

WHAT GUIDES OUR WORK?

The two most important responsibilities of the Board of Directors are to hire an Executive Director as the chief appointed officer of the Association – comparable to a Board of Education's Superintendent – and to establish the strategic direction of the organization via a Strategic Plan.

In 2023, leading up to the adoption of our 2023-2026 Strategic Plan, the BCPVPA Board of Directors sought input from senior staff, advisory committee members, and Chapter Council attendees, and worked on the final stages of development with a consultant who helped us to maintain an objective perspective in setting our path.

Ho-hum, you might say? But this was truly groundbreaking work.

This Strategic Plan was not a dusting off of existing plans, or a mere update to previous goals and objectives. Instead, the Board and senior staff returned to the drawing board and created the new Plan guided by three foundational elements: the **Association's Constitution and By-Laws** (*the Association's purpose*); our **Mission Statement** (*why we exist*); and **member input** (*the support members need*).

A classical Greek temple serves as an architectural model to illustrate how the Strategic Plan fits what we do as an Association. The Constitution and By-Laws are the foundation slabs on which the work of the Association rests. Layered on top of this is our Policy & Procedures, our operational guidelines. This is the first step, or the floor of our model. Rising from this floor are five vertical columns, each pillar representing one of the five goals of our Strategic Plan. Above these rests



by
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2023-2024 BCPVPA Board of Directors

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2023-2026 Strategic Plan

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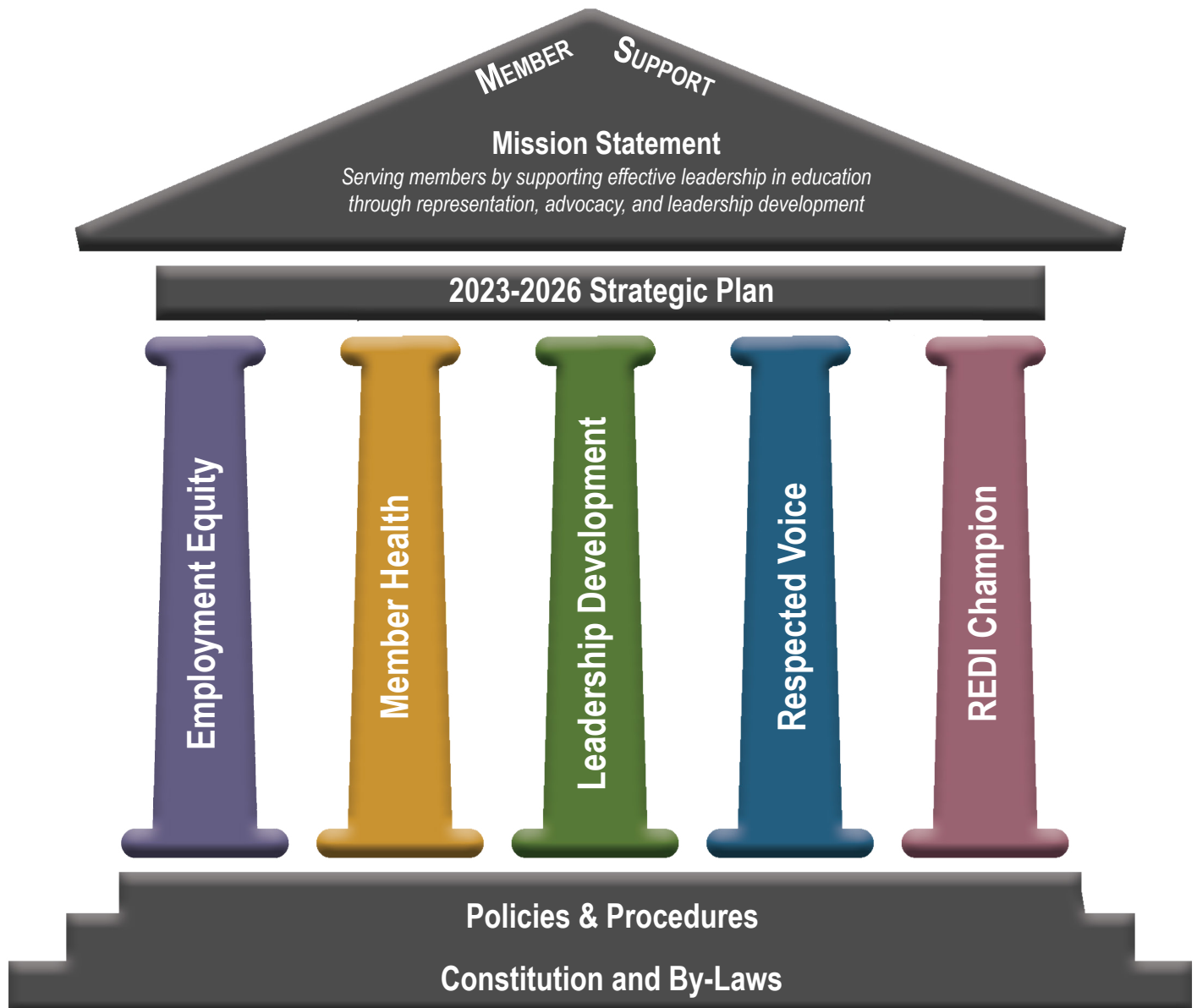
one of the five goals of our Strategic Plan. Above these rests the lintel, or horizontal beam that spans the columns, and this is the Plan document itself. In architecture, the lintel is commonly decorated with a cornice, like a crown molding, and our Plan has a coloured ribbon that beautifully delineates and links each goal.

The front-face of our diagram – in the centre, above the lintel and cornice – is the pediment, a triangular-shaped form or gable for our construct. Rather than

marble carvings from Greek mythology, on our temple we have the mission statement ‘carved’ and prominently displayed. The BCPVPA exists to support the work of its members, and so ‘member support’ is the roof of our building, the pinnacle.

The Strategic Plan establishes the priorities for the Association, and outlines how the Association will provide support for members to best meet their needs. An operational plan is devised from the Strategic Plan, and outlines how the Executive Director and senior staff plan to implement the specific objectives of the Plan.

So, how is this Plan different, and what are the ‘five pillars’ in the 2023-2026 Strategic Plan?



As the name suggests, the Plan represents the ‘big picture’ objectives of the organization. Previous plans delineated specific objectives, often with lengthy timeframes for achievement, and sometimes beyond our circle of influence. While those objectives were important and appropriate at the time, they no longer completely served the current needs of our members.

The 2023-2026 Strategic Plan broadens the key objectives of the Association into five goals. The Board added a measurement objective for each goal to evaluate progress, while recognizing that some goals will require additional time or resources for successful implementation.



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.



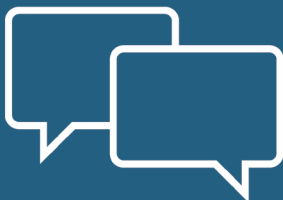
MEMBER HEALTH

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



LEADERSHIP DEVELOPMENT

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



RESPECTED VOICE

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

"AS THE NAME SUGGESTS, THE PLAN REPRESENTS THE 'BIG PICTURE' OBJECTIVES OF THE ORGANIZATION."

The Board was pleased to announce our newest goal, formulated through collaboration with and input from members of our Indigenous Leadership Advisory Committee and members of the Ad Hoc Anti-Racism Committee, alongside Indigenous leaders and trusted partners in the sector.



REDI CHAMPION

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

Finally, while this Plan guides the work of the Association, it more importantly represents what our members have identified as their current needs and priorities, so they can be successful in their roles. The Board hopes that members can find their needs represented in the final document, and through the programs, offerings, and support available to them from the Association.

British Columbia has one of the highest performing educational jurisdictions in the world, due in large part to the leadership of BC's Principals and Vice-Principals. The work of a school leader is complex and challenging, but it is also invigorating and rewarding.

The role of the BCPVPA President is to work with the Board of Directors, the Executive Director, and senior staff to breathe life into the goals and objectives developed for our Strategic Plan, to communicate and give voice to the experiences of our members, and to speak to our sector partners and rightsholders about the vital work of Principals and Vice-Principals in keeping schools safe and operating, with a focus on student success and achievement. As President, I am proud of the work of our Board and staff in adopting this Plan, and the strategic direction it has set for our Association for the years ahead.

The Strategic Plan is the framework that guides the BCPVPA's actions, initiatives, and resources, ensuring that they align with our identified priorities. By pursuing these goals, we aim to create a more inclusive and equitable educational environment, enhance the well-being of our members, foster continuous professional growth and leadership development, and strengthen the Association's voice and influence in public education.

I will conclude my term as BCPVPA President on June 30, and I have been grateful for this exceptional opportunity to lead and learn, to meet with and listen to our members and partners, and to help bring this dynamic Strategic Plan to life.

Have a great summer!

Brian



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