



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

Congratulations to the 2017 BCPVPA scholarship recipients

20 graduating students each received \$1000

Children of members

Emily **Chilton**, New Westminster
 Sophia **Halfyard**, Nanaimo-Ladysmith
 Allison **Hill**, Surrey
 Aza Fynley **Kuijt**, Sotuheast Kootenay
 Calleigh **McLaughlin**, Surrey
 Jaipur **Pereira**, Saanich
 September **Stefani**, Kootenay-Columbia
 Georgia **Stel**, Okanagan-Skaha
 Julia **Witte**, Qualicum
 Carter **Worthen**, Qualicum

Other graduating students

Miranda **Anderson**, Burnaby
 Megan **Christensen**, Abbotsford
 Sophie **Collins**, Kamloops
 Kirstin **Davies**, Coquitlam
 Kathleen **Furtado**, Surrey
 Renee **Goodman**, Arrow Lakes
 Claudya Marie Nancy **LeClerc**, Coquitlam
 Elise **Mehrassa**, Maple Ridge
 Matthew **Miller**, Sooke
 Julia **Miltutinovic**, Campbell River

Leadership Opportunities **Surrey** invites applications for District Principal, Human Resources. Applications are due by 12 pm, Nov 10. <http://bit.ly/2lrUYMF>

Abbotsford invites applications for Principals and Vice-Principals at the elementary, middle and secondary levels. Applications are due by 4:30 pm, Nov 20. <http://bit.ly/2zh4knQ>

Nechako Lakes invites applications for VP, Lakes District Secondary, with a start date of November 1 or earlier. <http://bit.ly/2yYHvml>



Changes?
Address, position, or school
Let us know at
<http://bit.ly/1O2vhMq>

Ministry of Education & partners develop Leadership Framework
\$200,000 invested in support of professional learners for leaders and aspiring leaders

“As the education system evolves to serve the changing needs of students, the demands on leaders are increasingly complex and challenging. As well, many experienced and effective leaders are approaching retirement, and there’s a need to recruit and train their replacements, and effectively manage the hand-over process. Throughout this, school administrators must maintain productive learning environments, while managing schools and school districts to the highest professional standards.” With that statement, the Ministry of Education, on Thursday, announced a \$200,000 investment to support expanded professional learning opportunities for education leaders and those who aspire to leadership roles.” The Ministry partnered with the BCPVPA, BCASBO, BCSSA, BCSTA, and FISA to create a *Leadership Development Framework*. Rob Fleming, Minister of Education, said, “To ensure that students have the quality education they deserve, we are dedicated to developing the leaders of the education system.” Gordon Swan, President, BCSTA, said, “If we want to maintain strong schools and an effective provincial education system, it is critical that we support our leaders at the school, district and board levels.” BCPVPA President Kevin Reimer noted “... leadership development builds capacity and enhances the entire school system. We are pleased to have joined with our education partners and the ministry to draft the Leadership Development Framework. Our ongoing collaborative work will ensure that B.C.’s well-earned reputation as an education super power will continue to provide all students with a foundation for success.” <http://bit.ly/2ypKVO6>



Education updates from the Ministry of Education

The BCPVPA will soon, on a trial basis, begin to send once-a-month emails to all members with a link to the Ministry of Education’s *Education Update*. *Education Update* is an initiative of the Ministry’s Partner Relations Division and includes a variety of pertinent K-12 information. Recent issues have included items on: resources to help students new to BC to settle effectively; support for youth to explore careers with WorkBC’s 500 *Career Profiles*; application information for rural schools designation; and, the new online resource *Taking Making into the Classroom*.

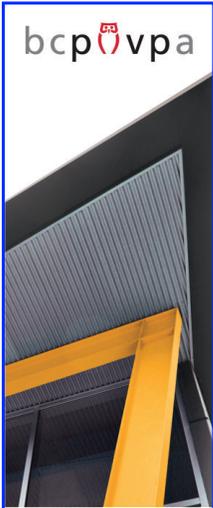
Add your name to our Retirement seminars waitlist Dec 2, Jan 27, and Feb 10

2 spaces available November 25 The BCPVPA retirement seminars take attendees through an interactive process with support of a pre-retirement package and retirement checklist. Pension options will be discussed, case studies examined, and there will be an opportunity to ask questions. Spouses/partners are welcome. **Due to cancellations, two spaces are available for the November 25 seminar** and we are now accepting names for waitlists for December 2, January 27, and February 10. To register/add your name email Emily (emily@bcvpva.bc.ca) specifying if you are bringing a spouse. All seminars are held in our Vancouver office.

Learning, Knowing, Sharing:
Celebrating Successes in K-12 Aboriginal Education In British Columbia
Now available: <http://bcvpva.bc.ca/learning-knowing-sharing>



Click to join the BCPVPA's
3990+ followers on Twitter
for short timely updates.



BCPVPA MediaScan

Principals & vice-principals & the BCPVPA in the news

A safe place: SD52 Principal **Christine Franes** on gender neutral washrooms in district schools and admin buildings <http://bit.ly/2xJtJHk>

Heading outdoors: #SD57 Principal **Lisa Norman** on 'providing students with new ways of learning' <http://bit.ly/2yiY4eo>

Excited to get started: @VSB39 Principals **John Cortens** & **Birgitte Biorn** on 2 new earthquake-proof district schools. <http://bit.ly/2wO6HKF>

'Building 21st-century social and collaboration skills:' @burnabyschools Principal **Hal Wall** on pride via robotics http://bit.ly/2g9zGFG_

'Creating communities of learners:' @deltasd37 PVPs **@bmooreintheloop** & **Paige Hansen** on Farm Roots/Opera Performance <http://bit.ly/2zcoX1W>

Way to go: @sd43bc Principal **@FPEARSE** & 100+ students who ran 12k to present \$15000 to @TerryFoxCanada <http://bit.ly/2xqdlvi>

Former @sd47_board activist, coach, teacher, VP & P **Richard Hibberd** passes away at 91 <http://bit.ly/2yuY9gr>

On always a teacher & education: @newwestschools Superintendent/former BCPVPA Director **@PatrickHDuncan** on retirement <http://bit.ly/2ypRrYX>

On books by residential school survivors/helping students understand: @MPSD75 VP **Vivian Searwar** on #OrangeShirtDay <http://bit.ly/2fEkLzq>

'Fantastic and surreal:' #sd61 Principal **@feastoflearning** on stress-free transitioning to phone-free classrooms <http://bit.ly/2fCubvB>

Building trust/relationships w/ local First Nations: #sd63 Principal **Wendy MacDonald** on culturally relevant teachings <http://bit.ly/2xQBNF8>

'Building a Canada where residential schools could not happen:' SD36/39 VPs **Powell** & **Desjarlais** on #OrangeShirt-Day <http://bit.ly/2fEPaRU>

'Honouring the brave people who fought the wildfires.' #SD 23 Principal **Janet Williams** on showing gratitude <http://bit.ly/2ycJLJG>

Providing kids at risk w/ opportunity to be the best they can: #sd36learn Principal **Barbara Kolbus** on Shania Twain <http://bit.ly/2xKQKZa>

100 percent dedication & passion to make sure kids are safe:" #SD63 Principal **Tom Vickers** on an essential presence <http://bit.ly/2fMDoSh>

MediaScan is published in the second eNews of the month. We try to monitor stories of interest, but if you have been in the news, please forward the story or a link to rwilliams@bcpvpa.bc.ca



Contract & Legal on **Subpoenaed to Court**

What is a Subpoena? In your role as principal or VP, you might be called upon to be a witness in a proceeding involving one of your students, staff, or parents. A subpoena is a request for documents, or to appear in court or other legal proceeding. As a court-ordered command, you must comply or you could be subject penalty.

How should you respond to a subpoena? Contact your Superintendent for clarification about District Policy, *School Act*, or other documents that provide guidance on what you are able to provide to the courts. Things like attendance records, academic standing, behavior records and child study notes may be submitted only after securing permission and direction from the District. Contact the BCPVPA for additional support. You should also seek to talk to the person/lawyer who has requested the information so that you are able to prepare for any testimony you may give.

Student records:

79 (1) Subject to the orders of the minister, a board must: (a) establish written procedures regarding the storage, retrieval and appropriate use of student records, and (b) ensure confidentiality of the information contained in the student records and ensure privacy for students and their families.

(1.1) Subsection (1) also applies in respect of records referred to in paragraph (d) of the definition of "student record," even though those records are excluded from that definition. (2) Despite subsection (1), a board must, if required by the orders of the minister, permit a person providing health services, social services or other support services access to information in student records required to carry out that service.

(3) Subject to the orders of the minister, a board must establish and maintain a record for each student and for each child registered with the board's schools under section 13.

Role of a witness: A witness tell the court what you know, whether it relates to the person in question, the situation described, or the circumstances surrounding the alleged crime or misconduct. This may mean that you will need to bring documentation with you relating to the person in question.

What can I say during court?: You will initially be questions by the lawyer who requested you to attend. You will then be interviewed by the other lawyer. As a witness, you can testify about things that you saw, heard first hand, and that you know are true.

Do's and Don'ts: Be honest and forthcoming. Take your time in answering the question. Make sure that you understand what the lawyer is asking and focus your response on the information that you have. It is fine to say that you do not know anything about a topic. You may be asked the same question in slightly different manners to check on your consistency and credibility. Do not make any assumptions nor answer questions such as "What was the person thinking?" You cannot know what a person was thinking but you can comment on what you saw, which could include, facial expression, body language, or actions. Bring relevant files but first obtain permission from the District. Ask for clarification if you do not understand a question.

Conclusion: Subpoenas are formal legal documents that must to be taken seriously. You have done nothing wrong and are being called as a credible witness for information to assist with a court hearing involving a student, staff member or a parent. For support contact the BCPVPA at 604-689-3399 or 1-800-663-0432.



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**President Kevin Reimer
on unsustainable
pressures & challenges**

Follow on Twitter
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Read the President's blog
<http://bcpvpa.bc.ca/president/>



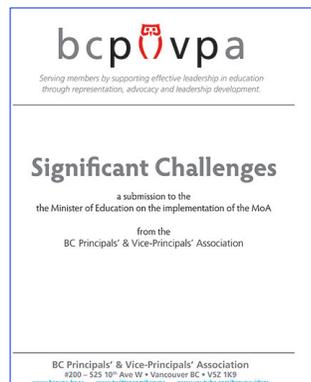
This week, we have been preparing for the upcoming BCPVPA Board meeting, Presidents' meeting, and Chapter Council. Agenda packages will be distributed to Chapter Presidents and Chapter Council Representatives early next week.

In this seemingly never-ending cycle of Memorandum of Agreement (MoA) implementation, we have heard clearly from our members regarding the stresses and pressures on their ability to continue to provide leadership for their school communities.

Last week, we finalized our report to the Ministry and our leadership partner groups regarding the impact of the implementation of the MoA. Our report summarizes our processes for gathering data as well as the following:

- The results from our Chapter Presidents' survey.
- The two webinars we held with Chapter Presidents to share the results.
- Member quotes gathered by our Contract/Legal team who conducted 288 interviews with principals and vice-principals regarding the impact of the MoA. Those direct quotes were categorized by theme and summarized within the report.

I submitted our report to the Deputy Minister last Friday morning, in advance of our meeting this week to discuss our report, and a number of other issues, with the Deputy Minister and Minister. By Friday afternoon, our report already seemed too reserved, as our benefits provider contacted us with news of a significant spike in the number of principals and vice-principals applying for long-term disability in comparison with previous years. While we cannot be certain that this spike directly correlates to the pressures of the implementation of the MoA,



I believe that it is safe to assume that the implementation pressures are likely culprits. **Download the report:** <http://bit.ly/BCPVPAImplementationMoA1117>

The last time that we saw such a significant influx of personnel into the system was in 1998. At that time, the BCTF negotiated provincial class size limits for primary classes. During that similar period of sweeping change, the BCTF and the government of the day agreed to a three-year implementation plan. This time around, principals and vice-principals had four months left in the previous school year to prepare their school communities for the new year.

I encourage you to read through the report on the implementation of the MoA

bcpvpa
2017 — 2018
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<http://bit.ly/1O2vhMq>

and its impact at the school level. I will share more at Chapter Council regarding our stance on this, but at this point our recommendation is to bring our leadership partners together as soon as possible to discuss how the sector can respond to provide short-term and long-term relief at the school and system level.

Kevin in the news

<http://bit.ly/2yldGvB> Principals and vice-principals are leaders of a great education system: Local school administrators working hard to give best education to Quesnel and area schools.

<http://bit.ly/2zRaFmR> On a never-ending startup (hiring, mentoring and coaching in pursuit of changes for the better).

<http://bit.ly/2gHdn6Y> On principals and vice-principals and Sexual Orientation and Gender Identity (Kevin begins at 1:20:50).

<http://bit.ly/2zkxvEd> On educators building safe, inclusive schools. Video includes Kevin and **Matt Carruthers** (Delta) as well as teachers, superintendents, students, and more.

Principals and vice-principals around the province have done a heroic job of carrying the system and ensuring that student needs are met. However, what we are faced with is not sustainable. This is another reason why we have extended the invitation to Chapter Presidents to attend Chapter Council. We need to provide a forum for our members to share their reality and thoughts on how to best address the pressures and challenges from a provincial and local perspective.

Enjoy the long weekend. You deserve it. Kevin

In Flanders fields the poppies grow
Between the crosses, row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.

We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we lie
In Flanders fields.

Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.

— Lieutenant Colonel John McCrae
1872-1918