



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

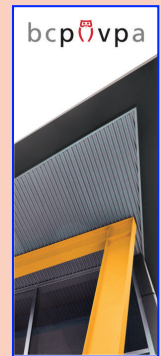
BCPVPA Election for 7 Directors

Nominations are now open for the election of BCPVPA Directors. Members will elect six Directors to two-year terms and one Director to a one-year term. The one-year term will fill the one-year left as Kevin Reimer becomes Executive Director on July 1. The successful candidate with the least number of votes assumes the one-year position as Director. Nominations must be submitted by 5 pm, May 4.

<https://bcvpa.bc.ca/bcvpa-election/>

The timeline for the election is as follows:

- May 4: Nominations close (5 pm)
- May 11 or 12: Candidates speak at Chapter Council
- May 18: Election statements published/distributed with eNews and on website
- June 5-7: Election held via secure electronic ballot
- July 1: Terms begin.



Student Scholarships Supporting BC's graduates

The **BCPVPA** annually awards up to 20 scholarships, in the amount of \$1000 each, to students who are graduating from the BC public school system and will proceed to a post-secondary institution. Completed applications are due by Friday, September 21. <http://bcvpa.bc.ca/student-scholarships/>

The **BC Retired PVPA** annually awards four \$1000 scholarships to students who are graduating from the BC public school system and will proceed to a BC post-secondary institution. Completed applications are due by Friday, September 28. <http://bcvpa.ca/>

Repurposing your old reads

During July's Short Course, the **BC Retired PVPA** runs a used-book sale. The money raised supports its Scholarship Fund. Books that have been published fairly recently (2010 onwards) and are in good condition are welcome as are classic books (ones that you believe everyone in a leadership position should read). Books can be dropped off at the BCPVPA office during May and June. Please label your donations: **BCRPVPA USED BOOK SALE**

Click to join the BCPVPA's 4115+ followers on Twitter for short timely updates.



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

Leadership Opportunities

CSL est à la recherche d'une personne dynamique et polyvalente pour combler un poste de Direction de l'instruction. Date de fin du concours: 11:30 pm, April 8. <http://bit.ly/2HkJrT>

CSL de la Colombie-Britannique est à la recherche d'une personne pour combler un poste de Direction Générale Adjointe - Gestion Scolaire. Date de fin du concours: 11:30 pm, April 8. <http://bit.ly/2DCqtSs>

Cowichan invites applications for Principal of the nature-based Mill Bay School, to begin ASAP. The successful candidate will lead the conceptualization for the school. Apply by 12 noon, April 10. <http://bit.ly/2GXiejo>

Kootenay Lake invites applications for VP, McKim School (grades 4 to 7), effective August 1. Apply by 4 pm, April 12. <http://bit.ly/2H66nNw>

Kamloops/Thompson invites applications for District Principal, Inclusive Education, effective August 1. Apply by 4pm, April 13. <http://bit.ly/2q2fW8U>

Kamloops/Thompson invites applications for Director of Instruction, Secondary Learning Services, effective August 1. Apply by 4pm April 13. <http://bit.ly/2GUcR4x>

Delta invites applications @MakeaFuture for Director of International Programs due to the retirement of the incumbent. Applications are due by 4 pm, April 20. <http://bit.ly/2uLdp7Q>

Gold Trail invites applications for Principal of Sk'il Mountain Community School (75 students), effective August 1. Apply by 4 pm, April 23. <http://bit.ly/2uGqvmN>

WELCOME MESSAGE FROM THE GLOBAL DIRECTORS

"Our best hope collectively is that deep learners inherit the world."

NPDL Global Directors: Joanne McFarlane, Joanne Quinn, Michael Fullan

GLOBAL DLL GOALS

- Collaborate**
Dig deep and grow our partnership.
- Innovate**
Be voraciously curious. Seek to generate solutions.
- Illuminate**
Shine a light on what you're learning so others can see your thinking.
- Celebrate**
Small wins lead to great change.
- Advocate**
Adopt an "Engage the World Change the World" stance.

This is the last sentence in our new book and our first order of business as we begin our Deep Learning Lab on April 16. Since our last global gathering, our planet has made another critical turn around the sun. As it has, more educators, leaders, students, parents and policy makers have recognized the importance of deep learning - not only as a catalyst for greater student engagement, but also for powerful, meaningful change. If this is your first year joining us, we warmly welcome you to our global network. You will quickly experience first hand that, across the world, there are people just like you ready to join the movement, contribute to the thinking and transform learning for all students. A special welcome to our pioneering deep learning colleagues from around the globe. We are joined by our partners from Australia, Canada, Finland, Netherlands, New Zealand, United States, and Uruguay; a brain trust that reflects diverse voices, roles and perspectives that fuel our strength and build our knowledge as a global network and living laboratory. We hope that over the next few days, you actively share your voice and contribute as we "engage the world to change the world". Over the next few days you will see evidence that students and their teachers are lighting the way. We hope that their insights inspire you to get involved, explore new solutions, and take the next step to making a better world.

Day of Mourning BC Schools Project

Given that April 28 falls on a Saturday, schools will be honouring the National Day of Mourning on Friday, April 27.

Registration/resources/ information
<http://bit.ly/2DVZKyW>

April 28
National Day of Mourning

On average, 150 workers die each year in B.C. Now their families mourn.
Every year young workers are seriously injured or killed on the job. Let's work together to keep our students healthy and safe at work.

April 16-18, Vancouver
Global Deep Learning Lab 2018
Engage the World, Change the World
Engage with Michael Fullan, Dr. Jean Clinton, Joanne Quinn, Pashi Sahlberg, Rod Allen, Marc Chun and others.
Program info and registration:
<http://npdl-events.eventsmart.com/dll/global-deep-learning-lab-2018/>



**President Kevin Reimer
on thriving, but at what
cost and for how long**

Follow on Twitter
<https://twitter.com/bcvpvapresident>

Read the President's blog
<http://bcvpva.bc.ca/president/>



Welcome back to those of you who are returning from your break and to those of you still on a break, I hope that you are taking full advantage of this opportunity to relax. As a principal, spring break always seemed like the real halfway point as I began to prepare for the end of one school year and the start of another.

Prior to the break, we distributed to members our 5th *Memorandum of Agreement* (MoA) implementation survey. The intent of the survey was to better understand the impact of the MoA one year later. At our February

Chapter Council meeting, we shared our preliminary findings with your representatives and also asked for their feedback to ensure that our survey results accurately represented the voice of our members. The feedback from Chapter Council was incorporated into our final report that was submitted to the Minister of Education, BCPSEA, and our leadership partners in mid-March. The report is posted here <http://bit.ly/BCVPAMoA1yrLater0318>

The report acknowledges that while the majority of the 3700 positions created by the MoA have been filled, tremendous pressure on school leaders and schools has resulted from the province's inadequate number of Teachers Teaching on Call. Our data makes clear that there are significant concerns regarding TTOC fail-to-fill challenges. It appears that many of the TTOCs on district lists are opting to work less than five days per week for lifestyle choices or other reasons. In addition, there appears to be a disproportionate number of retired teachers and P/VPs on TTOC lists who do not want full-time work for obvious reasons. In the fall, many districts actively recruited retirees to their TTOC lists to address an urgent need. While this was a necessary approach to address a pressing need, it is not a sustainable solution.

I encourage you to read the report, but I will touch on a few of the ongoing themes:

- P/VPs are spending inordinate amounts of time filling for vacant TTOC positions and/or reorganizing their schools to deal with an unfilled position or TTOC vacancy.
- The time-consuming process for calculating remedies for designated students and class size issues has added to the complexity and intensification of the work for principals and vice-principals.
- Non-enrolling teachers and P/VPs have been stretched covering classes and positions and as a result the programming for vulnerable and complex learners has suffered.
- Many P/VPs are also filling in for unfilled educational assistant positions. These positions often have less flexibility than TTOC class

bcpvpa

2017 — 2018
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<http://bit.ly/1O2vhMq>

coverage might require and it often means that a P/VP must spend the entire day with one child or a small group of children.

Attending to the ongoing TTOC issues mean that there is not enough time in the school day to deal with emergent issues, or be available for parents and teachers. Yet, the complex school leadership work must continue and that has resulted in P/VPs increasing their evening and weekend work hours to ensure that their schools are being led appropriately.

As an Association we have significant concerns regarding the hasty and significantly flawed MoA implementation. For the purpose of our report, we proposed three recommendations to address the challenges in the short term:

1. The process for calculating remedies is inconsistent and needlessly time-consuming. We encourage the government to provide consistent expectations and support in this area.
2. BCSPEA has undertaken a significant recruitment and retention project for teachers. We suggest that there are greater challenges recruiting and retaining school leaders and we encourage BCPSEA to increase their emphasis on the recruitment and retention of school leaders, and those teachers aspiring to school leadership.
3. The implementation of the MoA is concurrent to P/VPs also leading a sweeping curriculum implementation process. We encourage government to reduce the teaching loads of principals and vice-principals so that they have time to focus their attention on both the implementation of the MoA and the transformation agenda.

We are convening our April BCPVPA Board meeting in Victoria. We have invited the Minister of Education and key Ministry personnel to join the Board of Directors on the Saturday morning of our Board meeting so that the Ministry can share their work and priorities and we can do the same on behalf of our Association and our more than 2400 members.

Public education is in a fragile state, but regardless of the challenges, the system continues to thrive because of your capacity and commitment. I don't believe that capacity and commitment can be sustained unless these important issues are addressed. As we work to ensure the government understands the serious, long-term consequences of ignoring these challenges, my thanks for what you do to lead your schools and increase the life chances of every student in your care.

Have a great weekend, Kevin

Planning Ahead

upcoming professional learning begins on the next page