



January 23, 2026

What to do if you receive a notice of investigation

Periods of labour uncertainty can create questions and challenges for school communities. Principals and Vice-Principals play a key role in maintaining stability and supporting staff, students, and families. The BCPVPA document Roles & Responsibilities During Labour Disruption provides full guidance for school leaders.

- **Lead with professionalism**

Principals and Vice-Principals maintain stable, respectful school environments, even during challenging times

- **Remember your role as part of the management team**

As exempt (non-unionized) school leaders, your actions reflect your professional responsibilities.

- **Follow district guidance**

Implement policies and direction from the superintendent and senior leadership team to ensure consistency and safety.

- **Support staff through uncertainty**

Many staff members may feel uncertain during this period. Calm, empathetic leadership helps maintain positive relationships and school culture.

- **Communicate clearly and respectfully**

Factual, measured communication builds trust with staff, families, and partners.

Members are welcome to direct any questions to the Member Support Services team
at mssinfo@bcvpva.bc.ca