

2017 - 2018 Annual Report

July 1, 2017 - June 30, 2018



B.C. Principals' & Vice-Principals' Association

The B.C. Principals' and Vice-Principals' Association (BCPVPA) is a voluntary professional association representing more than 2,500 school leaders employed as principals and vice-principals in British Columbia's public education system. The BCPVPA provides its members with the professional services and support they need to provide exemplary leadership in public education and foster success in student learning.





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

2017 - 2018 Annual Report
B.C. Principals' & Vice-Principals' Association
July 1, 2017 - June 30, 2018

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Executive Director's Report

Kevin Reimer joined the BCPVPA as Executive Director July 2018

The November 2018 President's meeting and Chapter Council marks the first opportunity that I have to address our Presidents and Chapter Council representatives in the nearly five months since I assumed the role of BCPVPA Executive Director. At the outset, I would like to express my sincerest gratitude to our members, Board of Directors and BCPVPA staff members for this opportunity.

This past year, the BCPVPA and its members experienced some remarkable opportunities along with some significant challenges. The implementation of the Memorandum of Agreement still continues to place inordinate amounts of pressure on BCPVPA members and as an association we continue to provide supports for our members and advocacy for their roles.

The Year in Review

Our Office

The Numbers

At this writing, the BCPVPA has 2,512 members, the highest number of members in the history of the BCPVPA.

New Faces and Fond Farewells

The BCPVPA maintained our staffing levels throughout the year and benefited greatly from the addition of Sandra Murphy. Sandra joins the BCPVPA as our new BCPVPA Communications Manager after a successful career with Shaw Cable. Richard Williams retired from the BCPVPA in September 2018 after helping the organization's communications for more than 25 years. Richard was a great contributor to the association, and he launched communications vehicles that included the weekly eNews and well-recognized Adminfo journal. We wish Richard a very happy retirement.

And, this Christmas, we say farewell and best wishes to Warren Hicks, who will be leaving the Contract/Legal department to officially retire from public education. Warren has had a stellar career as a teacher, principal, assistant superintendent and Manager of Contract/Legal. We thank him for his outstanding work and wish he and his wife all the best on this exciting new chapter in their lives.



“... the BCPVPA has 2,512 members, the highest number of members in the history of the BCPVPA ...”

Board and Chapter Vision

The BCPVPA Board of Directors continues to capably set the strategic vision of the organization. Most recently the Directors approved our Strategic Operational Plan that outlines the work of the staff, objectives and accountability measures as we strive to realize the spirit of our mission statement.

This coming year, the Board and office staff will be working closely to provide greater alignment between the BCPVPA and our Chapters. We will be embarking on a supportive, year-long process to assist Chapters as they revise their Constitution and Bylaws and establish our affiliation agreement.

Our Advocacy

Showcasing What We Do

Through the guidance and expertise of Sandra Murphy's leadership, we are continuing to make the work of principals and vice-principals visible and valued. The next year will see some significant changes in terms of how we communicate with our public, our government and how we facilitate communication with our members and between our members.

As part of our new communications plan, we have entered into a co-publishing agreement with Corwin Press and will be releasing Michael Fullan's latest book, *Nuance* to our members and partners later this Fall.

Our Members' Voice

Recently, we submitted a draft document to the Ministry of Education's Sector Advisory Council that advocates for a thorough review of the duties and powers of principals and vice-principals as outlined in Regulation 5 of the School Act. It has been more than 30 years since that section has been reviewed and the work of principals and vice-principals has changed dramatically in that time.

We continue to serve on Ministry and governmental committees to ensure that the voice of principals and vice-principals is clearly understood by our government, our partners and our employers.

In September, BCPVPA President David DeRosa presented a brief to the All-Party Standing Committee on Finance and Government Services.

Our Priorities

Negotiation Representation

The BCPVPA continues to advocate with BCPSEA (BC Public

School Employers' Association) to be recognized as the negotiating representative for the province's principals and vice-principals. Last spring, our members representing all 60 school districts voted 97% in favour of the Board of Directors' recommendation to become the negotiating agent for BC's principals and vice-principals. BCPVPA President David DeRosa and Manager of Contract/Legal Kevin Fadum continue to visit Chapters to share the negotiation concept and seek input from our members.

Member Health & Well-Being

The well-being of our members is a high priority and a growing concern. This year we learned that the impact of the implementation of the Memorandum of Agreement has doubled the number of principals and vice-principals on long-term disability. We intend to scale our Early Intervention Program partnership with humanworks to all districts in the province next year so that all school leaders have access to this type of support early on.

Member Benefits

While our members have seen some significant enhancement to salary levels, there are indications that PSEC (Public Sector Employers' Council) is preparing to notify BCPSEA to engage in conversations with districts about how to best bring principal and vice-principal benefits up to the level of teachers in the areas of extended health and dental.

Induction

This past October, President David DeRosa and myself presented for the first time to the BCTC (BC Teachers' Council) on the importance of a coordinated provincial induction approach for new and aspiring school leaders to ensure that they have the training and skillset to successfully begin their school leadership careers.

As BCPVPA members, you are the BCPVPA.

The strength of our association comes entirely from the strength, skill, commitment and capacity of our members. The BCPVPA's focus is to honour our past as we design our preferred future together.

Kevin Reimer

Executive Director
B.C. Principals' & Vice-Principals' Association
November 2018

Strategic Plan

at a glance



Professional Learning & Development Report

The focus for the Professional Learning and Development team was to continue to support, develop and deliver programs for BCPVPA members based on the *Leadership Standards for Principals and Vice-Principals in British Columbia*, and **Goal 2 and Goal 4 of the Strategic Plan.**

Goal 2: Support principals and vice-principals in building their leadership capacity

Within Goal 2, our focus was to:

1. Secure long-term funding of a Ministry and partner-supported provincial leadership strategy;
2. Create a framework of scaffolded professional learning and development that may be used for credentialing;
3. Support principals and vice-principals in skills and competencies development; and
4. Support principals and vice-principals within their leadership roles with regards to emerging trends and issues.

Goal 4: Strengthen engagement of members with the association and each other

Within Goal 4, our focus was to:

1. Broaden and increase member engagement; and
2. Expand services to rural and isolated members

The combined work of Professional Learning representatives, advisory committee members, and BCPVPA managers helps to determine our member needs, concerns and effective ways to develop our infrastructure to support their learning and build leadership capacity. Throughout the 2017-2018 year, the Professional Learning and Development (PLD)

division has offered the following opportunities and programs for our members.

Engaging Our Members

Professional Learning and Development Advisory Committee

A Professional Learning Advisory Committee was re-established 2016-2017. This year, the Committee met five times (three in-person meetings, two by Go To Meet).

The Committee was comprised of seven members of the Association representing regions throughout BC, along with one Director Read Jorgensen. The role of the Committee is to advise the Board with respect to the programs and services provided by PLD to BCPVPA members; conduct member needs assessment on a regular basis; monitor and review the professional services provided by BCPVPA; communicate with local professional learning representatives regarding the needs in their Chapter; and attend PLD meetings.

The first in-person meeting of the Committee was held on September 30, 2017. The focus of the meeting was to discuss the roles of the Committee members; review current programs and workshops; design the 2018 Issues Forum and probable future programs offered by the PLD; and work on designing regional Connecting Leaders Conferences.

Each member of the Committee was assigned to two PLD zones. The Committee members maintained contact with regional PLD reps throughout the year to discuss their school district and chapter PLD activities, and to advise the Committee of current educational

trends throughout the province.

A second Committee meeting was held by Go To Meet on November 15, 2017. The purpose of the meeting was to discuss each Committee members' followup with their zones, with a focus on the emerging issues for principals and vice-principals around the province (e.g. mental wellness and curriculum); review how to further support members through the BCPVPA platform Better Educate (e.g. PGPs) in BC; and consider speakers for Issues Forum.

A third meeting was held on January 21 and 22, 2018 in Vancouver. The focus was to provide regional updates; confirm the plans for Issues Forum; review the Strategic Plan; and discuss possible components of a Leadership Development framework.

The fourth meeting was on May 6 and 7, 2018. The focus was to review the programs that were offered to BCPVPA members in the 2017/2018 year, to prepare programs and topics for the upcoming year and to facilitate the PLD May meeting.

The final meeting on Go to Meet focused on the summer events (Short Course I and II, and The Offshore Leadership Development Program) and the fall events that included: the first regional BCPVPA Connecting Leaders Conference in Nanaimo; the LEAP program: New South Wales BC Aboriginal Study tour; a review of possible endorsements with Solution Tree and Corwin Press; a review of the October Women in Leadership Luncheon; and preparations for the October PLD Meeting.

Professional Learning and Development Representative Meeting

This interactive meeting was held on October 1 and 2, 2017 in Richmond, with 57 PLD Representatives in attendance for a one-and-a-half day session.

The purpose of the PLD Representative Meeting is to provide support for Chapter Reps in various ways by encouraging professional collegial conversation, through sharing PLD stories and experiences and by providing a learning venue for the Representatives on current issues.

We reviewed the *ProLD Needs Assessment* results and discussed the data, and reviewed the regional Connecting Leaders Conference structure with a preliminary discussion on the CC Leaders Conference by regions (Vancouver Island, Kootenay/Okanagan, Central and Northern BC, and Metro).

We attended breakout sessions that included *ERAC Resource Sharing* Maureen Ciarniello
Better Educate: Growth Plans and Going Deeper Shawn Lockhart and Kevin Reimer
Taking Your Seat at the Fire and ERAC Leona Prince
Train-the-Trainer for ProLD on Better Educate Elizabeth Bell, Shawn Lockhart and Kevin Reimer

We also had a new member orientation with Jessica Antosz, and a review of PLD offerings by the BCPVPA.

The Representatives were expected to return to their Chapters and host a session on Better Educate supported by the BCPVPA staff where needed. While it was suggested that another session in spring of 2018 could build further capacity for BCPVPA Professional Learning,

we were not able to accommodate a spring meeting.

Programs

Short Course I

BCPVPA - University of British Columbia (UBC) Short Course celebrated its 41st anniversary in 2018.

Short Course I is an intensive, one-week program (44 scheduled contact hours) designed to help newly appointed principals and vice-principals to develop their leadership knowledge, skills, attitude, and actions, and to support student learning and achievement in their new roles.

Short Course I is based on the domains of the Leadership Standards with each of the four domains highlighted daily throughout the week. The course work comprises a blend of research and practical application that creates an essential understanding of what principals and vice-principals need to know, and what they can do. In the reporting year, 161 people participated in Short Course I, with 24 BCPVPA facilitators. The theme was “*Leading Learning: Thriving in a Time of Innovation and Change*”.

Short Course II

This year, PLD developed a BCPVPA-UBC Okanagan (UBCO) Short Course II. Funding was provided by the Ministry of Education in the spring of 2017, and this program was launched to provide a new professional learning and development opportunity for experienced educators interested in engaging in deep learning.

The Short Course II working committee

was comprised of BCPVPA Managers of Professional Learning and Development, UBCO/UBC staff, a BC School Superintendents Association (BCSSA) staff member and four BCPVPA members.

The course began in July 2017 at UBCO in Kelowna with a 4-day institute that was anchored in collaborative inquiry with a commitment to collective efficacy. Thirty participants attended the program with five BCPVPA members as facilitators. Keynotes were David Weiss, Amelia Petersen, and David Instance.

Throughout the 2018-2019 year, there will be three webinars to support the participants in their learning journey.

Offshore BC Schools Principals and Vice-Principals Program

PLD designed a pilot program for principals and vice-principals working in International Schools in China, Thailand, Qatar, and Colombia. The program is based on the Leadership Standards, and was delivered by the BCPVPA Managers of Professional Learning and Development, two BCPVPA members and one consultant. The program included an introductory 2-hour Skype session at the Leadership Conference in Bangkok; four webinar sessions in May 2018; a 3-day course held in Vancouver in July 2018; and eight webinar sessions held in the fall of 2018. There were 22 participants.

Leading a Culture of Learning – Level 1

Formerly Supervision for Learning, this program is in its fifth year. It is a five-day, eight-month program that is based on Standard 3 of the Leadership Standards, focusing on the four quadrants of the program: Clarifying Purpose,

Professional Relationships, Learner-Focused Dialogue (Challenging Conversations), and Structure and Support. These domains emphasize the principals' and vice-principals' role in improving the quality of teaching and learning for students and adults.

The program begins with a two-day training session that focuses on leading learning, purpose, vision, values, organizational change, the creation of triads and triad protocol, communication skills, learning walks, and individual action plans which are context driven. Day three focuses on effective feedback, curious questions, and learner focused dialogue. Day four focuses on challenging conversations, and day five focuses on structures and supports as well as a celebration of sharing individual focus areas.

All triads had check-in calls with the PLD Managers throughout year to discuss and support the individual action plans. Leading a Culture of Learning had cohorts in Sooke, Prince George, Metro Vancouver and Kelowna. A new feature this year was the addition of co-facilitators from the BCPVPA membership to deliver the program with Jessica Antosz and Elizabeth Bell: Kelda Logan (Gulf Islands), Lynn Seed (Vernon) and Chris Horton (Peace River South). There were 100 participants.

Leading a Culture of Learning – Level 2

This was the sixth year of the program. The program was developed with a focus on in-depth Learning Walks, and was offered by the BCPVPA in one regional cohort.

Participants of the program worked together to understand and apply an instructional model

for classroom Learning Walks, using a Five Dimensions instructional framework designed by the Center of Educational Leadership: University of Washington, and rewritten in British Columbia language. Participants practiced skills of observation, feedback, analysis, and support using the five dimensions instructional framework (Purpose, Student Engagement, Curriculum and Pedagogy, Assessment for Learning, and School Environment and Culture). While the specific language of the dimension is slightly different from the language of the New BC Curriculum, the underlying premise is firmly based in creditable research and is applicable to BC.

Twelve participants spent five days sharing, practicing, and learning alongside colleagues and with PLD Manager Elizabeth Bell and BCPVPA member Mike Vulgaris (Vancouver) in Merritt.

A working committee was formed in the spring of 2017 to rewrite the five dimensions of instructional framework into BC language. There were six BCPVPA members on this working committee. The final document was produced in September 2017 and will be called the 5 Attributes of Practice.

Events

Issues Forum

The BCPVPA hosted a well-attended and interactive Issues Forum on February 23, 2018. There were 140 attendees registered for the event.

The focus was "*Principal and Vice-Principal Wellness and Curriculum*." There were four Ignite Sessions from educators:



Rosa Fazio *"Show What you Know"*
 Karen Fadum *"Capturing the Learning with Digital Portfolios"*
 Audrey Van Alstyne *"Learning Technologies, Inquiry Assessment Practices"*
 Lillienne Zen *"All Our Father's Relations - (documentary trailer)"*.

Other sessions included:

"Flourishing Inquiry and Mindful Leadership: Creating conditions for flourishing schools" Dr. Sabre Cherkowski (UBCO)
"Healthy Principals, Healthy Schools: Principals' and Vice-Principals' Wellbeing and Their Coping Strategies" Dr. Fei Wang (UBC)
"The Role of Physical Literacy for Wellness in Schools" Dr. Stephen Berg (UBCO)
"Brain Health and Wellness Education – Beating Brain Stress" Gary Anaka (Consultant/Author)
"Assessment and Reporting (K-9)" Karen Fadum (Surrey School District)
"Grade 10-12 – Curriculum Implementation" Pat Duncan (Ministry of Education)

Connecting Leaders Conference

Following consultation with the BCPVPA Board and staff, PLD Advisory Committee and provincial ProLD Representatives, Chapter Council with the PLD Managers, the decision was made in spring 2017 to hold the Connecting Leaders Conference annually, delivered in four BC geographical regions:

October 2018: Vancouver Island (Nanaimo)
 October 2019: Okanagan/Kootenay (Penticton)
 October 2020: Northern Coast/ Northern BC (Prince George)
 October 2021: Metro Vancouver

The regional conferences will be planned by BCPVPA members in consultation with PLD staff.

The 2018 Connecting Leaders Conference is themed *"Connecting Leaders - Changing Tides: Charting our Course Together"*, and planning took place through 2017-2018. There were 14 members on the 2018 Connecting Leaders Conference Host Committee representing all 12 School Districts on Vancouver Island, and the committee was supported by PLD staff. The energetic Host Committee met throughout the year to strategically plan for a successful conference.

A 2019 Okanagan/Kootenay Host Committee has been formed and keynote speakers have been confirmed for this event that will be held at the Penticton Lakeside Resort and Convention Centre.

Workshops and Special Projects

Professional Growth Plans

Professional Growth Plans continue to emerge as one of the most requested workshops. The workshop continues to provide a process for personal growth plans independent of performance appraisals.

A new technical tool "Better Educate for BCPVPA Growth Plan Model" was developed by Shawn Lockhart to support Professional Growth Plans. Use of this Better Educate tool was developed 2017-2018 for BCPVPA members. Workshops were held in Vancouver, with 85 members attending, and Peace River South School Districts, with members attending.

Leadership Standards Workshop

The workshop on the BCPVPA Leadership Standards was delivered to 85 Vancouver School District members. This workshop was also presented to six BCPVPA members in

Nisga'a'.

Decision Making Workshop

The workshop was designed by BCPVPA staff from PLD and Contract & Legal. Elizabeth Bell and Kevin Fadum delivered the day-long workshop in School District 27 to 25 principals and vice-principals. Part of the Decision Making workshop was repeated at Short Course I.

5 Attributes of Teaching and Learning

A condensed introductory session was designed for and presented to six Summer Learning administrators in School District 44. They used the Attributes as the basis for interaction with staff and students during the Summer Learning session.

Webinars for Professional Learning

The BCPVPA hosted webinars on a variety of educational topics and presented by various educators throughout 2017-2018.

LEAP

Leading Educators Across the Planet (LEAP) provides professional learning with an international flavor for BCPVPA members. Affiliation with this Australia-based project was initiated in 2016.

This short-term international exchange opportunity continued this year, and 16 BC principals and vice-principals have now been involved in the program. Three BC educators travel July 2018 with Australians who return in fall 2018. Director of LEAP Warren Marks will travel with the group to BC to promote the program, visit schools and meet with BCPVPA staff.

Think Tank 2017

Working in conjunction with Learning Forward BC, BCSSA and other partner groups, BCPVPA hosted a one-day event with invited guests from educational partner groups on November 3, 2017 at the Vancouver School Board office.

This initiative was partially in response to the Call to Action document that accompanied the BC and Canadian study on Professional Learning Development, and aligns with our Strategic Plan. The session had 50 invited attendees representing partner groups and BC educators. The working session was facilitated by Carol Campbell from the University of Toronto, co-author of *"The State of Educators' Professional Learning in British Columbia"*, Sue Elliott, President of Learning Forward BC, and Rod Allen, Cowichan District Superintendent.

Visible Learning Institute

Ongoing discussions will be continued in Fall 2018 regarding endorsements with Corwin Press.

Ad Hoc Committees

Leadership Standards Review Committee

A Leadership Standards Review Committee was formed to review the Leadership Standards through 2018-2019. There are eleven BCPVPA members on this committee.

Short Course I Start Smart Binder Review Working Committee

In spring 2018, two meetings were held to plan the re-design the Short Course I Start Smart Binder. The committee was comprised of seven BCPVPA members, two BCPVPA

PLD Managers and the Senior Assistant, PLD. The Short Course Start Smart Binder will be published in the Fall of 2018.

Short Course I Planning Review Committee

A Short Course I Planning Review Committee was formed to review and make recommendations for changes in the format of Short Course I. There are 14 members on this committee representing BCPVPA staff and members, UBC and BCSSA, with the first meeting scheduled for October 2018.

BCPVPA Leadership Development Plan

BC leadership consultant Dianne Turner was engaged in June to research and make recommendations for a framework for a BCPVPA Leadership Development Plan.



A photograph of three students walking away from the camera on a brick-paved campus path. The student in the center has long brown hair and wears a blue and white patterned backpack. The student on the right has curly brown hair and wears a dark backpack with orange accents. The student on the left is partially visible, wearing a light-colored jacket and a dark backpack. In the background, there is a brick building, a lamppost, and a poster on a sign.

Contract & Legal Report

The role of the Contract and Legal team is to provide support and guidance to members of the BCPVPA requiring legal and employment contract related assistance, including engaging the Association's legal counsel, DLA Piper, in accordance with the Association's policies. Our overall focus is for fair and reasonable compensation and treatment for all of our members, and our work touches on **Goal 1, Goal 2 and Goal 4** of the **Strategic Plan**.

Goal 1: Achieve contract provisions and total compensation that reflect the skills, responsibilities, and needs of principals and vice-principals

Within Goal 1, our focus was to:

1. Communicate with members about benefits and the analysis of trends;
2. Work with Morneau Shepell for a Benefits 101 course for the Contract and Legal team;
3. Work towards compensation commensurate with the skills, responsibilities and needs of members through pursuit of negotiation representation;
4. Development and support of the Contract Advisory Committee.

Goal 2: Support principals and vice-principals in building their leadership capacity

Within Goal 2, our focus was to:

1. Deliver retirement/ pension workshops to administrators who are late in their careers;
2. Deliver and support BCPVPA presentations to support principals and vice-principals in building capacity;
3. Respond to member inquiries over a vast range of topics;
4. Ensure that the students' voice is heard.

Goal 4: Strengthen engagement of members with the association and each other

Within Goal 4, our focus was to:

1. Broaden and increase member engagement and connectedness through a provincial Contract Advisory Committee;
2. Ensure that rural and isolated members have access to contract and legal services.

This past year we have continued to be engaged in the implementation of the BC Public School Employers' Association (BCPSEA) compensation guidelines by providing members with support in their geographic regions for a fair and reasonable transition to the newly created Regional Salary Grid, and working towards the enhancement of the benefits for members by working collaboratively with Morneau Shepell and BCPSEA. Another major focus for this year has been the move towards negotiation representation, and we have provided members with progressive updates

and delivered presentations to our members, to BCPSEA staff, the BCPSEA Board and the Ministry of Education.

In addition, the Contract and Legal team has responded to requests from the field by increasing the number of Retirement Seminars in support of members as they near retirement age. Other areas of focus include our ongoing work on the BCPVPA Long Term Disability (LTD) Program, and the continued support for Student Voice and the BCPVPA Scholarship Program.

Programs & Presentations

Retirement / Pension Seminars

The increase in the frequency of the Retirement/Pension Seminars has provided our membership with important information about the changes to the Pension Plan and how it affects their long-term planning.

We offered 12 workshops this year, supporting more than 250 members and their spouses. The workshops took place in September, November and December 2017, and January through May 2018. These workshops will continue in the 2018-2019 budget year.

Short Course I

The Contract and Legal team presented content at Short Course I in July 2017.

Presentations: Volume & Complexity

District staff and 54 members from Maple Ridge attended this half-day presentation on their roles in August 2017.

Negotiation Representation

From September 2017 through June 2018, the team achieved forty Chapter visits



and delivered presentations to inform members of the motivation and rationale for negotiation representation, direct visits to approximately 65% of the Districts.

Member Support

LTD Meetings

An Early Intervention Program was piloted with humanworks to support members in need. There were 40 members supported in this plan on both STD and LTD with Desjardins. Morneau Shepell provided the Contract and Legal team with a Benefits 101 workshop in advance, and we were able to gather data from these meetings that helped with analysis of members' needs.

Member Inquiry Response

In the reporting period, there were 1,067 inquiries from more than 900 BCPVPA members requesting support. The topics ranged from questions about LTD, to concerns about conduct, harassment investigations, retirement, TRB complaints and member-to-member situations. The most predominant category was in regard to contract language and supporting members in meeting with their district's staff.

Committees & Member Engagement

Contract Advisory Committee

This committee consists of 15 Regional Representatives from the seven Geographic regions in BC:

Kootenay – 05, 06, 08,10, 20, 51
 Okanagan – 19, 22, 23, 53, 58, 67, 73, 74 , 83
 Northern Interior – 27, 28, 57, 59, 60, 81, 91
 Fraser Valley – 33, 34, 35, 42, 75, 78
 Metro Vancouver – 36, 37, 38, 39, 40, 41, 43,

44, 45, 48, 93

Vancouver Island – 46, 47, 61, 62, 63, 64, 68, 69, 70, 71, 72, 79, 84, 85

Northwest – 49, 50, 52, 54, 82, 87, 92

In addition, the committee includes two Directors from the Board, the President, the BCPVPA Executive Director and four Contract and Legal staff. There are two representatives for each of the regions except for Metro Vancouver which has three representatives.

The Committee addresses topics which include an examination of our future direction and members' needs; strategic planning to advance benefits conversations; compensation discussions; planning for regional meetings; and analysis of emerging trends and tools for members to understand their contract language.

The Committee responsibilities include:

- Two facilitated meetings annually
- Contract seminars
- Advocacy at the provincial level
- Conference calls to local chapters
- Presentations to local chapters
- Strategy development

Updating information, including:

- Provincial trends
- Contract language & negotiations
- Pension information
- Total compensation
- Benefits package
- Harassment allegations
- Employment relationships in school districts

The Committee supports BCPVPA members through response to member

inquiries, provision of information on regional matters including contract language and compensation issues, and as a liaison with BCPVPA staff. The regional representatives create a network within their region, and coordinate meetings for local feedback.

Committee representatives are integral to the BCPVPA's operation as they liaise with regional contract chairs, relay information from the field on contract-related issues, and attend and facilitate meetings in the region and at provincial seminars. The representatives are valued for their assistance in framing the Contract Seminar and for their ongoing direction and support for members.

Student Focus

BC Student Voice

In October 2017 and April 2018, 45 students and 14 advisors worked together to ensure that the students' voices were heard and will continue to have an impact on matters that affect their lives. Two 2-day forums were held in Richmond to discuss current and emerging issues and to plan for collaborative work with the Ministry of Education on a variety of portfolios and initiatives that include health issues and Erase Bullying.

Scholarships

The BCPVPA recognizes student achievement with twenty annual scholarships to students who are graduating from the BC public school system and will proceed to a post-secondary institution. The 2017 recipients represented many regions in the province from Metro Vancouver to Vancouver Island, and from the Okanagan to the Kootenays and South Central BC.

SPOTLIGHT on BC Student Voice

The mission of BC Student Voice is to empower students to address their needs, interests and concerns by strengthening the links among students and their partners in education. The BCPVPA, with the support of the Ministry of Education, launched BC Student Voice in 1990 to help enhance student leadership in the province.

BC Student Voice has placed representatives on provincial Ministry of Education committees and represented student opinion at regional and provincial meetings. The representatives meet with their principals & vice-principals to discuss the involvement of students and methods of networking with other schools.



The background of the slide is a blurred photograph of a child's face, with a focus on a yellow container filled with colorful crayons in the lower-left foreground.

Communications Report

The role of Communications in the BCPVPA is to support members with current information and opportunities, and to tell the stories of BC's principals and vice-principals, with a focus on **Goal 2** and **Goal 4** of the **Strategic Plan**.

Goal 2: Support principals and vice-principals in building their leadership capacity

Within Goal 2, our focus was to:

1. Provide current information to principals and vice-principals about emerging trends and issues within education through a regular newsletter, journal content, website and social media platforms.

Goal 4: Strengthen the engagement of members with the Association and each other.

Within Goal 4, our focus was to:

1. Enhance and broaden member connectedness through information-sharing and regular interaction online.
2. Strengthen and diversify the Association brand, and share the stories of school leaders across BC.

Publications

Adminfo Journal

Five Adminfo journals were published during the reporting period: October, December, February, April and June. The content ranged from a profile of the Respectful Futures pilot program in Chetwynd, to Learning with 3D printers in Williams Lake, to leveraging the learning environment in Kamloops/Thompson.

eNews

The weekly e-newsletter was delivered to members and friends of the BCPVPA, and offered a weekly column from the President, sector and association updates, event and workshop bulletins, career opportunities and special event coverage.

Events

The launch of Short Course II in July 2017 and the return of the Connecting Leaders conference in an annual regional format were special points of focus for our promotions, and we developed print and online resources to support the events.

Following the resignation of a Director, we ran a By-Election for the seat in October 2017. The regular Board of Directors election was held in June 2018 for seven Director seats. We supported regional video conferences on negotiation agency in January/February 2018, and in June 2018 coordinated a member survey of support for negotiation agency, with 97% of members in support.

Social Media



@bcvpva

498.7K Impressions

Average 1.3K impressions per day
Average Engagement Rate 1.6%

Tweets	New followers
403	397
Retweets	Profile visits
933	26,821
Likes	Mentions
1409	748
Replies	Link clicks
52	5.7K

Top Tweet - 5,376 Impressions

BC Principals' & Vice-Principals' Association @BCPVPA
Feb 21 'It's a beautiful thing: #sd68 students 'learning their history through conversations between elders and youth, who then create pieces of writing for a book of poetry'
bit.ly/2oo7TS1



BCPVPAVideos

5,535 total views

184 subscribers
10 Webinar videos posted
July 1 – June 30

Top Video - 1,656 views

Graduation Assessments: Oct 23 Markus Baer, Director, Graduation Assessments and Nancy Walt, Executive Director, Curriculum and Assessment provide an update on BC's assessment system as it is redesigned to align with the new curriculum.



Financials

The B.C. Principals' & Vice-Principals' Association's
audited financial statements for the year ending
June 30, 2018 will be presented at the
2018 Annual General Meeting on November 24, 2018



2017 — 2018 BCPVPA Staff

Executive Director

Kit Krieger
(retired June 2018)

Executive Assistant

Sharon North

Professional Learning and Development Managers

Jessica Antosz
Elizabeth Bell

Senior Assistant

Kim Maxwell-Benjamin

Communications

Manager

Richard Williams

Reception Services

Amorie Kruger

Finance

Manager

Carol Powell

Accounts Payable

Helen Tseng

Accounts Receivable/ Membership

Jennifer Harfield

Contract and Legal Services

Managers

Don Boyd
Kevin Fadum
Warren Hicks
Ellen Roberts

Assistant

Emily Rogness

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