



You and the BCPVPA

A guide to the
history & services
of the
BC Principals' &
Vice-Principals'
Association

**An architectural detail
of the BCPVPA office**

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

The BC Principals' & Vice-Principals' Association has a 24-year history of helping principals and vice-principals provide "quality leadership in education."

The first two decades of the Association have been marked by significant challenges and achievements. Membership in the BCPVPA is voluntary. Today the Association has approximately 2200 members.

Although the BCPVPA has been an autonomous professional association since January, 1988, the organization's history dates back another 30 years as a Provincial Specialist Association (PSA) of the BC Teachers' Federation.

The BCPVPA is governed by an elected Board of Directors (President, either President Elect or Past President, and 10 directors). Three times per year, representatives from all BCPVPA Chapters convene at Chapter Council to provide guidance and direction to the Board; to prepare and receive reports; and to carry out activities assigned to it by the Board or by members at an AGM. The day to day business of the Association is directed by the executive director with five managers and six support staff.

Today, the Association's strategic priorities are that, the BCPVPA 1) will strive to ensure its members have the skills to be effective educational leaders; 2) will strive to ensure that its members have the time, resources and support to be effective educational leaders; 3) will work cooperatively with education partners to sustain and improve public education; 4) will proactively monitor emerging issues to inform and advise members; and 5) will be recognized as an innovative, inclusive and vigorous community of educational leaders; and 6)

will maintain a strong, efficient and effective organization.

From its inception, the BCPVPA has worked to ensure that the views of principals and vice-principals are heard in all education matters. For instance, in 1989, the BC government planned to eliminate the *School Regulations*. Removal of the *School Regulations* would have taken away the statutory authority of the principal and vice-principal. Principals and vice-principals would be responsible for leading a school without the required authority — helpless with no statutory authority to act. The BCPVPA worked to obtain the support of all members of the Education Advisory Council of the time to convince government not to rescind the *School Regulations*.

Since then, the Association has pursued several precedent setting legal cases through the Supreme Court and Appeal Court of BC to establish the right of principals and vice-principals to procedural fairness and due process, that is to establish that principals and vice-principals are entitled to be treated fairly in any matter relating to their contract of employment. While these cases eventually protected the individuals, they also established court precedents, which now protect each and every principal and vice-principal in the province. The BCPVPA lobbied the provincial

government to ensure that the *School Act* guarantees that if a principal's or vice-principal's position is terminated, a teaching position will be offered. More recently, the Association has lobbied to have this section amended to ensure that the work as a principal/vice-principal will be counted as seniority.

The Association works closely with its members to prepare background material and provide convincing arguments and support for contract discussions. In addition, Association staff work with district staff throughout the province to represent member interests and to advise them on working together for the benefit of both parties.

During its history, the BCPVPA has been the key player in the area of addressing the problem of building the knowledge, skills and abilities of all principals and vice-principals in the province.

For every Ministry initiative, the Association has identified the professional interests of principals and vice-principals that had to be supported to make it work. Recent initiatives have included work around the implementation of Daily Physical Activity and Healthy Schools as well as conferences on Early Childhood Education.

The Association, through its interaction with other stakeholder groups, has been able to influence them to consider the needs of principals and vice-principals. The ultimate strength of the BCPVPA is its strong membership base. We are effective because so many eligible principals and vice-principals have chosen to belong.

You & the BCPVPA

A reference guide to the services and history of the BC Principals' & Vice-Principals' Association

**Initiatives,
awards, committees,
publications & resources**

Short Course: A five-day intensive program for newly appointed principals and vice-principals, which is co-sponsored by UBC and endorsed by BCSSA.

BCPVPA videos: Videos on the BCPVPA website feature; A Focus on Full-day Kindergarten; The Connection between Early Learning and School Success; The Role of Play in Full-day Kindergarten; Five Characteristics of a Successful Full-day Kindergarten; Key concepts in teaching and learning; Janet Mort on early learning; and the kindergarten learning project. In addition there are two Aboriginal education videos: Gayle Bedard and Colleen Hannah on Building Bridges with Aboriginal Communities; and Willie Pierre offering a Coast Salish Traditional Opening.

BC Student Voice: The BCPVPA advocates for students by organizing activities and focus groups, which train and encourage young people to develop an effective voice within the education system.

BCPVPA Awards

Student Scholarships
BCPVPA Partnership Awards
Honourary Life Member
Leadership Award

Committees/Representation

Economic Advisory • Aboriginal Education • French Language Administrators • TPP Advisory • Budget • Pro-D Advisory • Ministry of Education committees

Publications

eNews • Adminfo

www.bcpvpa.bc.ca
www.twitter.com/bcpvpa

Leadership Standards for BC's Principals and Vice-Principals



The BCPVPA has published the *Leadership Standards for BC Principals and Vice-Principals*. The intended purpose of the leadership standards is to provide a framework for professional preparation and growth of aspiring and practicing principals and vice-principals. The structure of the leadership standards describe effective, observable leadership actions which can be used for self-assessment, self-reflection and as the basis for personal professional growth planning.

The Leadership Standards were developed by the BCPVPA Standards Committee. Funding for the *Standards* development and consultation processes was provided by the BC Educational Leadership Council. The *Standards* format was based on a Surrey School District leadership document. External collaboration and feedback was received from BCSSA, BCTF, BCCPAC, BCSTA, BCPSEA, BCSDSTA, BCCT and ABCDE.

bcpvpa

The BCPVPA represents its members by working in a respectful, consistent and determined way, in co-operation with our education partners, to influence government education policies.

We engage our members in the development of our positions and the advice we give. We communicate effectively with members. We tell our stories to describe the critical nature of our roles and the challenges we face. We share these with the government, partner groups, community leaders and the media. We involve principals and vice-principals in the development of public education policy. We advocate for our members and for public education with the conviction that the BCPVPA is the most credible voice in education in the province.

BC Principals' & Vice-Principals' Association
#200 – 525 10th Ave W • Vancouver • V5Z 1K9
604-689-3399 or 800-663-0432

<http://www.bcpvpa.bc.ca> • <http://www.mybcpvpa.com>

You the BCPVPA

A reference guide to the services and history of the BC Principals' & Vice-Principals' Association

Professional Learning

(Information: *Gaila Erickson*
gaila@bcpvpa.bc.ca)

Understanding the Leadership Standards

This workshop is designed to encourage dialogue and understanding of the four leadership domains (Moral Stewardship, Instructional Leadership, Organizational Capacity and Relationships) and how they support student learning. 1 day

Moral Stewardship

This workshop focuses on the principal's and vice-principal's role in setting and sustaining moral purpose. We consider the alignment between the moral purpose of education and the school's values, mission and goals. Discover activities to guide the development and implementation of shared values, vision, mission and goals to support learning and achievement for all students. 1 day

Instructional Leadership

This workshop focuses on Leadership for Learning, Supervision for Learning, Curriculum, Instruction and Assessment and creating and maintaining an environment that supports the intellectual, human and social and career development of all students. 1 day

Organizational Capacity

This workshop focuses on the principal's and vice-principal's role in strengthening the culture and building organizational learning

and collaborative processes through community building and systems thinking and planning. 1 day

Relationships

This workshop explores emotional intelligence and how intrapersonal and interpersonal competencies influence relationships to support student learning and achievement. 1 day

Professional Growth Plans

This workshop is committed to the development of a professional growth program which promotes self-analysis, encourages a collaborative approach to professional development and places greater responsibility on individuals for their own growth. Participants will be supported through a combination of research, experimentation and reflection. Each principal/vice-principal will take an active role in a process of growth and development to enhance the quality of leadership within the school. 1 day

Supervision for Learning

A) Learn to create a system and structures for effective supervision focused on instructional and assessment practices. Areas covered include monitoring the learning environment; engaging teachers in data collection, analysis and dialogue; accountability systems to monitor for teaching and learning; and using curriculum, learning resources and instructional strategies. 1 day

B) A five-part presentation supported by a Field Guide and DVD

resource package. Presentations focus on Professional Relationships, Clarifying Purpose, Structures and Support and Learner-Focused Dialogue. Each presentation is designed to be a half-day workshop.

Ethical Decision Making

Explore a framework for making ethical decisions, enhancing a culture of involvement and dealing with difficult people and situations. .5 to 1 day

Steven Covey 7 Habits of Highly Effective People

This workshop provides a comprehensive foundation for fostering organizational and personal change. 5 days

Follow the
BCPVPA
on Twitter

to receive
short,
timely updates.

<http://www.twitter.com/bcpvpa>

You the BCPVPA

A reference guide to the services and history of the BC Principals' & Vice-Principals' Association

Legal & Contracts

Information:
Sharon Cutcliffe
sharon@bcpvpa.bc.ca or
Harold Krische
harold@bcpvpa.bc.ca

The BCPVPA provides support for members faced with a difficult situation or seeking direction regarding legal or contract issues. The legal and contract services team will assist members in developing a workshop to meet the needs of a Chapter or an entire region. Below are some of the current offerings:

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.

Difficult Conversations

Explore what makes conversations difficult by addressing aspects of human interaction, expression and communication. Based on a Harvard model.

Visit the BCPVPA website

<http://www.bcpvpa.bc.ca> for

- contact information for the Board of Directors and staff
 - current news
- copies of Adminfo and eNews
 - membership forms
- conference registrations.

Download the BCPVPA

Code of Ethics, Code of Professional Practice and Leadership Standards for BC's Principals and Vice-Principals.

Watch BCPVPA produced videos.

Our history

Past Presidents (as a BCTF PSA)

Tom Chalmers, (1959-1960)
Adam Robertson, (1960-1961)
Jake Longmore, (1961-1962)
Al Stables, (1962-1963)
Cam McKenzie, (1963-1964)
Roy Temple, (1964-1965)
Chuck Withers, (1965-1966)
Jim Halcrow, (1966-1967)
Charlie Hopper, (1967-1968)
Tony Embleton, (1968-1969)
Gordon Frew, (1969-1970)
Dave Grant, (1970-1971)
Donald Smith, (1971-1972)
Greg Dixon, (1972-1973)
Dick Hesketh, (1973-1974)
Bill Melville, (1974-1975)
Lach Farrell, (1975-1976)
Bob Johnstone, (1976-1977)
Lach Farrell, (1977)
Norma Mercer, (1977-1978)
Robert Wilson, (1978-1979)
Norm Ornes, (1979-1980)

Hank Stefaniuk, (1980-1981)
Gordon Moffat, (1981-1983)
Ken McAteer, (1983-1984)
Gerry Powlik, (1984-1985)
Joyce Anderson (1985-1986)
Dean Paravantes, (1986-1987)

Past Presidents

Dean Paravantes, (1987-1988)
George Buckley, (1988-1990)
Stanley French, (1990-1992)
Nick Parker-Jervis, (1992-1994)
Gord Wallington, (1994-1996)
Bob Mang, (1996-1998)
John Rizzuti, (1998-2000)
Stu Dale, (2000-2002)
Bob Lindsay, (2002-2004)
Tom Hierck, (2004-2006)
Les Dukowski, (2006-2008)
Mayilyn Merler, (2008-2010)

Current President

Jameel Aziz, (2010 -)

You the BCPVPA

A reference guide to the services and history of the BC Principals' & Vice-Principals' Association

Members of the BCPVPA have access to ... colleagues around the province ... professional development that has been designed specifically to meet their needs ... expert support on contract and legal issues ... and timely and relevant communication. Here's what some members have to say about these services:

It was reassuring to have the clout of the BCPVPA behind our group during discussions with the Board regarding the evaluation of principals and vice-principals.

I really appreciate connecting with colleagues from across the province. I enjoy the diversity of experiences of my colleagues and the mix of large, small, tiny, island, remote, urban and multicultural schools. It is great to get the provincial picture from the president and the executive director.

BCPVPA allows us to have an organization that prepares professional development in an easily accessible fashion.

I can call the office anytime.

Being part of the BCPVPA's Economic Security Advisory

Committee, I have had the opportunity to learn more about the provincial perspective, make contacts with other members of the association and understand the important role the BCPVPA plays for principals and vice-principals.

As a vp and a mom, I don't always find the time needed

The support that our chapter has received related to our contract and specific issues focusing on LMA and individual members has been invaluable. They always provide a friendly ear and solid counsel, based on a wealth of provincial experiences.

to keep up with the current research-based innovations and perspectives necessary to ensure I bring the very best possible to my students. However, I always leave our meetings feeling closer to that ideal and excited about new areas I can pursue in the near future. Membership in the BCPVPA helps me to be the life long learner I strive to be.

I appreciate the immediate help I get from all the staff. Support is excellent and immediate.

The BCPVPA provides rural members with a voice. We are empowered by the strength of our collective voice. I find many of our local issues are our collective issues.

I love the people ... what an awesome group of educators. The BCPVPA has allowed me to continue the learning journey.

You & the BCPVPA

A reference guide to the services and history of the BC Principals' & Vice-Principals' Association

Getting involved in BCPVPA committee work has re-invigorated my career. It's a wonderful way to learn from colleagues around the province – to work and learn together and to network while we carry out our roles and responsibilities in improving student learning.

Our work is difficult, challenging, and yes, delightful. Being able to connect through the BCPVPA is valuable to the max.

The BCPVPA compliments my work as a principal who advocates for students and families and expands my voice to advocate for colleagues.

The BCPVPA provides sound advice, both legal and professional, and provides an opportunity to network with fellow principals. I also enjoy reading both eNews and Adminfo.

Sometimes you need an out-of-district sounding board, which the BCPVPA supplies.

I was a former teacher and administrator in Vancouver, which does not belong to the BCPVPA. I have been impressed with the pro-d support that

BCPVPA has provided. Also being a member has opened my eyes to the incredible initiatives happening all over the province.

When questions come up about actions of our school district, which are an interpretation of legislation or regulation, a call to the BCPVPA always results in clarification, contact with departments or agencies involved, advice and follow-up. It is timely and prompt.

I like that the BCPVPA is involved

at the table with all education shareholders.

I have great access to BCPVPA staff. I always receive helpful and prompt replies.

The willingness of BCPVPA staff to provide workshops for our local associations and to provide grant opportunities to help move our efforts forward.

Working on committees and for the Short Course were some of the best professional development I have ever done.

The networking and opportunities for dialogue with other districts is invaluable ... finding out about the realities and challenges and successes of other chapters is hugely informative.

bcpvpa

Sharon Cutcliffe
Legal and Contractual Services, Student Voice sharon@bcpvpa.bc.ca

Gaila Erickson
Professional Learning gaila@bcpvpa.bc.ca

Harold Krische
Legal and Contractual Services harold@bcpvpa.bc.ca

Carol Powell
Finance carol@bcpvpa.bc.ca

Richard Williams
Communications rwilliams@bcpvpa.bc.ca

quality leadership in education

Short Course

Professional development for newly-appointed principals and vice-principals
Watch for details in eNews and at www.bcpvpa.bc.ca

connecting with your passion • appreciative enquiry
creating and enhancing layers of understanding
the balance between managing and leading

**Five days of
intensive learning
for new and nearly new
principals and
vice-principals.**

Annually • every July



The University
of British Columbia