

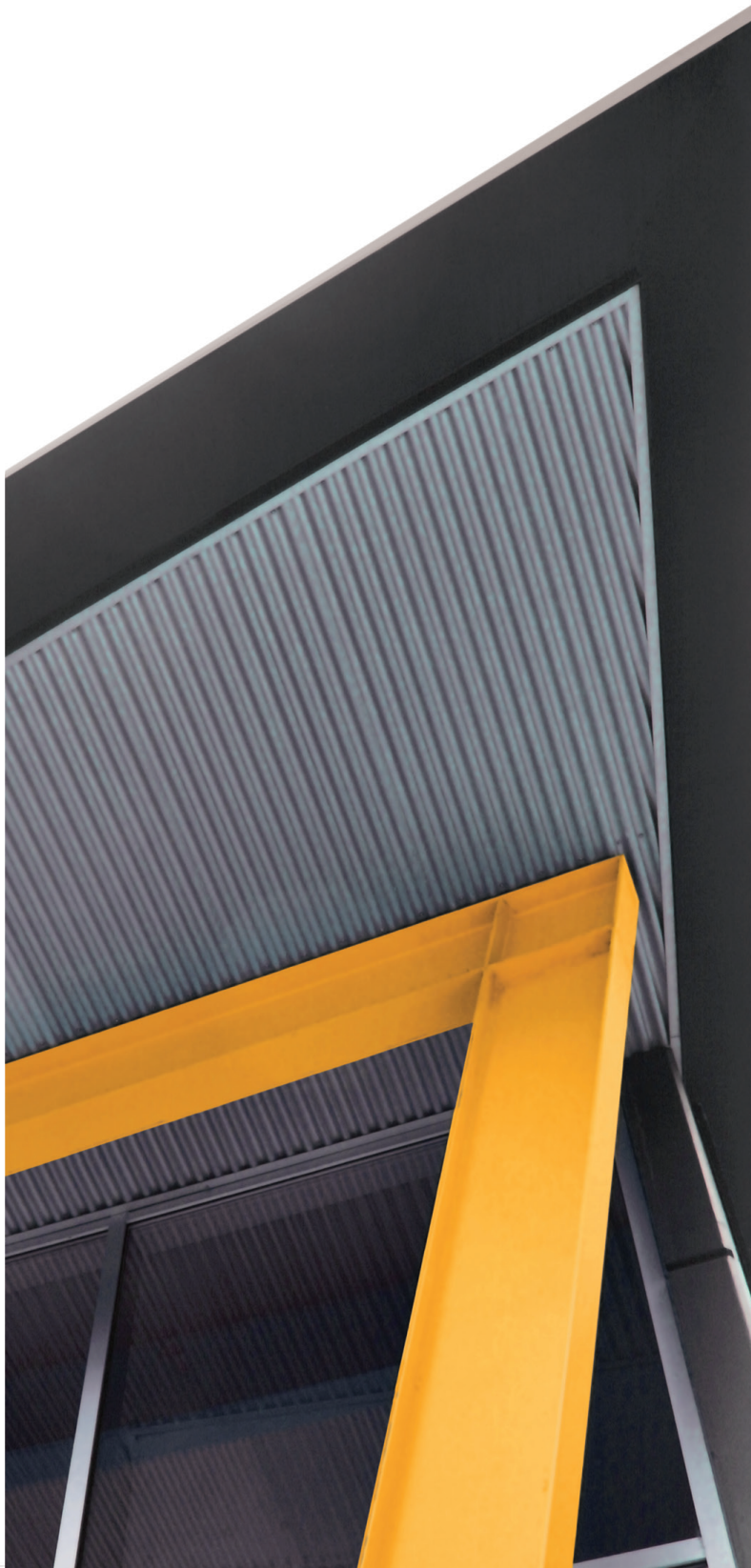
bcp  vpa

BC Principals' &  
Vice-Principals'  
Association

*Programs & services  
at a glance*

An architectural detail  
of the BCPVPA office

- Building opened September 10, 2001
- Building architects Grant + Sinclair • Vancouver



# Strategic Goals

2014-2017

## **The BCPVPA will advocate for fair and total compensation for members.**

- The Association will continue provincial advocacy for the compensation framework developed by the BCPSEA Exempt Staff Compensation Work Group [ESCWG].
- The Association will develop strategies to advance and achieve the compensation framework in school districts.
- The Association will work with the government of British Columbia, the Ministry of Education, BCPSEA, BCSTA, BCSSA and BCASBO to advance the ESCWG compensation framework.

## **The BCPVPA will build the Association's capacity to support members in their leadership roles.**

- The Association will review the purpose and effectiveness of BCPVPA governance structures.
- The Association will successfully implement the Supervision for Learning program.
- The Association will develop an education program to provide orderly succession planning in the Contract and Legal division.
- The Association will develop a program to support members to effectively fulfill their role in evaluating teachers. (Subject to MoE funding).
- The Association will review processes used to undertake performance reviews of members and develop affective and research-based models.
- The Association will develop a network to support personalized learning and curriculum implementation for members.

## **The Association will promote and advocate for the roles of principals and vice-principals.**

- The Association will engage the membership in discussions to develop an advocacy framework that includes consideration of members' statutory obligations, roles on district management teams, and the volume and complexity of the role of school-based administrators.
- The Association will clarify and promote the alignment between the role, responsibilities and resources that support leadership roles.
- The Association will communicate the link between the role of principals and vice-principals and student achievement.
- The Association will develop a vehicle to communicate the role of principals and vice-principals.

## **The Association will use technology to enhance communication and engagement with members and other audiences.**

- The Association will assess the organization's use of technology to engage members.
- The Association will develop a webinar strategy to engage members on a variety of issues related to the BCPVPA mandate and programs.
- The Association will host a series of Twitter chats on topics of interest to members.
- The Association will identify and meet the needs of members in remote chapters.

# Finances

Carol Powell [carol@bcpvpa.bc.ca](mailto:carol@bcpvpa.bc.ca)

The BCPVPA is well-run and fiscally sound, with an annual budget of \$2.8-million:

- The active member fee is \$1185 per year (unchanged for seven years).
- The organization is in excellent financial health and has substantial reserves.
- The BCPVPA owns its own building.

# Legal & Contracts

Harold Krische [harold@bcpvpa.bc.ca](mailto:harold@bcpvpa.bc.ca) • Don Boyd [don@bcpvpa](mailto:don@bcpvpa) • Warren Hicks [whicks@bcpvpa.bc.ca](mailto:whicks@bcpvpa.bc.ca)

The BCPVPA supports Chapters in their negotiations with districts individual members who face challenges in their employment relationship. We also assist members who face investigations by the Teacher Regulation Branch.

The Contract Advisory Committee both advises the Board of Directors and serves as a network to inform and Chapter leaders in contractual matters. An annual Contract Seminar is held to build knowledge and capacity for chapter leaders who ne-

gotiate on behalf of the membership. Our professional staff deliver workshops in Chapters and present at the annual Short Course. Staff present workshops to bolster member's skills in areas of contract and legal issues. Workshops available include:

**Alternate Dispute Resolution:** Develop the practical skills and techniques to resolve disputes effectively and with confidence.

**Negotiating Skills & Strategies:** The major elements of a successful negotiation in one's day-to-day

dealings with the school and community, based on Harvard's *Getting to Yes* model.

**Legal Issues:** *Charter of Rights* issues, *School Act*, searches, field trips, harassment as well as current issues in the district.

**Contracts:** Become more familiar with personal services contracts. This can be general or Chapter specific.

# Communications

Richard Williams [rwilliams@bcpvpa.bc.ca](mailto:rwilliams@bcpvpa.bc.ca)

The BCPVPA provides regular communication to its members and education partners, through:

**Adminfo:** A five-times per year publication, also available online, featuring stories on educational practice, theory and issues of interest to BC's public school educational leaders.

**Website:** A one-stop site to find contact information for the Board of Directors and staff, current news,

copies of Adminfo and eNews, membership forms, conference registrations, the BCPVPA Code of Ethics, Code of Professional Practice and Leadership Standards for BC's Principals and Vice-Principals, as well as access to pension and other resources.

**BCPVPA Educator:** An email-based networking service open to all active members.

**Twitter:** Short timely updates from the BCPVPA and news which highlights the role of principals and vice-principals in BC.

**YouTube:** The BCPVPA video channel includes interviews with principals and videos on Aboriginal Education, coaching, leadership, kindergarten and more.

**eNews:** An electronic newsletter for members (see below).

eNews — the every Friday electronic newsletter of the BCPVPA

**A weekly column by BCPVPA President Kevin Reimer**

**Leadership Opportunities**

Every issue all year long

**Planning Ahead**

The BCPVPA's guide to upcoming professional learning

1<sup>st</sup> issue of the month

**MediaScan**

Principals and vice-principals and the BCPVPA in the news

2<sup>nd</sup> issue of the month

# Professional Learning

Jessica Antosz [jessica@bcpvpa.bc.ca](mailto:jessica@bcpvpa.bc.ca) • Elizabeth Bell [elizabeth@bcpvpa.bc.ca](mailto:elizabeth@bcpvpa.bc.ca)

Professional learning at the BCPVPA involves myriad initiatives and objectives to build capacity and leadership for principals and vice-principals. The combined work of the BCPVPA staff, its Professional Development representatives and committee members determine the most effective ways to deliver these initiatives. Recent programs include:

**Supervision For Learning (1 and 2):** An eight-month learning experience in which supervision for learning, school improvement and professional development are the key outcomes. Based on a peer coaching model, there are five days of program development over the course of eight months and ongoing joint practice development with colleagues.

**Leadership Standards:** *The Leadership Standards for Principals and Vice-Principals in BC* provide an excellent framework for self-assessment and professional growth.

**Issues Forum:** Issues Forum is an annual event on a topical issue. Recent focuses have included having difficult conversations, mental health and technology.

**Connecting Leaders:** Connective Leaders is the Association's flagship professional learning conference. Held on the provincial non-instructional day each October. This year, the BCPVPA is working with other partner groups in support of the Learning Forward conference (December 3-7, Vancouver). Conference information: <http://www.learningforwardconference.org/annual16/>

**BCPVPA/UBC Short Course** is five-day program, held annually in July. Newly-appointed and experienced principals and vice-principals immerse themselves in challenging and rewarding studies about their roles while building a network of colleagues.

## Other initiatives

**Publications:** The BCPVPA partners with authors and innovators on leadership issues. Our co-sponsored publications are *Spirals of Inquiry* by Judy Halbert and Linda Kaser and *Creating Thinking Classrooms* by Roland Case and Garfield Gini-Newman. A book on successful practices in Aboriginal education is scheduled for release during the 2016-2017 school year.

**BC Student Voice:** In 1990, a group of dedicated students and educators saw a need for enhancing student leadership in British Co-

lumbia. The BCPVPA, with the support of the Ministry of Education, assisted the group in launching a concept called BC Student Voice. Since then, the Voice has grown to represent all regions across the province. BC Student Voice has placed representatives on provincial Ministry of Education committees and represented student opinion at regional and provincial meetings. BC Student Voice has developed its own vision, mission and goals and is fully supported by the BCPVPA.

**BCPVPA Partnership Awards:** The BCPVPA awards up to six Partnership Awards annually to recognize the valuable support provided to principals, vice-principals, teachers and students by a variety of people and organizations who share their time, energy and expertise to support schools.

**BCPVPA Student Scholarships:** The BCPVPA awards up to 20 \$1000 scholarships annually to students graduating from Grade 12.

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

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

Kit Krieger, Executive Director [kkrieger@bcpvpa.bc.ca](mailto:kkrieger@bcpvpa.bc.ca)

#200 – 525 10<sup>th</sup> Ave W Vancouver BC V5Z 1K9

[www.bcpvpa.bc.ca](http://www.bcpvpa.bc.ca) • [www.twitter.com/bcpvpa](http://www.twitter.com/bcpvpa) • [www.youtube.com/bcpvpavideos](http://www.youtube.com/bcpvpavideos)