



bcp vpa

Leadership Standards

A Living Document



Since their inception in 2007, the Leadership Standards have evolved to become a document that guides and directs individual Principals, Vice-Principals, some Districts, and certainly the programming content and direction of the BCPVPA. This continual evolution can only take place in a process that is responsive to the ever-changing landscape of educational leadership in BC. Let's take a look back, before we take a look forward.

by

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“The Leadership Standards for Principals and Vice-Principals in British Columbia were first established in 2007. The document was and is designed to hold student and adult development, engagement, and learning central to all leadership practices. The format and content of the Leadership Standards has earned the respect of B.C. educational leaders and partners, including the B.C. Ministry of Education. The Leadership Standards have received international recognition as a comprehensive and practical guide to educational leadership in British Columbia.”

“The purpose of the Leadership Standards is to foster continuous professional learning and development in working towards effective leadership. The Leadership Standards, as they are written, are generic, context dependent and aspirational. As such, this document may be used to help frame personal professional growth plans that support sustainability and best practice...”

“Since conception, continual research and review has led to periodic revision of the Leadership Standards so as to remain current and relevant. Each revision is undertaken by a committee of practicing Principals and Vice-Principals, and we thank all who have been involved at each stage of development.”

Introduction to the Leadership Standards (pg 3)

With a growing intentional focus on anti-racism, and respectful inclusion of all people in society, it is appropriate and essential that the language of the Leadership Standards is specific in reflecting the direction that we expect of leaders and learners in BC.

It can be said that western society entered a new era on May 25, 2020. Gripped by the circumstances of a global pandemic, a world under isolation at home with their device screens, was witness to the murder of George Floyd. For more than nine minutes, a police officer knelt upon George Floyd’s neck, ignoring his pleas for air. It was not the first occasion of such injustice, yet it became a watershed moment in history.

Society has been called to understand what it is to be anti-racist and to decolonize.

In his book *How to be an Anti-Racist*, Ibram X. Kendi writes, “...there is no neutrality in the racism struggle. The opposite of ‘racist’ is not ‘not racist’. It is ‘anti-racist’.” He offers readers a definition of an anti-racist as, “One who is supporting an anti-racist policy through their actions or expressing an anti-racist idea.”

In his article “Indigenous women, Climate Change Impacts, and Collective Action”, Kyle Powys Whyte (*Hypatia*, 29(3), 599-616) reminds us that, “For Indigenous peoples live in worlds so changed by colonialism, capitalism, and industrialization that our collective self-determination and agency are compromised to a degree our ancestors would have been haunted by. Indigenizing our futures involves our reflecting on why our ancestors would have thought today’s times are dystopian.”

These are examples of just two lenses through which we lead our schools.

At this point in our shared history, where BC school leaders are allies in creating an equitable public school system, we are called upon to shine a light on our standards using various lenses. BC school leaders all value equity. We want our students, families, and staffs to experience equity in their education experiences. To achieve this, our actions

and processes need to be intentional. How BC school leaders do our work is essential: this is where our Standards guide us.

Recognizing that equity is a journey, and collaboration and dialogue are our vehicle, BC school leaders are committed to valuing and prioritizing inclusive communication. The commitment to inclusive communication led the BCPVPA to invite leaders to represent the Standards through various lenses: reconciliation, anti-racism, intersectionality, and accessibility. The objective is to have Standards that inspire self-reflection, and guide our leadership actions towards the 'how' of creating an equitable, inclusive, accessible, and respectful learning culture.

The BCPVPA Leadership Standards are not static; they are aspirational, and must foster continuous growth and development which is – of course – rooted in the real world which surrounds us. Now is the time that the BCPVPA Leadership Standards

must evolve beyond neutrality, and uphold equitable ideas. This may require new wording, or perhaps a broader interpretation grounded by the intent of what already exists. In either respect, the time is now.

The Leadership Standards are intended as a living document that is reflective and responsive to the world around us, and which help guide the work of school leaders across BC as well as informing the work of many school leaders beyond our borders.

This fall, a call was issued for our members to participate in a representative working group of practicing Principals and Vice-Principals. The application for this committee is located in BCPVPA's member newsletter *e-News* under Updates and Announcements. The process is facilitated by the Directors of Professional Learning and Development, and will involve considerable conversation, reflection, and research over the course of the year. We anticipate that a new version of the BCPVPA Leadership Standards for Principals and Vice-Principals in British Columbia will be available for summer 2022.

This revision is the continuation of the evolution of leadership and that growth will most certainly continue. Thank you to all who participate in and lead this growth.



The **BCPVPA Leadership Standards for Principals and Vice-Principals in British Columbia** are available in both English and French, as a guide and a workbook, and can be downloaded from the Publications tab at our website bcpvpa.org