proactive contract awareness will also be discussed to ensure informed and confident decision-making.

Navigating Workplace Investigations: Understanding Process

This workshop equips educators with the knowledge and tools to navigate workplace investigations with clarity and confidence. Participants will explore the full spectrum of investigation processes, from internal Human Resource procedures to external investigations including WorkSafe B.C., the Teacher Regulation Branch (TRB), and other provincial bodies. The session emphasizes the importance of procedural fairness, the role of documentation, and the standards guiding educator conduct in BC.

Participants will leave prepared to respond constructively and confidently to investigative processes, with an understanding of their rights, obligations, and support available.

Leadership Through a Regulatory Lens: Fiduciary Responsibilities and Decision Making

This workshop supports Principals and Vice-Principals in understanding and fulfilling their leadership roles through a regulatory lens. Participants will explore how fiduciary duties, governance structures, and legal frameworks shape daily decision-making and leadership practices. Key topics include aligning school-level decisions with Board policy, the School Act, and other statutory expectations, while embodying the values of the education system.

Through reflective activities and case-based discussions, attendees will examine the emotional and strategic dimensions of leading difficult conversations, and the importance of creating inclusive team norms. Participants will also explore how to bridge policy with practice, supporting effective communication, ethical leadership, and responsive conflict resolution.

Rooted in the Professional Standards for BC Educators, and the First Peoples Principles of Learning, this session emphasizes the responsibilities school leaders carry as representatives of the education system.

Retirement Ready: Planning Your Future

This workshop equips educators with the knowledge and tools needed for a successful, well-rounded retirement. It explores the three key pillars – financial, social, and physical – while helping participants align personal and lifestyle goals. Topics include the Teachers' Pension Plan (TPP), Canada Pension Plan (CPP), and Old Age Security (OAS), along with defined benefit and defined contribution plans, pension options, survivor benefits, cost of living protection, and the use of pension estimators. Extended health and dental coverage through the TPP will also be discussed.

Attendees will gain insights into lifestyle planning, including how to build social networks, reconnect with family, and explore new activities. Whether retirement is near or a few years away, this workshop provides essential tools that may help you to transition confidently into the next phase of life.

Request a Workshop for your Chapter

Members: Free

Non-members: \$100^{+GST}

Retirement Ready workshop: BCPVPA and BCSSA Members and spouses can attend free

Member Support Services workshops help Principals and Vice-Principals to avoid common professional missteps, better understand their employment rights and relationships, navigate workplace investigations, view leadership through a regulatory lens, and explore retirement-readiness!

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 and district's strategies for the year ahead –
including your own personal 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 and district's strategies for the year ahead – including your own personal 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

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

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

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 looking for resources or information related to a particular health topic.
- 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.



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

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

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

My BCPVPA:

Our member-only portal, My BCPVPA, includes a wealth of information including the Member Health tile. This resource offers information about the BCPVPA's Early Intervention Program (EIP), WorkSafeBC injury claims, disability leaves, and psychological safety in the workplace, and provides many links for mental, physical, and general health resources.

You will also find information about upcoming workshops, or how to request a workshop for your Chapter, along with links to helpful articles and health series.

Access the portal from our website bcpvpa.org by selecting My BCPVPA from the navigation bar.

ReFresh:

Columns on topics from the full wheel of well-being, emailed regularly to members.

ReCharge:

An archive series 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.

Articles:

Available in each issue of Principled magazine, and in our online health article library.

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 engaged in research related to our members’ experiences with violence at work and exposure to trauma.

Coming in 2025-2026

- We are working with our professional learning colleagues to develop online health modules in our D2L Brightspace LMS. This will be part of a growing library of learning and support.
- We will be adding a new folder to the My BCPVPA Member Health tile with a focus on Occupational Health and Safety, which will include information related to tracking violent incidents and the role of Prevention Officers at WorkSafeBC.
- We will be issuing checklists on the steps to take to mitigate the impact of trauma.
- *And, more to come!*

Ideally, BCPVPA members are practicing self-care and engaging in healthy behaviours. However, members who are struggling can be assured that they are not alone. Principals and Vice-Principals have very demanding jobs, and there will be ups and downs. Reach out the moment you recognize that you are struggling: it may be the critical call that helps you get back on a healthy track!

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



"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."



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

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

Meet guests who are in the early years of their leadership journey, and others who share a wealth of professional experience to help educational leaders everywhere to enhance their own learning and leadership skills. Chris Horton, SD73 (Kamloops-Thompson) leads engaging interviews that delve into the personal journeys of BCPVPA members. You will also discover episodes that feature practical professional information and guidance from the BCPVPA.



[Listen to the latest episode](#)
[on the BCPVPA website](#)

Celebrate
**National
Principals'
Month**



**October
2025**