

bcpvpa
Leading
back to school

August 2026

Resources, Tools,
and Supports for
Principals and
Vice-Principals

Leading

BCPVPA President,
Board, and Executive Director

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Meetings, Committees,
and Staff

New Members

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Compass
Leadership Academy

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What Guides and Directs,
and Keeping in Touch

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Welcome Back!

In *Leading: Back to School* magazine, you will find the BCPVPA contacts who can support you, the tools and information that you may need along the way, and details of the programs, services, and supports that we will offer this year.



[Download the Year At A Glance](#)

[Téléchargez le résumé de l'année](#)

bcpvpa
Leading
back to school

The annual Fall magazine
for the members & friends of
the BC Principals' &
Vice-Principals' Association

VOL 8 - Issue 1 AUGUST 2026

Designed and edited by [Sandra Murphy](#)
BCPVPA Director of Communications
Proofreader: David A Serpa



2026-2027 BCPVPA Board of Directors

President, Sid Jawanda (SD57, Prince George)	Director Jacqueline Borosa (SD64, Gulf Islands)	Director Sarah Garr (SD61, Greater Victoria)	Director Iram Khan (SD43, Coquitlam)	Director Paul Marsden (SD36, Surrey)	Director Navshina Savory (SD38, Richmond)
Past-President Dr. Shannon Behan (SD47, qathet)	Director Lisa Frey (SD68, Nanaimo Ladysmith)	Director Kelly Johansen (SD57, Prince George)	Director Brian Leonard (SD43, Coquitlam)	Director Trevor Robinson (SD67, Okanagan Skaha)	Director Bryn Williams (SD43, Coquitlam)



Leading



A Welcome from the President

Sid Jawanda, Prince George (SD57)

2026-2028 President

New Beginnings

As I write my first back-to-school message as President of the BCPVPA, I find myself reflecting on a simple truth: once you have been a Principal, you are always a Principal. Whether we are in our schools, supporting colleagues across the province, or enjoying a rare moment away from work, we carry with us the mindset, values, and sense of responsibility that define educational leadership.

Nothing has driven home my new role and reality more than this observation: this year will mark the very first September since 1974 where I don't "belong" to some kind of BC school community. I have been a K-12 and UBC student, a teacher, and a Vice-Principal and Principal in elementary, secondary, middle, and junior high schools. I am beginning to understand that this new road that I have just begun to travel in our system is leading me to the theme of renewal.

Every September, I am reminded of why this profession is so special. Our work exists in a series of natural one-year cycles, each of which has space for new beginnings, and for enthusiastic celebrations as each year's journey closes.

The beginning of the school year offers something that is increasingly rare in life: a genuine opportunity to start again. Hallways are filled with possibility. Students arrive with new hopes, staff return with renewed energy, and school leaders have a chance to build on what is working, while leaving behind



"... this year will mark the very first September since 1974 where I don't "belong" to some kind of BC school community."

Meet Sid

Sid Jawanda is the 2026-2028 President of the BC Principals' & Vice-Principals' Association.

Sid has devoted more than 30 years to public education in British Columbia, beginning his career as a secondary mathematics and science teacher and rugby coach. His passion for learning and leadership has guided a career dedicated to serving students, educators, and school communities across the province.

Sid earned a Bachelor of Science in Microbiology and a Bachelor of Education from the University of British Columbia, followed by a master's degree in educational leadership from Gonzaga University. These academic experiences, combined with decades of service in schools, have helped shape his student-centered approach to leadership.

Over the last 20 years, Sid has served as a Vice-Principal at a middle school, a junior high, and several secondary schools before becoming an elementary Principal. Most recently, he served as Principal of École Duchess Park Secondary, supporting English track, French Immersion, and Francophone learners in an urban setting.

Throughout his career, Sid has held leadership roles in both rural and urban communities, serving as a teacher, coach, Vice-Principal, and Principal. He has also been a strong advocate for school leaders through his work in School District No. 57 (Prince George), where he served as Chapter President and as a member of the Contract Committee.

At the provincial level, Sid has contributed as a Professional Learning and Development Advisor, a Foundations for New School Leaders facilitator, an Advisory Committee member, one of the authors of the finance module for the Management Foundation Standards, and a Director on the BCPVPA Board for six years before being elected by his colleagues for the presidency.

Sid is also the proud father of amazing twin daughters. His experiences as both an educator and a parent reinforce his belief in the transformative power of education and the importance of fostering inclusive, supportive environments where all learners can thrive.

what no longer serves. For leaders moving to a new setting or role, this opportunity is amplified as they present themselves afresh, leave behind any baggage, and carry forward only their learning to the new role.

As Principals and Vice-Principals, we spend significant time reflecting on improvement. We analyze data, evaluate programs, and support growth in others. With September's arrival, we also receive an invitation to reflect upon ourselves. What strengths do we want to develop this year? What successes from last year can become foundations for even greater impact? What challenges, frustrations, or disappointments are we ready to leave in the past?

September is also a time when we renew relationships, the beating heart of our school communities. I hope to connect with members in my new role by listening, learning from your experiences, and advocating for the issues that matter most to you.

Let's start that connection now. If your Chapter would like to coordinate a visit or if you simply wish to share a success, challenge, or idea, I welcome that opportunity for dialogue. One of my primary motivations in pursuing the presidency was knowing that I would have the great honour to meet and learn from leaders in every part of our province, and to demonstrate that as a BCPVPA member, you are never alone in this work.

Welcome back, make this an amazing September, and I look forward to connecting with you all soon. The work you do each day makes an extraordinary difference in the lives of young people.

Sid Jawanda
President, BCPVPA

 @bcpvpapresident

 Sid Jawanda



L to R: Dr. Shannon Behan, Paul Marsden, Bryn Williams, Lisa Frey, Sid Jawanda, Jackie Borosa, Kelly Johansen, Iram Khan, Sarah Garr, Navshina Savory, Trevor Robinson (regrets: Brian Leonard)

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GET INVOLVED WITH YOUR ASSOCIATION

Elections are held for the BCPVPA Board of Directors each spring.

In 2027, members will vote for both
the **President-Elect** and **Directors of the Board**

Watch for nomination promotions to begin in March 2027, and the invitation for nominations to be issued in April 2027. Nominees need to be BCPVPA members, and can be nominated by two BCPVPA members.

Candidates have an opportunity to share their campaign messaging through both written and video statements, as well as an in-person speech at the May Chapter Council meeting.

The election for the Directors of the Board will be held in May 2027. All active BCPVPA members are eligible and encouraged to vote in the election.

The Board of Directors has in-person and virtual meetings scheduled throughout the year.

What Does the Board of Directors Do?

BCPVPA Board of Directors

The Board of Directors is comprised of active BCPVPA members who have been elected by the BCPVPA membership in annual elections.

There are up to 12 members of the BCPVPA Board of Directors:

President: Two-year term, election held every second year for President-Elect

President-Elect, or Past-President: One-year term preceding, or following, the presidency

Ten Directors: overlapping two-year terms, generally five vacant positions up for election each year

Board Meetings, Chapter Council Meetings, and Other Events:

The President and Board of Directors commit to attending meetings throughout the year. The BCPVPA supports the invoiced district cost for a TTOC for Board Meetings, Chapter Council Meetings, Advisory Committee Meetings, and other meetings as requested.

For meetings that are outside of the Board member's community, the BCPVPA pays for travel, accommodation, and meal costs.

These are the approximate meeting timeframes:

Mid-August, Wed-Fri – (BC location) Board Retreat

Mid-October, Thu/Fri – (Vancouver) Board Meeting

Mid-November, Thu/Fri/Sat – (Vancouver) Board Meeting, Chapter Presidents Meeting, Partnership Awards, Chapter Council, AGM

Mid-January, Thu/Fri – (Vancouver) Board Meeting

Early February, Thu/Fri/Sat – (Vancouver) Board Meeting, IDEAS Forum, Chapter Council

Mid-April, Thu/Fri – (Vancouver) Board Meeting

Early May, Thu/Fri/Sat – (Vancouver) Board Meeting, Board Candidate Speeches, Chapter Council

Advisory Committee Meetings

Fall – (Vancouver) in-person one-day meeting
(possible additional in-person meeting late Winter for some committees)

Spring – (Vancouver) virtual 1.5 hour meeting

The BCPVPA Directors of the Board

Directors are active BCPVPA members elected by the membership, and collectively comprising the Board of Directors for the Association.

The Role of the Director:

As members of the Board, Directors are responsible for:

- Establishing the mission, goals, and policies and procedures of the Association
- Developing a long-range Strategic Plan for the Association, including defined goals and objectives
- Safeguarding the short and long-term financial stability, strength, and accountability of the Association
- Approving annual budgets, reviewing operating and financial results, and reviewing performance against goals
- Respecting and maintaining the integrity, independence, and ideals of the Association
- Ensuring that the needs and interests of members are prioritized in all decision-making processes
- Forming Board and member committees as determined by Association needs and interests
- Hiring and developing an Executive Director to manage the operations of the Association
- Exercising management oversight of the Executive Director, and coordinating the performance evaluation of the Executive Director

Specific Responsibilities:

- Be committed to the mission, goals, objectives, and policies of the Association
- Be knowledgeable about the Association, and the programming and services it provides
- Serve as Committee Chair on a minimum of one Standing Committee, with the associated responsibilities
- Attend and actively participate in both virtual and in-person Board meetings as scheduled throughout the Director's term
- Prepare for all Board and committee meetings by thoroughly reading all meeting materials before each meeting
- Attend Association events and programming whenever possible, and fulfill onsite duties as requested
- Engage with Association members when opportunities are presented; provide information as requested, or redirect inquiries to Association staff for support



The BCPVPA President

An active BCPVPA member elected by the membership, the President is the chief elected officer, representative, and spokesperson of the Association.

The President:

- Fosters effective communication with members
- Acts as the Board's primary spokesperson, represents the Association's positions to government elected official(s); education sector partners; and the media and community groups
- Visits Chapters to strengthen ties between the Association and its membership
- Chairs meetings of the Board of Directors
- Leads the Board in the performance of its responsibilities
- Serves on a number of Association committees
- Advocates for the role of Principals and Vice-Principals to government, sector partners, and the public

Specific Responsibilities:

- Presides over Board and Chapter Council meetings
- Prepares Board and Chapter Council meeting agendas in collaboration with the Executive Director
- Names Association representatives to Standing Committees, Ad Hoc Committees, and Ministry Committees seeking Association representation
- Serves as an ex-officio member of all Association Standing Committees
- Recommends the annual assignment of Board Directors to Standing Committees
- Travels extensively throughout the province to meet with local Chapters and sector partners
- Represents the Association on selected sector committees and working groups, and delegates as appropriate
- Develops and maintains relationships with elected leaders of sector organizations
- Regularly communicates with the membership through weekly electronic communications

- Works alongside the Executive Director to ensure the goals of the Association's Strategic Plan are achieved
- Performs such duties as required by the bylaws and as directed by the Board

Of Note:

- The President is elected for a two year term, serving as the President-Elect for one year before their term, and as Past-President for one year following their term
- The President remains an employee of their school district and is seconded from their school district by the Association, maintaining their current salary, contract, and benefits during their term
- Any President who normally resides further than 80km from the Association office in Vancouver has the option of living in the Association-owned condominium in Vancouver during their term
- Costs directly associated with the role of President are borne by the Association

The BCPVPA Executive Director

The Executive Director is the senior employee of the BCPVPA.

- Leads the day-to-day operations of the Association
- Establishes a staff structure, and hires, trains, and supervises staff
- Performs functions as delegated by the President and the Board
- Implements the plans and policies developed by the Board
- Creates an operational plan to carry out the work of the Strategic Plan, putting the vision determined by the Board of Directors into action
- Operates the Association office facility
- Develops and maintains relationships with Executive Directors/CEOs of sector organizations

*Your
eNews!*

BCPVPA
eNews
is delivered every
Friday, right to
your inbox!



bcp 2023 - 2026 **vpa BCPVPA Strategic Plan**

bcp vpa



The BCPVPA 2023-2026 Strategic Plan has been our north star in navigating the work of the Association in support of our members.

As this Strategic Plan reaches its conclusion, our members have provided their guidance that these five Goals continue to be central to our purpose: Employment Equity, Leadership Development, Member Health, Respected Voice, and REDI (*Reconciliation, Equity, Diversity, Inclusion*) Champion.

The BCPVPA will release our **2026-2030 Strategic Plan** on **October 1**, as a natural progression of the 2023-2026 Plan. Under these five familiar Goals, we will define new Objectives that will help us to further develop and enhance our work on behalf of our members, strengthen our members' voice in public education, and look ahead to the future landscape of leadership and learning.

These are just some of the achievements under the 2023-2026 Strategic Plan:



- The first BCPVPA Indigenous Members Summit hosted by Dr. Dustin Louie was held in October 2025.
- BCPVPA Equity Statement has been developed and will be published October 2026.

- A member demographic survey was issued in 2024 to help the BCPVPA to know our members better.
- Core documents have been reviewed and revised with a focus on REDI.
- The First Peoples Principles have been embedded in all BCPVPA programming and presentations.
- Inclusive and representative promotional plans have been used for Board and committee opportunities.
- IDEAS Forum 2025 focused on relentless incrementalism and anti-oppression.



- Elements of a negotiation framework have been completed and embedded in the Contract of Employment manual
- Staff attended the Harvard Negotiation Skills Training, and prepared and delivered training for local Chapters.

- The ReSource feature in eNews provides high-level information to help members increase their understanding about their employment relationships.
- A revised Representative structure has been built to increase the knowledge and capacity of contract reps.
- Contract templates have been reviewed, and a summary of findings and guidance delivered to Chapters.

bcp 2023 - 2026 vpa BCPVPA Strategic Plan



LEADERSHIP DEVELOPMENT

Principals and Vice-Principals have access to the learning opportunities and programs needed to build their leadership capacity.

- New leadership content is continually created, including Reimagining Schools, Safer Schools, Leading for Inclusion.
- New leadership content acquired through Maxwell Leadership and BTS Spark.

- Compass Leadership Academy launched with 250 participants, Connecting Leaders included 550 members in 2025
- All programming revised to align with Strategic Plan goals and to meet the needs of a wide range of leaders.
- Focus has been placed on sharing understanding of Artificial Intelligence in schools, and emerging technologies.
- Program offerings have been developed and delivered in D2L Brightspace.
- The Leadership Competencies have been developed and released.
- The Leadership Planning Guide has been extensively revised and is now A Year At A Glance.



MEMBER HEALTH

Principals and Vice-Principals have the support and resources required to maintain and improve their overall well-being.

- ReFresh columns and Principl(ed) articles have been published in response to member needs.
- The Member Health tile in My BCPVPA has been developed to support information and resource needs.

- Member feedback regarding sector supports documented and submitted for consideration.
- Member survey issued regarding violence and vicarious trauma, and findings shared in sector.
- Annual feedback survey regarding direct well-being services issued.



RESPECTED VOICE

BCPVPA is an influential partner and a respected voice within public education.

- First annual National Principals' Month reception held October 2025
- Regular meetings convened with sector partners, and partners invited to attend BCPVPA events.

- BCPVPA article content placed in partner publications.
- Six Associations meetings established with Association of Administrators of English Schools in Quebec, Association des directions et des directions adjointes des écoles franco-ontariennes, BCPVPA, Catholic Principals' Council of Ontario, Ontario Principals' Council, Public School Administrators Association of Nova Scotia
- Public statements issued on behalf of the Association for significant events



Equity Theory of Change

Read about the BCPVPA Equity Theory of Change, an important pathway to our work under the Strategic Plan.

Visit the Member Portal

BCPVPA

Welcome to our New Executive Director

Magdalena Kassis

The Year Ahead

Magdalena Kassis is the BCPVPA's new Executive Director effective August 1, 2026.

Magdalena first joined the BCPVPA as a Director of Member Support Services in March 2020, and served as Acting Executive Director from October 2023 to January 2025. Since that time, Magdalena continued in the role of Deputy Executive Director, alongside her work as MSS Director, supporting the Association's organizational strategy, operations and governance, and representing the BCPVPA at a provincial, national, and international level.

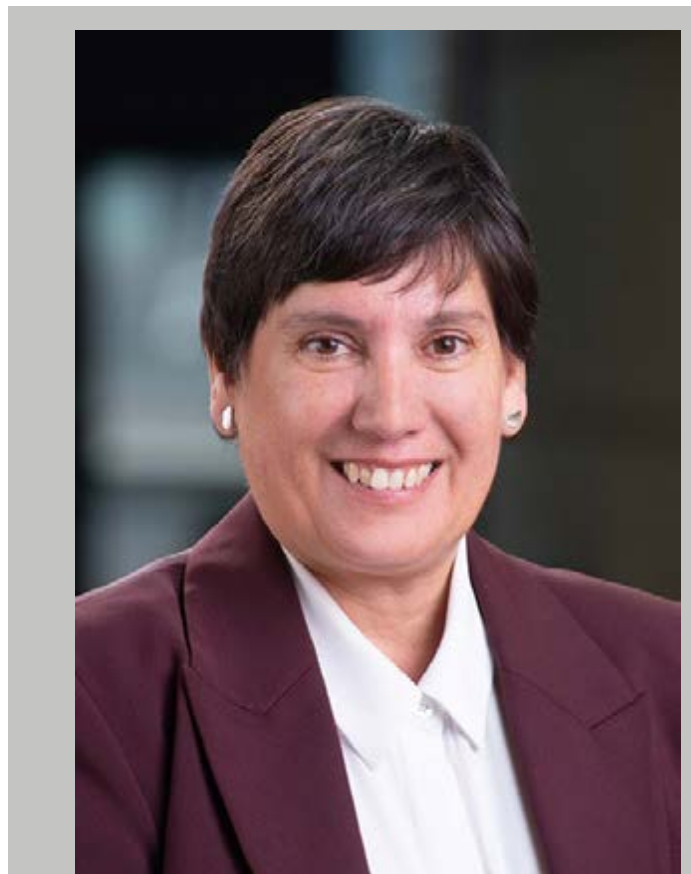
As a new school year begins, I want to take a moment to recognize the extraordinary role that Principals and Vice-Principals play in schools, districts, and communities across British Columbia.

Schools are much more than places of learning. They are community hubs: places where students and families experience belonging, connection, opportunity, and care. As

educational leaders, you help shape the culture of those communities every day. Your leadership is visible in the decisions you make, the relationships you build, and the way you respond when circumstances are difficult. You are role models not only for students, but also for educators, families, and the communities you serve.

I also want to specifically acknowledge our members who serve as District Principals and Vice-Principals. Although your leadership may not always be centred in a single school community, your work reaches across schools and supports students, staff, families, and educational leaders throughout your districts. You lead important initiatives, provide specialized knowledge and support, strengthen connections across the system, and help translate district priorities into meaningful practice. Your contributions are an essential part of public education and of our BCPVPA community.

The responsibility of educational leadership — whether at the school or district level — is both important and demanding. We are navigating complex times globally, provincially, and within our own communities. Social and economic pressures, increasingly diverse needs, rapid change, and difficult conversations all find their way into our schools and districts. Educational leaders are frequently called upon to provide calm, thoughtful, and compassionate



leadership, even when the path forward is not immediately clear.

In this environment, connection matters more than ever.

One of the greatest strengths of the BCPVPA is the collective experience, wisdom, and generosity of its members. No Principal or Vice-Principal should feel that they need to have every answer or navigate every challenge alone. Sometimes the most helpful next step is simply to ask a colleague or friend, or to call Member Support Services. Reaching out is not a sign that we are any less capable as leaders; it is one of the ways we sustain ourselves, learn from one another, and make thoughtful decisions.

As we begin implementing the Association's 2026–2030 Strategic Plan this fall, our priorities reflect both the complexity of the present moment and our aspirations for the future.

We will continue working to champion reconciliation, equity, diversity, and inclusion. This requires more than statements of commitment. We are called upon to listen, learn, reflect, and act, and to examine the systems, practices, and assumptions that shape the experiences of students, families, educators, and leaders. This work will not always be easy, but it is essential if every person is to feel respected, valued, and able to participate fully in our schools, districts, and communities.

We will maintain a strong focus on member health and well-being. Educational leadership can be deeply rewarding, but it also carries significant responsibility and emotional weight. Supporting others cannot mean continually setting aside our own well-being. As an Association, we want to help members access the relationships, resources, and supports they need, not only when circumstances become difficult, but as part of sustaining a healthy and fulfilling career.

Employment equity will also remain an important focus. Our members deserve fair, transparent, and equitable working conditions, regardless of where they serve in the province or whether they work in

"Your leadership is visible in the decisions you make, the relationships you build, and the way you respond when circumstances are difficult. You are role models not only for students, but also for educators, families, and the communities you serve."

a school- or district-based role. We will continue to advocate for practices and conditions that recognize the complexity and importance of the Principal and Vice-Principal role and that support the recruitment, retention, and success of diverse educational leaders.

Professional learning and development remain central to our work. Leadership is never static, and none of us ever truly finishes learning. I encourage you to take advantage of the many opportunities available through the Association, to deepen your practice, explore new ideas, build relationships, and learn alongside colleagues from across the province. Just as importantly, I encourage you to share your own knowledge and experience. The strength of our professional community depends on members learning both with and from one another.

We will also continue working to ensure that the perspectives and experiences of all Principals and Vice-Principals — whether serving in schools or in district roles, and in both rural and urban communities — are heard and understood. A respected voice is built through credibility, relationships, and thoughtful advocacy. By listening carefully to members and bringing their experiences forward, the BCPVPA can help inform conversations and decisions about public education at the provincial level and beyond.

We are fortunate that this work does not happen in isolation. I want to acknowledge and express appreciation for the many sector partners who work alongside us — provincially, nationally, and globally. Our relationships with education partners, government, other professional associations, and



international colleagues broaden our perspectives and strengthen our collective ability to respond to shared challenges. Although our roles and viewpoints may sometimes differ, our strongest partnerships are grounded in respectful dialogue, a willingness to learn from one another, and a shared commitment to students and public education.

As we look toward the year ahead, I encourage every member to consider how you might become more connected with your Association. Participate in a learning opportunity. Apply for a committee or join a network. Attend a Chapter meeting. Reach out to a colleague. Share your perspective with us. Ask for support when you need it, and offer it when you can.

The BCPVPA is not simply an organization that provides services to members. It is a professional community shaped by the participation, knowledge, and leadership of its members. That is our strength.

As I begin my first school year as Executive Director, I am also looking forward to working in close partnership

with our new 2026-2028 President, Sid Jawanda, and with the Board of Directors and staff. Together, and always guided by the experiences and priorities of our members, we will do everything we can to ensure that Principals and Vice-Principals are supported — both individually in the opportunities and challenges they encounter, and collectively as an essential and respected voice within public education.

Thank you for the many ways you lead, often quietly and without recognition. Thank you for the example you set and for the care you bring to your schools, districts, and communities. Most of all, thank you for the difference you make each day for students, educators, families, and communities across British Columbia.

I am excited about all that we can accomplish together

 **@bcpvpaED**

 **Magdalena Kassis**



We acknowledge the financial support of the Province of British Columbia through the Ministry of Education and Child Care

We are grateful for the invaluable contribution of the First Nations Education Steering Committee (FNESC) in the development of the Relations with First Nation course

Management Foundations Program

Building Leadership Capacity for Today ... and Tomorrow

The Management Foundations Program has been designed by the BC Ministry of Education and Child Care and the BC Principals' & Vice-Principals' Association (BCPVPA) to support school and district leaders in developing the practical

knowledge, professional judgment, and leadership competencies required to navigate the complex realities of educational leadership.



2026-2027 Courses

- Relations With First Nations
- Evidence-Informed, Values-Driven Decision Making
- Leading Inclusion
- Working With People
- Finance
- Governance
- Planning for Impact

Courses are hosted in D2L Brightspace

Six to eight hours of self-paced learning

Two facilitated webinars

Practical leadership tools and resources

Reflection and inquiry activities

Role-specific leadership examples

Knowledge checks and application activities

Downloadable templates and planning tools

Access to learning materials for two years

pldinfo@bcpvpa.bc.ca

Teams



[Download the Year At A Glance for BC Principals & Vice-Principals](#)

BCPVPA AGM

Saturday November 21, 2026

Board of Directors Meetings

October 16, 2026

November 19, 2026

January 15-16, 2027

February 4, 2027

April 30-May 1, 2027

May 14, 2027

Additional Zoom meetings as scheduled

Chapter Council Meetings

November 20-21, 2026

February 5-6, 2027

May 14-15, 2027

Chapter Presidents Meeting

November 20, 2027

Advisory Committee Meetings

Budget Advisory Committee

Monday March 1, 2027 (in-person)

Equity, Diversity, and Inclusion Advisory Committee

Friday November 6, 2026 (in-person)

Friday February 19, 2027 (in-person)

Monday April 19, 2027 (virtual)

Indigenous Leadership Advisory Committee

Friday October 2, 2026 (in-person)

Monday February 22, 2027 (virtual)

Member Well-Being Advisory Committee

Monday November 2, 2026 (in-person)

Wednesday April 14, 2027 (virtual)

Professional Learning & Development Advisory Committee

Monday October 5, 2026 (virtual)

Sunday January 24, 2027 (in-person)

Annual Events

Connecting Leaders Conference

October 22-24, 2026

2026 BCPVPA Partnership Awards

Friday November 20, 2026

Contract Rep Workshop

Saturday January 23, 2027 (in-person)

Explorations for Aspiring School Leaders

Saturdays, January 9, 30, February 20,
and March 6, 2027

IDEAS Forum

Friday February 5, 2027

President-Elect & Board Director Elections

Nominations: April 2027

Elections: May 2027

Foundations for New School Leaders

Dates to be confirmed

The BCPVPA convenes Standing Committees which are Advisory Committees to the Board of Directors. Two Board Directors are assigned as Co-Chairs of each Committee, and BCPVPA staff are assigned to support each Committee. The BCPVPA President is a member of all Standing Committees, and the BCPVPA Executive Director may attend all Advisory Committee meetings.

BUDGET ADVISORY COMMITTEE

The Budget Advisory Committee reviews the budget and associated processes, and prepares advice and recommendations to accompany the budget when it is presented to the Board of Directors.

Nathan Blackburn	SD 45 West Vancouver
Kyla Cameron	SD 42 Maple Ridge - Pitt Meadows
Paul Hembliing	SD73 Kamloops-Thompson
Michaela Mistal	SD 62 Sooke
Vladimir Nikic	SD 37 Delta
Devon Ross	SD 43 Coquitlam
Kyle Timms	SD 71 Comox Valley
Brian Leonard	Board Director
Navshina Savory	Board Director
Simon Couture	Staff
Magdalena Kassis	Staff

EQUITY, DIVERSITY, AND INCLUSION ADVISORY COMMITTEE

The EDI Advisory Committee advises the Board on matters relating to equity, diversity and inclusion – including but not limited to – racism, oppression and SOGI-related issues.

Dan Adrian	SD 41 Burnaby
Linda Chau	SD 38 Richmond
Denise Nembhard	SD 43 Coquitlam
Rachel Nelson	SD 72 Campbell River
Raj Samra	SD 36 Surrey
Shandee Whitehead	SD 57 Prince George
Wendy Yu	SD 43 Coquitlam
Iram Khan	Board Director
Bryn Williams	Board Director
Magdalena Kassis	Staff
Sandra Murphy	Staff

INDIGENOUS LEADERSHIP ADVISORY COMMITTEE

The Indigenous Leadership Advisory Committee advises the Board on matters relating to Indigenous leadership.

Gordon Fitt	SD 38 Richmond
Leilana Jules	SD 71 Comox Valley
Nicole Lodge	SD 57 Prince George
Davita Marsden	SD 39 Vancouver
Tammy Mountain	SD 74 Gold Trail
Jennifer Pighin	SD 57 Prince George
Anne Smith	SD 36 Surrey
Jackie Borosa	Board Director
Paul Marsden	Board Director
Carmen Eberle	Staff
Magdalena Kassis	Staff

MEMBER WELL-BEING ADVISORY COMMITTEE

The Member Well-Being Advisory Committee advises the Board regarding the ways in which the Association can address issues of work intensification and well-being for our members.

Darren Coates	SD 73 Kamloops-Thompson
Kasha Duff	SD 36 Surrey
Jennifer Gibson	SD 62 Sooke
Lauren Gruggen	SD 05 Southeast Kootenay
Ian Keir	SD 50 Haida Gwaii
L'Donna Lynds	SD 57 Prince George
Jennifer Ohlhauser	SD 45 West Vancouver
Lisa Frey	Board Director
Kelly Johansen	Board Director
Trevor Robinson	Board Director
Lynda Bonvillain	Staff
Magdalena Kassis	Staff
Rochelle Morandini	Staff

PROFESSIONAL LEARNING AND DEVELOPMENT ADVISORY COMMITTEE

The PLD Advisory Committee advises the Board with respect to professional development programs and service to members.

Misti Askew	SD 43 Coquitlam
Suzanne Chisholm	SD 63 Saanich
Mitchell Hemphill	SD 10 Arrow Lakes
Scott Holt	SD 05 Southeast Kootenay
Jennifer Kennedy	SD 47 qathet
Riley McMitchell	SD 39 Vancouver
Charity Peal	SD 92 Nisga'a
Dr. Shannon Behan	Board Director
Sarah Garr	Board Director
Peter Johnston	Staff
Magdalena Kassis	Staff
Dr. Andrea McComb	Staff

CONTRACT REPRESENTATIVES

The Contract Advisory Committee concluded its important work in the 2024-2025 school year.

The BCPVPA offers an ongoing opportunity for member engagement through an enhanced Contract Representative structure.

Interested in applying
for a 2027-2028
Advisory Committee?
Watch for the notice in
Spring 2027

Executive & Administrative Team



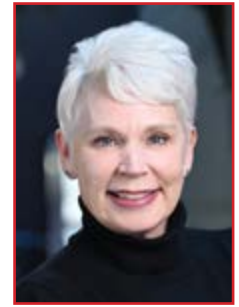
Magdalena Kassis
Executive Director
magdalena@bcpvpa.bc.ca



Amy Parmar
Executive Assistant to the
President & Executive Director
amy@bcpvpa.bc.ca



Katrina Melgarejo
Administrative Assistant
katrina@bcpvpa.bc.ca



Sharon North
Event Coordinator
sharon@bcpvpa.bc.ca

The Executive Director is responsible for the leadership and management of the Association, executing the strategic vision and decisions of the Board of Directors. They work closely with the President, and liaise with government and the many partner groups in the education sector. The Deputy Executive Director manages member-supporting portfolios alongside the Executive Director.

The Executive Assistant supports the work of the BCPVPA Board of Directors, President, Executive Director, and Deputy Executive Director. They are the contact for Board meetings, and other Association business meetings. They also oversee the needs of the BCPVPA office. The Event Coordinator is responsible for the coordination and execution of BCPVPA conferences, events, and large-scale member meetings throughout the year, and is the point of contact for members regarding all BCPVPA events. The Administrative Assistant provides general office support to the Member Support Services and Professional Learning and Development teams.

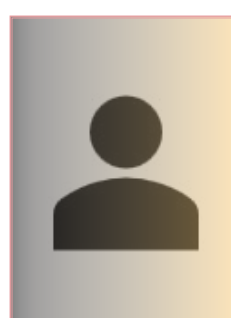
Member Support Services



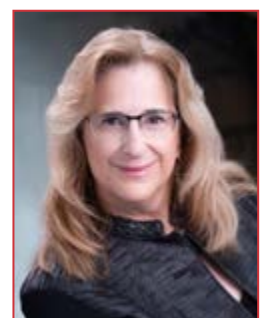
Lynda Bonvillain
Director, MSS
lynda@bcpvpa.bc.ca



Carmen Eberle
Director, MSS
carmen@bcpvpa.bc.ca



MSS Director vacancy
- will be posted soon



Rochelle Morandini
Director, Member Health &
Well-Being
rochelle@bcpvpa.bc.ca

The MSS team supports members by offering guidance and representation on employment matters including formal investigations, contract advice, and complex workplace situations. An MSS Director can act as a representative, and can assist members in preparing for challenging situations that can include formal complaints related to conduct, bullying and harassment, TRB complaints, terminations, severance agreements, and mediations. The team also supports members with health challenges, providing referrals for early intervention support and LTD if applicable.

The Director of Member Health & Well-being is dedicated to the health, safety, and wellness of BCPVPA Members. Their priority is to assist and guide members who are struggling with their health and/or physical or psychological safety at work, including members who take leave due to injury or illness. They provide supportive contact and help direct members through the disability process to minimize any disruption in income or in the rehabilitation process, whether on sick leave, long-term disability, or Workers' Compensation.

Professional Learning & Development



Peter Johnston
Director, PLD
peter@bcpvpa.bc.ca

The PLD Team provides career-spanning programs for school leaders including Explorations for Aspiring Leaders, Foundations for New School Leaders, Leading a Culture of Learning, and Amplification I & II, all guided by the Leadership Competencies for BC Principals and Vice-Principals. They offer programs designed to foster effective communication and collaboration within educational teams. Their initiatives equip leaders to manage change, cultivate habits, and maximize potential. They organize annual events like the Connecting Leaders Conference and the IDEAS Forum, and many workshops and webinars throughout the year.



Dr. Andrea McComb
Director, PLD
andrea@bcpvpa.bc.ca

Communications



Sandra Murphy
Director, Communications
sandra@bcpvpa.bc.ca

The Communications team is responsible for the Association's communication and brand strategies, and the communications needs of each BCPVPA department. The work of this team includes designing and developing Association documents, including the Annual Report, Strategic Plan, and core leadership documents; producing promotional materials and engagement for our programs and events; designing and editing the BCPVPA magazines *Principl(ed)* and *Leading: Back to School*; and coordinating the Association's annual elections and awards. They maintain the BCPVPA website and portal, produce and distribute the weekly eNews, and create social media content and online engagement.



David A. Serpa
Assistant, Communications
david@bcpvpa.bc.ca

Finance & Membership



Simon Couture
Director, Finance
simon@bcpvpa.bc.ca



Vinod Tiwari
Assistant, Accounts Receivable/ Membership
vinod@bcpvpa.bc.ca



Supipi Godakanda
Accounting Clerk
supipi@bcpvpa.bc.ca

The Finance and Membership team oversees the Association's finance and accounting operations in alignment with the Association's strategic priorities. The Director provides strategic leadership and oversees the Association's financial operations, budget process, and financial reporting. The Assistant, Accounts Receivable/Membership, maintains and updates the membership records and accounts receivable functions, issues invoices and receipts for services and expenses, and administers the staff payroll. The Accounting Clerk is responsible for the day-to-day accounting procedures for the Association, including accounts payable, account maintenance and financial reconciliations, and maintenance of accurate financial records.

BCPVPA
2026 Partnership Awards

Who Are Your Key Community Partners?





**BCPVPA Partnership Awards
Artwork by Bill Bedard**

Bill was born and raised on Haida Gwaii, and belongs to the Raven clan.

The Award print features an owl and eagle, and Bill notes that the owl reflects the wisdom and the world of educators and their supporters because “the work does not end when the students go home, but requires many nights of hard work and reflection as we strive to prepare our students for a better tomorrow.” The eagle travels between the physical world and spiritual world and signifies focus, great strength, peace, leadership and prestige.

Our thanks go to Bill for providing us with this perfect image for our Awards.

The BCPVPA Partnership Awards recognize and honour the valuable support provided to Principals, Vice-Principals, teachers, and students by individuals and groups who — over an extended period — have dedicated their time, energy, and expertise to support local schools.

The awards are an opportunity for BCPVPA Chapters to recognize and celebrate a group, organization, or individual who has had a positive impact on your local community, and has offered ongoing, valuable support over the years.

Nominations for the 2026 Partnership Awards will be open until 9:00 am October 7, 2026

The Awards ceremony will be held as part of Chapter Council, with a dinner event and Awards ceremony held on Friday November 20, 2026

bit.ly/BCP_PA



BCPVPA
2027 Student Scholarships

**Is There A
Graduating Student
In Your Life?**



Image courtesy Himal Rana | unsplash.com

About BCPVPA Student Scholarships

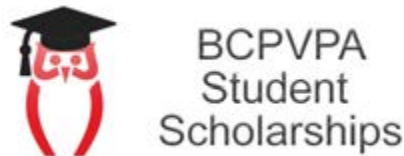
Recognizing academic achievement & school or community leadership

Each year, the BCPVPA awards scholarships to up to 20 students who are graduating from the BC public school system and proceeding to post-secondary education.

The successful applicants are awarded a scholarship in the amount of \$1,000 each.

The BCPVPA offers this opportunity in the spring, to align with graduation and other scholarship application timelines.

All applicants are assessed on excellent achievement in courses taken, and demonstrated leadership within the school and community. Applicants who are pursuing education in trades, technical, and career fields, as well as those entering universities and colleges, are encouraged to apply.



Up to TEN scholarships are reserved for the children of BCPVPA members

Up to EIGHT scholarships are awarded to other graduating students

Up to TWO scholarships are awarded to Indigenous students

**Applications will open Monday November 2, 2026,
and will close Monday February 15, 2027 (11:59:59 pm PT)**

The application link will be in eNews, and on the BCPVPA website.

Any questions about scholarships can be directed to [**scholarship@bcpvpa.bc.ca**](mailto:scholarship@bcpvpa.bc.ca)

bcpvpva



CONNECTING LEADERS

REGISTRATION



IMPORTANT: Cancellations and Refunds Policy
If you need to cancel your registration
the BCPVPA refund policy is:

30 days notice, 100%
15-29 days notice, 50%
Less than 15 days notice, no refund

pldinfo@bcpvpa.bc.ca

BCPVPA Members

Registration fee includes breakfast and lunch

Regular	\$629.00 ^{+GST} (to August 31, 2026)
Late	\$649.00 ^{+GST} (Sept 1 - Oct 1, 2026)

Non-Members

Registration fee includes breakfast and lunch

Regular	\$829.00 ^{+GST} (to August 31, 2026)
Late	\$849.00 ^{+GST} (Sept 1 - Oct 1, 2026)

Thursday
October 22, 2026

7:00 pm - 9:00 pm

Friday
October 23, 2026

9:00 am - 3:00 pm

Breakfast 8:00 am * Lunch included

Saturday
October 24, 2026

9:00 am - 12:00 pm

Breakfast 8:00 am

Sutton Place Hotel
845 Burrard Street
Vancouver

The BCPVPA is pleased to
welcome best-selling author and
award-winning scholar

Dr Robyne
Hanley-Dafoe

as our Friday speaker

An educational behaviorist (one of very few in the world) and a globally recognized speaker and scholar, **Dr Robyne Hanley-Dafoe** is on a mission to empower leaders and teams everywhere with practical strategies for fostering resiliency and making stress your ally, not your enemy.

And

Dr Sean Lessard
as our Saturday speaker

Dr. Sean Lessard is a writer, researcher, and community advocate for Indigenous youth wellness and leadership from the Montreal Lake Cree Nation in Treaty 6 territory. Join us for a remarkable session on the importance of trust, and the role educators and leaders play as advocates and allies.

Everyday Resiliency™

How to Master Working
& Living Well
Featuring Dr. Robyne
Hanley-Dafoe

In a world of rapid change and constant challenges, resilience is vital. Join Dr. Robyne for a transformative exploration of the five pillars of everyday resilience.



New Members



BCPVPA

Welcome to our Newest Members!

We are so glad that you have chosen a membership with the BCPVPA!
Our annual *Leading: Back to School* magazine has many of the tools and tips that you are looking for.



New Members

When you visit our website bcpvpa.org and sign in as a member, you will have access to exclusive content in our member portal alongside information important for new members, including these links:

A word from our 2026-2028 President, Sid Jawanda

All about the BCPVPA, who we are, how we operate, and what's ahead

Meet our friendly Board and staff, and find out more about the work of each department

Quick contacts, and some of the key links for the BCPVPA

The connectivity of the BCPVPA WelTel program

More about the benefits of your membership

Contact
Vinod Tiwari, Membership Assistant



The BCPVPA Compass Leadership Academy is for
new BCPVPA members, and current members
who are new to their roles.



BCPVPA

BCPVPA Compass Leadership Academy

In October 2025, the BCPVPA launched a two-year pilot program to support new BCPVPA members from every district who are new to their roles. The pilot also included specialized skill development for our members leading in remote and rural districts.

We are delighted to announce the beginning of the second year of the BCPVPA Compass Leadership Academy with a 2026-2028 cohort. This group will begin their journey in October, strengthening the skills and knowledge of these early career educational leaders, and helping them to better understand the complexities of their new roles as they build their professional networks.

Compass has two distinct pillars:

Pillar One: In-Person Conference in Vancouver, October

The first day of the conference includes new members and new to role members from all districts across the province, and focuses on supporting an understanding of their professional roles in the context of governance and management responsibilities.

On the second day of the conference, those leaders working in rural and remote areas remain with us to examine the unique needs and expectations of these roles.

Pillar Two: Virtual Leadership Development Series

This practical learning takes place in a series of six virtual sessions over two years. The series addresses many critical aspects of a leader's daily practice, and fosters a deeper understanding of the role.

We are looking forward to continuing to work closely with our newest members, and members moving into exciting new roles, as they enhance their skills, increase their knowledge, and secure the tools that will help them to achieve success in their leadership.

Each cohort of the Compass Leadership Academy has a limited number of seats, and acceptance is application-based. If you have any questions, please contact pldinfo@bcpvpa.bc.ca



Tools



What Guides & Directs Our Practice?

From government regulations to district policy to professional standards, Principals & Vice-Principals must be familiar with their rights and responsibilities.

Basic Duties and Fiduciary Responsibilities of a Principal or Vice-Principal

Placing employer interests first

Cooperating with the employer: following reasonable and lawful orders and directions

Speaking and acting on behalf of the employer

Exercising the care, diligence, and skill that a reasonably prudent person would exercise

Unconditionally demonstrating honesty and integrity toward the employer

Ensuring confidentiality

Complying with all statutory requirements and general legal principles pertaining to their duties and responsibilities



Codes of Conduct

General Standards of Care

Principals and Vice-Principals owe a duty of care to:

- protect students from reasonably foreseeable risk of harm
- appropriately supervise students

There are potential employment consequences for failure to supervise.

Every district and each school site has its own Code of Conduct: a set of rules or guidelines that everyone in the school is expected to follow to ensure an environment of fairness, respect, and safety.

General Standards of Conduct

Principals and Vice-Principals:

- hold a position of trust, confidence, and responsibility
- are held to a higher standard of conduct than the general public

Professional Standards for BC Educators

(Commissioner for Teacher Regulation)

The Professional Standards, formerly the Standards for Education, Competence and Professional Conduct for Educators in BC, outline the conduct and competence requirements for an individual to be issued and maintain a BC teaching certificate of qualification.

BCPVPA Leadership Competencies

The 2024 Competencies represent a shift from traditional leadership standards to a competency-based approach that aligns with the complex and evolving landscape of educational leadership.

BCPVPA Leadership Standards

The 2019 Leadership Standards is a guide to hold student and adult development, engagement, and learning central to all leadership practices.

School District Policies/ Administrative Procedures

Each school district develops their own policies and administrative procedures to support the governance function of the Board, and the operation of the district.

It's important to be familiar with the policies in your district.

School Act/ Regulations

The BC School Act is a provincial statute governing primary and secondary education in B.C. The Act outlines important roles, rights, and responsibilities for parents, students, and the education system.

Contract of Employment

Principals and Vice-Principals contract with their school district under a Personal Services Contract. It's important to be familiar with your contract. If BCPVPA members need assistance with clarification or explanation of contract clauses, they can review their contract with the Member Support Services team.

Employment Standards Act

The Employment Standards Act sets out BC's rights and obligations in regard to hours of work, time off, notice, severance pay, and other topics.

Canadian Charter of Rights and Freedoms

The Canadian Charter of Rights and Freedoms is part of Canada's Constitution. The Charter protects every Canadian's right to be treated equally under the law.

Truth and Reconciliation Commission Calls to Action

Educators have a responsibility to help address the legacy of residential schools and advance Canadian reconciliation to promote healing and understanding in schools and classrooms.

Collective Agreements

BC School District Collective Agreements

for school support staff exist between districts and unions, such as Canadian Union of Public Employees (CUPE).

Provincial Collective Agreement (PCA)

for teachers exists between the BC School Public Employers' Association (BCPSEA) and the BC Teachers' Federation (BCTF).

Freedom of Information and Protection of Privacy Act

FIPPA sets out the access and privacy rights of individuals as they relate to the public sector, and establishes an individual's right to access records in the custody or control of a 'public body' including access to one's own 'personal information'. FIPPA also sets out the terms under which a public body can collect, use, and disclose the personal information of individuals.

Occupational Health and Safety Regulation (Worksafe BC)

The Occupational Health and Safety Regulation (OHSR) contains legal requirements that must be met by all workplaces under the inspectional jurisdiction of WorkSafe BC.

The OHSR promotes occupational health and safety and protects workers and other persons present at workplaces from work-related risks to their health, safety, and well-being.

**guides
&
directs
practice?**

Questions?

Contact BCPVPA

Member Support Services

mssinfo@bcpvpa.bc.ca

Who's Who in BC's Public Education Sector?

In support of our members, the BCPVPA collaborates with a variety of organizations in the BC education sector. Click the links to learn more about the many groups who are working to achieve success for students, staff, and educational leaders in the province.



[Ministry of Education and Child Care](#)
[Public Sector Employers' Council Secretariat](#)
[BC Teachers' Council](#)



BCPSEA is a full-service employers' association and is the accredited bargaining agent for the province's 60 public boards of education, for unionized teaching and support staff in the British Columbia K-12 public



BCSSA represents superintendents, assistant superintendents, directors of instruction, and senior executives across BC's 60 school districts, driving district operations, and leveraging deep educational expertise and certified teaching credentials to ensure excellence in schools.



BCSTA serves and supports their members, BC's boards of education, in their key work of improving student achievement. They represent member boards in advocacy with respect to matters affecting public education, provincial decision-making, relevant legislation, and government policies and practices affecting public education.



The BC Association of School Business Officials (BCASBO) is a member-driven organization dedicated to providing membership value, advocating for members, and building relationships. The membership includes secretary-treasurers, assistant secretary-treasurers, directors of finance, and other management staff in the areas of payroll, procurement, human resources, facilities and information technology.



The British Columbia Teachers' Federation (BCTF) is the union representing more than 51,000 public school teachers in BC. All public school teachers belong to the BCTF and their local teachers' association.



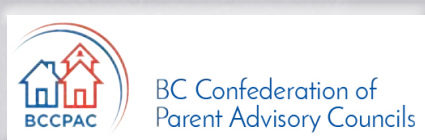
The **FNSA** represents and works on behalf of First Nations controlled schools in BC, supporting those schools in creating effective, nurturing, and linguistically and culturally appropriate education environments that provide students with a positive foundation in all academic areas.



CUPE BC represents more than 30,000 education workers including education assistants, school secretaries, custodians/caretakers, Indigenous support workers, IT workers, Strong Start facilitators, trades and maintenance



The **Federation of Independent School Associations in British Columbia** is an umbrella organization of independent school associations formed in BC. FISA BC represents 329 schools enrolling 85,818 students.



BCCPAC represents the parents of children attending BC public schools. As the provincial voice of parents, guardians and caregivers, they engage, empower and support them for the success of all learners through collaboration, partnership and education, in a culture of acceptance, inclusion and equity.



The First Nations Education Steering Committee (FNESC) is a policy and advocacy organization that represents and works on behalf of First Nations in British Columbia. FNESC has a mandate to support First Nations students and advance First Nations education in BC.



Several BC post-secondary education institutions offer professional development at masters and doctoral levels, and play a critical role in the advancement of education in BC with leadership program opportunities for educators at all stages of their careers.

Anti-Racism Resources for BC Educators



BC'S K-12 Anti-Racism Action Plan

is a multi-year framework to specifically address racism and discrimination in education and to create a culture and climate of belonging for all students, staff, and families.

BC Racism Response Guidelines

are a key initiative within the B.C. Ministry of Education and Child Care's K-12 Anti-Racism Action Plan. The Guidelines were developed to support district and school staff in identifying and responding to incidents of racism and hate in a trauma-sensitive and responsive manner.

Anti-Racism Resources for BC Educators

2026 - 2027 BCPVPA Webinar

Anti-Racism Guidelines

Dates to be announced

Following the work the BCPVPA has been doing across the province, this series continues the practical, leader-grounded conversation on anti-racism in BC schools. Real frameworks. Real cases. Real next steps.



Courtesy Government of BC_ <https://antiracist.gov.bc.ca/>

Anti-racism is the policy or practice of opposing racism and promoting racial equality. To be anti-racist is to believe that racism is a problem for us all, and to actively work to eliminate racism by changing current systems, structures and practices.

The Government of BC has produced a set of simple reminders that can help everyone on their journey towards anti-racism.

antiracism.gov.bc.ca

Courtesy Government of Canada_ Federal Anti-Racism Secretariat

The Federal Anti-Racism Secretariat, within the Department of Canadian Heritage, coordinates federal action and drives [Canada's Anti-Racism Strategy](#).

[Federal Anti-Racism Secretariat](#)

SOGI 123

September can be an exciting time for many, one filled with hope and enthusiasm for the start of the school year! For some, back-to-school can also come with feelings of distress, worry, and fear. Meeting new people can prompt uncertainty over whether they will be accepted for who they are. Unfortunately, research tells us that 62% of 2SLGBTQ+ students feel unsafe at school, compared to 11% of their cisgender heterosexual counterparts.

For years, educators and administrators have been building the knowledge, skills, and resources

needed to support 2SLGBTQ+ students and families, however, we know there is still work to be done. Which is why **ARC Foundation**, through **SOGI 123**, works with educators and education organizations to create spaces where students, families, and members of the school community can feel safe, seen, accepted, and welcome.

As we embark on the 2026-27 school year, we are celebrating 10 years of SOGI 123 in BC schools! There are thousands of educators connecting through the SOGI Educator Network to create safer and more

For some, back-to-school can also come with feelings of distress, worry, and fear. Meeting new people can prompt uncertainty over whether they will be accepted for who they are.

Do you know who the SOGI Lead is in your School or District?

**If not, please reach out to us at
info@sogieducation.org
and allow us to connect you!**

inclusive learning experiences in their schools. Over the next 10 months, we will be sharing more about how SOGI 123 got started, some of the exciting progress we've seen, as well as some of the challenges we've encountered along the way. If you're not already subscribed, we invite you to [join our email list](#) to learn more about this 10-year journey, and stay up to date on SOGI-inclusive education supports and resources.

This fall, we are excited to bring you new resources to help support SOGI-inclusion in your school or district. We know that parents are such an integral part of building safer and more inclusive school communities.

To explore our website and resources, please visit SOGIeducation.org. For further information on SOGI 123, please contact us at info@sogieducation.org.

We are currently working with parents to better understand what they need to navigate conversations around topics related to sexual orientation and gender identity. We will use this information to build a toolkit tailored for parents who are looking for ways to get involved.

We would like to extend our appreciation to the BCPVPA for their ongoing leadership in fostering SOGI-inclusive education in BC through the efforts of SOGI 123. BCPVPA's leadership and voice truly help create alignment and ensure 2SLGBTQ+ students can feel safe, welcome, and see themselves – and be seen – in their school communities.

There are thousands of educators connecting through the SOGI Educator Network to create safer and more inclusive learning experiences in their schools.



SOGI 123

Looking for ways to incorporate SOGI 123 into your back-to-school planning?

- 1** Talk to your SOGI School Lead! Ask them what they need from you and build a plan together.
- 2** Visit our website, SOGIeducation.org for ideas on how to implement and support SOGI-inclusive education efforts in your school.
- 3** Small changes can make a big difference. See if there is one thing that you can commit to for the year ahead. Feel free to share that commitment with your colleagues and encourage them to do the same!

Resources we're excited about this fall:

- 1. Common Questions About SOGI in Schools** – *This resource was created in collaboration with educators and parents to address some of the most common questions being asked about SOGI-inclusive education. We're excited to be offering this resource in additional languages such as Arabic, Farsi, and Punjabi.*
- 2. Navigating Complex Conversations** – *This resource includes practical strategies to support you in navigating disinformation, confusion, and conflict about SOGI-inclusive education as you create safer and more inclusive school communities.*
- 3. Safeguarding SOGI in Schools** – *This toolkit is for anyone connected to the school system – from staff and students to parents and community members – and offers strategies for how to respond in the face of resistance to SOGI-inclusive education. Find the approach that works for you and your context from the many options available.*



The BCPVPA offers a wealth of advocacy support and learning opportunities for our members, along with many different ways to connect with your colleagues. Each week in eNews, we feature a proactive professional tip or reminder from the Member Support Services (MSS) team. You can find a library of these tips in the ReSource tile in My BCPVPA.

We want to help ensure that Principals and Vice-Principals find success in their roles, and have the tools they need to be aware of the regulatory side of leadership.

The ReSource reminders benefit both newer and more experienced members.

If you are interested in learning more about a particular topic,
please contact

Member Support Services
mssinfo@bcpvpa.bc.ca

YOU'VE GOT THIS

Digital Classroom Resources Licensed by your School District

Teachers and students in your schools have access to a comprehensive collection of educational resources aligned with BC curriculum. Educators will find video-rich content, classroom ready lessons, and a range of digital tools to support students in learning across K-12.

Principals, Vice-Principals and teachers can have confidence that students are engaging with curated, quality digital resources, available from school and home, through your school district's licensing of the Digital Classroom collection. View resources in both English and French. Explore Canadian and BC-specific content, with the inclusion of Indigenous knowledge and perspectives.



Easy to Access

Direct online access from school sites; no log-in required.



Trusted Resources

Resources are curated, evaluated or selected to support teaching and learning.



Relevant for BC Schools

Many resources include Canadian, BC specific, French language and Indigenous inclusive content.



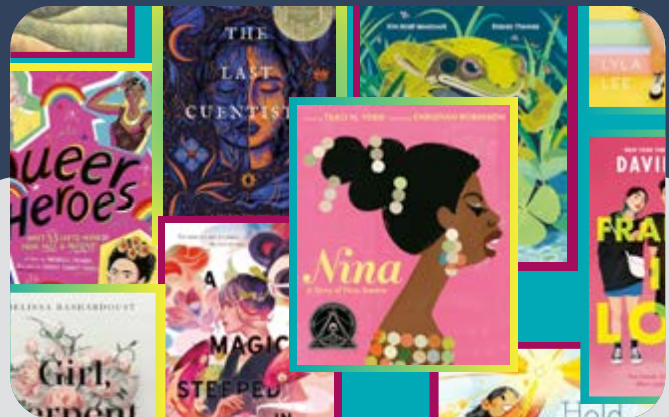
Ready for the Classroom

There are tools for differentiation and text-to-speech. Research supports include citation builders, topic finders and inquiry guides.



Supports the School Community

Students, supported by parents, have access to most resources from home including e-books.



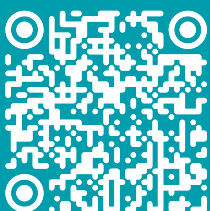
K-12 EVALUATED RESOURCE COLLECTION

Peer-reviewed websites, novels and reference texts to support resource selection, by teachers.



ARTIFICIAL INTELLIGENCE LESSONS K-12

Classroom ready lessons that help students think critically about AI, media and digital content.

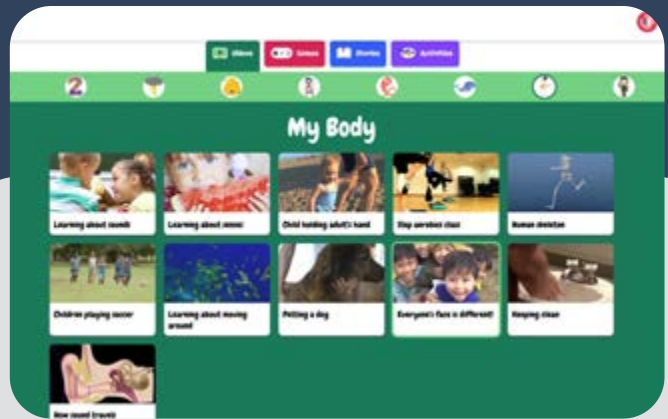


Access Your Digital Classroom

Start exploring your licensed online resources.

Start with Video... Discover More

Short, engaging videos support instruction and student-centred learning.



WORLD BOOK EARLY LEARNING

Find games, videos, activities and stories to support literacy learning for **K-Gr.2**.

CLICKVIEW

Access short video lessons across all curriculum areas for **Gr.6-9**.



GALE IN CONTEXT

Easily integrate with collaboration tools to bring rich content to students in **Gr.8-12**.



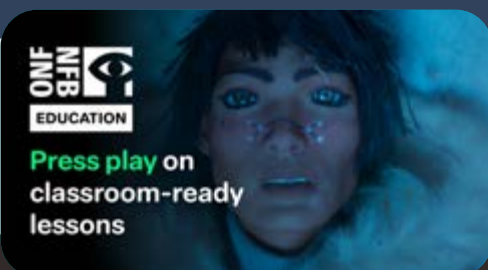
IDÉLLO

Subject-related and themed video, games, and tools for **K-Gr.8 French Immersion** and SD93.



LIVE IT EARTH

Story-rich, EN/FR videos on current topics featuring scientists and Indigenous voices.



NFB EDUCATION

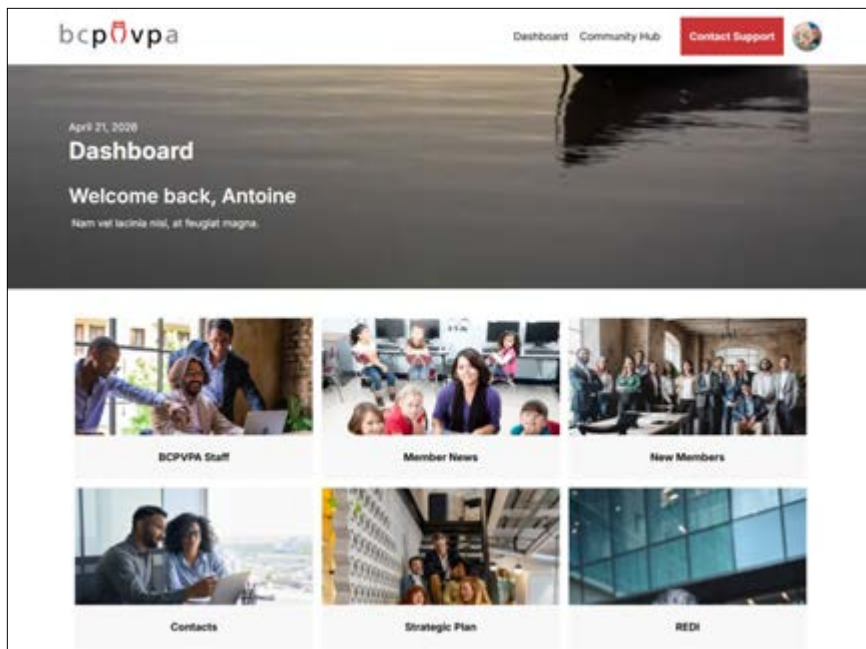
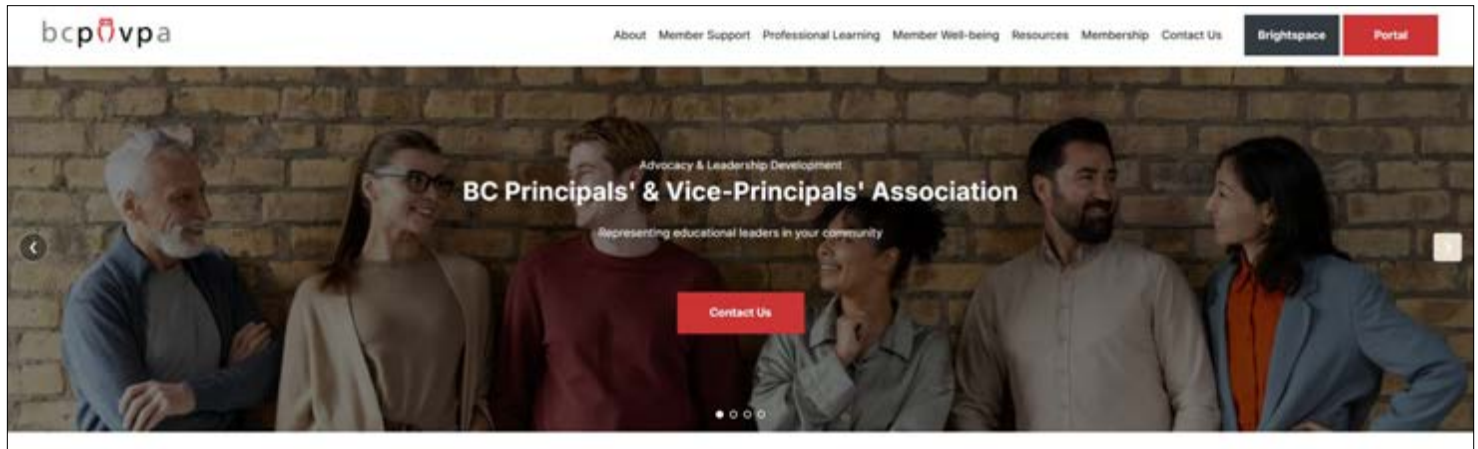
Oh, Canada! EN/FR resource with videos, study guides and mini-lessons.



BCPVPA.ORG



HubSpot is recognized as a highly dependable platform with a very user-friendly interface.



We are excited to share that our new HubSpot website and associated platforms will launch soon!

This fall, our BCPVPA website and member portal will look a bit different. With our new HubSpot platform, you will find improved navigation and site architecture, whether you are looking for information about member support services, professional learning opportunities, health and well-being, helpful resources, or BCPVPA contacts.

When you sign in to the site as a BCPVPA member, you will also find a wealth of exclusive content only available to our members. *Watch for an email invitation to activate your access to the member portal.*

And, more is ahead: this fall, we are test-driving a new online platform where our members can create community, connect, share learning and solutions, and relax in a space that belongs to them. We can't wait.

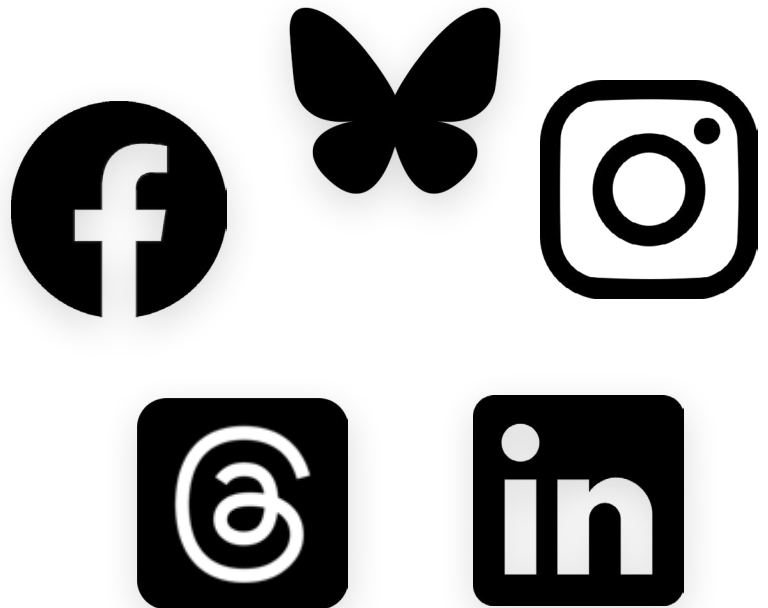
bcpvpa.org



Get Social!

Why yes - we *ARE* social!

We're posting resources and letting you know about events, programs, and initiatives we are doing with our members. You'll find us on location at many of our member sessions and meetings, putting the work of BC's Principals and Vice-Principals in the spotlight!



Princl(ed): Be Part of the Story

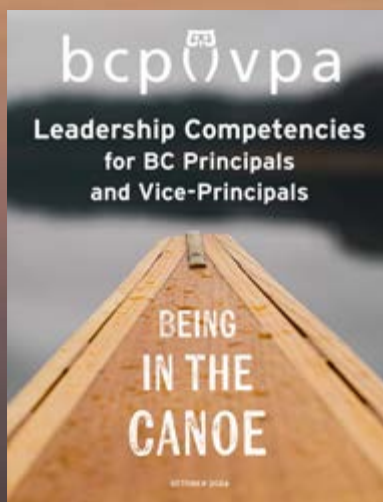
Our story content comes from all over the province and other parts of Canada, and includes the voices of our members, staff, and sector friends. Whether it's a page from your leadership journey, a dive into the deep rewards of your work, commentary on contemporary issues in education, or the introduction of new tools and tips for your practice, *Princl(ed)* magazine has it all, and is mailed to your home twice a year.

Be part of the story by contributing content, or even reviewing that book you feel that *everyone* needs to read!

Leadership Competencies for BC Principals and Vice-Principals

Whether you choose a short trip in the canoe, or embark on a longer transformative journey, the Competencies will help you to inform your own narrative and the many different ways you will find yourself paddling in your role.

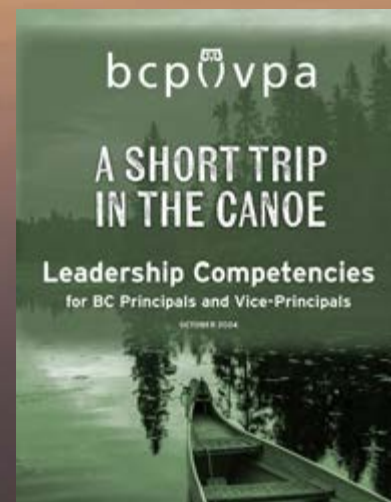
[Click here](#)



Read the full story, where you can find out more about the journey, the process, and how each Competency can be considered in relation to the school leader, and to the school community.

[Click here](#)

[Cliquez ici](#)



Use the Competencies as a daily reference point for development, or as conversation starters and a fresh approach to collaborating with teams, connecting with colleagues and challenging yourself.

Leadership Competencies for BC Principals and Vice-Principals

"We are all paddling together through changes in the waters and weather, are coordinating with others within and beyond our vessel, are continually defining our direction of travel, and will face moments when moving forward, backward, or sideways are all natural choices."*

Stewardship for the future of all children

Fostering a culture of curiosity and inquiry

Growing the capacity of self and others

Contextual literacy and agency

Bridging policy and practice



*We are deeply indebted to the words and teachings of Cyril Pierre, Elder of the Katzie First Nation, and Spencer Pierre, member of the Katzie First Nation

**Continuing to Use the
BCPVPA Leadership Standards for Principals
and Vice-Principals in British Columbia
in Your Practice?**



Last Updated July 2019

Contact pldInfo@bcpvpa.bc.ca to receive a digital copy



AFFINITY PARTNERS

belairdirect.

Simplify your insurance with exclusive offers from belairdirect for BC Principals' & Vice-Principals' Association (BCPVPA) members

Members can find out more in the Member Portal

Enjoy exclusive savings on home and travel insurance through our official partner, belairdirect. As a valued member of BCPVPA, you'll benefit from tailored coverage, including enhanced home insurance with the Affinity Plus endorsement. Plus, easily manage your home insurance with belairdirect's digital tools. Travel with peace of mind thanks to annual travel insurance that covers emergencies, trip disruptions, and more, all at exclusive group rates with no age or health restrictions¹. Choose from flexible payment options. To get your home insurance price, visit belairdirect.com/start-saving. For your travel insurance price, visit belairdirect.com/travel-groups or call 1 833 583.3643 and mention your group name.

Eligibility requirements, limitations and exclusions may apply and/or may vary by province or territory. The information provided in this summary is for informational purposes only and should not be considered legal or insurance advice. Policy wordings prevail. © 2025 Belair Insurance Company Inc. All rights reserved.

Travel insurance products are underwritten by Belair Insurance Company Inc. and services are provided by belairdirect Agency Inc.

¹ This insurance may not cover claims related to medical conditions that are not stable, whether disclosed or not at time of policy purchase.

IRIS

premium eyecare. stylish eyewear.

See what you love, love how you see: exclusive offers from Iris Advantage Eyecare for BC Principals' & Vice-Principals' Association (BCPVPA) members

Members can find out more in the Member Portal

This affinity program is for our members and their families. Our members and the members of their households are eligible for savings all year-round on all vision products at IRIS. Plus, enjoy benefits like their No Matter What Guarantee, flexible financing, and their commitment to helping you experience better vision.

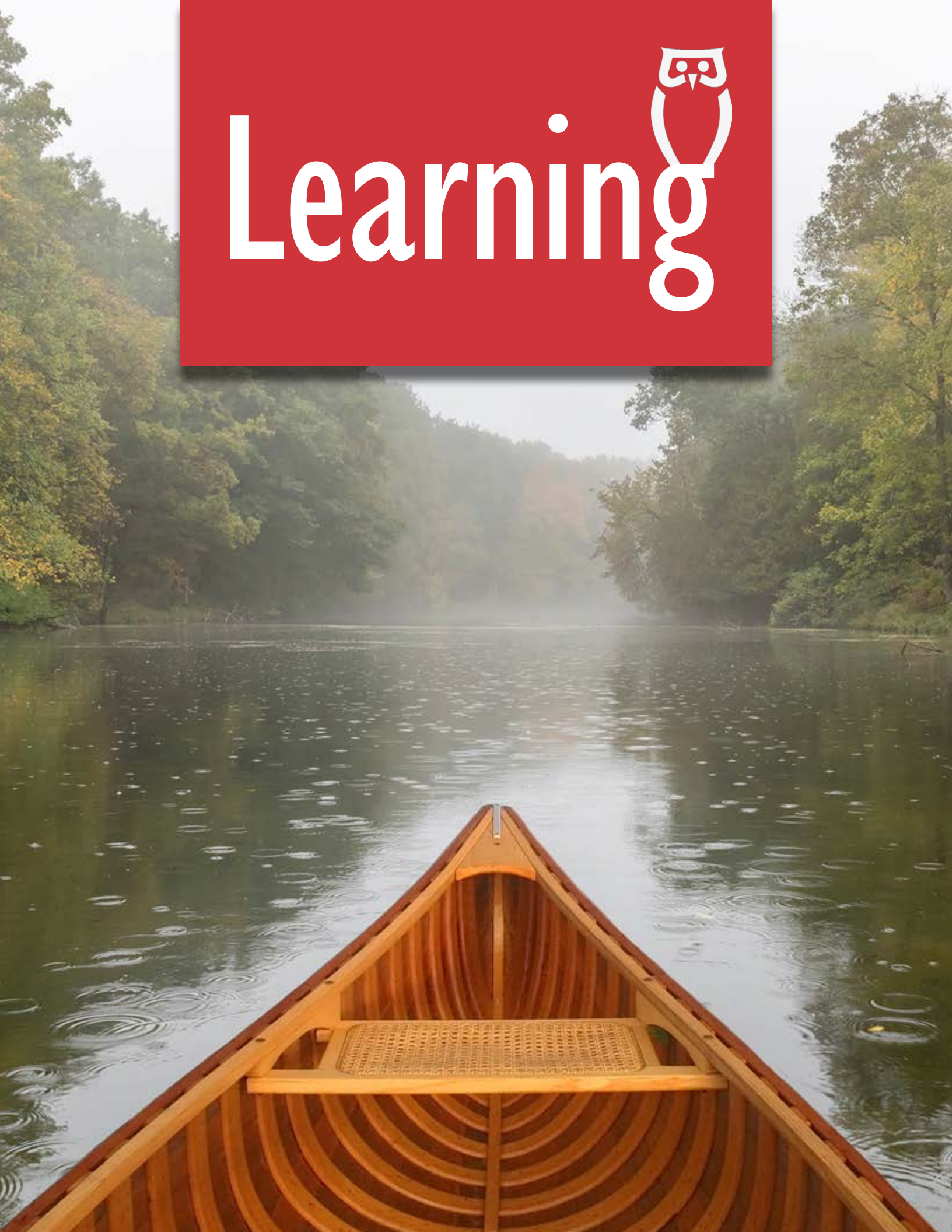
The exclusive benefits include prescription eyewear, sun protection eyewear, second pair prescriptions, and lens replacement.

Members can [register online](#) — the exclusive access code can be found in the weekly eNews.

**Only registered Advantage Members may redeem Advantage offers. Advantage must be presented at the time of purchase. Only one IRIS Advantage offer can be applied to each transaction. Cannot be combined with any other IRIS offer, Instant Rebate, IRIS Card, IRIS Certificate, In-store offer or promotion. Not applicable on safety eyewear or sport safety glasses. Excludes all packages. Other conditions may apply. Ask in-store for details.*



Learning



BCPVPA Professional Learning and Development Learn, Lead, Your Way

Your BCPVPA Professional Learning and Development Journey for 2026–2027

by Peter Johnston and Dr. Andrea McComb
Directors, Professional Learning and Development
peter@bcpvpa.bc.ca andrea@bcpvpa.bc.ca

Welcome to a year of professional learning designed around this principle: you are not the same leader you were three years ago, and you should not be expected to learn the same way every other leader does.

The BCPVPA's 2026–2027 programs give you a truly varied menu — virtual mornings, in-person workshops, retreat-style Destination Learning, and on-demand offerings tailored to your district and your team. Some are foundational. Some represent conversations we have been having for years. Some are entirely new. All of them are built by practitioners who have walked your hallways, and all of them connect back to the BCPVPA Leadership Competencies.

We are calling this year **Learn, Lead, Your Way**, because learning is yours to shape, and leadership is yours to live. Whether you are seeking strategies early in your career, or are an experienced Principal carrying the weight of a long season, our 2026–2027 offerings give you the agency to choose the format, the pace, and the company that fits your year.

Our Conferences

Connecting Leaders 2026

October 22–24, 2026 | Sutton Place Hotel, 845 Burrard Street, Vancouver

Connecting Leaders is our signature annual gathering of BC educational leaders — three days that begin with a Thursday evening Opening Reception (live music, conversation, and a healthy helping of connection), continue with a full day Friday of learning alongside Dr. Robyne Hanley-Dafoe, and close out Saturday morning with a constructive session on Navigating Difficult Conversations.

Dr. Robyne is a bestselling author, award-winning scholar, and one of very few educational behaviourists in the world. Her Friday session, *Everyday Resiliency™: How to Master Working & Living Well*, walks us through the five pillars — Belonging, Perspective, Acceptance, Hope, and Humour — and gives us practical tools for leading well through the seasons that ask the most of us.

On Saturday, we take part in a remarkable morning of learning as Dr. Sean Lessard from the Montreal Lake Cree Nation in Treaty 6 territory reflects on the importance of presence and trust when working with youth, and the role that educators and leaders play as advocates and allies.

IDEAS 2027

Friday February 5, 2027

IDEAS – Innovation, Dialogue, Education, Achievement, Synergy – is a full day focused on innovative and promising practices in Equity, Diversity, Inclusion, Reconciliation, and student-centred leadership. Grounded in Compassionate Systems Leadership, the day creates space for dialogue, reflection, and collaborative inquiry, and elevates the voices and experiences of students, educators, and communities across British Columbia. If your year needs one day of leadership conversation that is both demanding and hopeful, this is the day.

Foundational Programs

Compass Leadership Academy

October 17–18, 2026 (in-person) + ongoing monthly webinars and Brightspace modules

Compass supports our new members and members new to their roles through a blended learning experience: a two-day in-person gathering, monthly online webinars, self-paced Brightspace modules, and role-based leadership exploration. Compass is designed to bridge theory and practice while creating ongoing networks of support during the years that matter most — the years when you are figuring it out as you go.

Foundations for New School Leaders

2027 dates TBA | Location TBA

Our flagship summer program for BC's Principals and Vice-Principals who have been in their roles for two to five years. Three days of immersive learning focused on leadership identity, relational leadership, systems awareness, and professional growth. As one past participant noted, *"It did not take long before all of us began to feel like a family at our table."* That family is the point.

Explorations for Aspiring School Leaders

Saturdays: January 9, 30, February 20, and March 6, 2027 | 8:30 AM – 12:00 PM PT | Virtual Webcasts

Designed for teacher leaders considering formal leadership roles, and grounded in the [BCPVPA Leadership Competencies](#), Explorations offers four focused sessions on the leadership mindsets and experiences that shape the next generation of school leaders. The simplest move BCPVPA members can make this fall is to identify the next potential school leader on your teaching staff, and to ask them about their aspirations, and if they are interested in Explorations.

Management Foundations Courses

The [Management Foundations courses](#) provide essential learning across the key areas of educational leadership and organizational practice. Courses are open to all members and are also included as part of the Compass Leadership Academy program. Sign up for one course — or for a two-year pass to complete the full series.

Each course includes two live webinars, a self-paced Brightspace course, reflection and application activities, and scenario-based learning opportunities. Participants who complete individual courses earn a digital badge; completion of the full series results in a Certificate of Completion.

Courses include:

- Relations with First Nations
- Governance
- Finance
- Working with People
- Leading Inclusion
- Evidence-Informed Decision-Making
- Planning for Impact

Together, these courses strengthen professional judgement, contextual literacy, relational leadership, and the confidence to make decisions that hold up over time.

Destination Learning Events

Destination Learning brings leadership learning together with intentional space for reflection, renewal, dialogue, and connection. There are three retreat-format experiences across the 2026–2027 year: each cohort is capped at 30 leaders, and each has two parallel offerings led by Peter and Andrea. Choose the location and the theme.



- **The Inn at Laurel Point — Victoria, BC**

November 26–28, 2026

Resilient Leadership: Leading Well Through Complexity

with Dr. Andrea McComb

Resilient Leadership explores the practices, mindsets, and leadership habits that help leaders remain grounded, purposeful, and well, in the midst of increasing complexity. Together, participants will explore sustainable leadership, emotional resilience, relational leadership, and the importance of leading in ways that protect both personal well-being and professional purpose. Leadership sustainability is part of how we steward our schools and communities.

Leadershift: The Eleven Essential Shifts

with Peter Johnston

Three days at the Inner Harbour with John Maxwell's *Leadershift* as the through line — the eleven essential shifts every BC school leader has been sensing, but may not yet have named. Identity shifts, practice shifts, legacy shifts. The book in the room. The framework in your hand. The afternoons kept free, because the leaders who return home often credit their walk along the waterfront as much as the session itself for their personal shift.

- **Sparkling Hill Resort — Vernon, BC**

April 8–10, 2027

Amplification for Experienced School Leaders

Amplification I — The Ripple Effect: Amplifying Leadership Through Purpose and Presence

with Dr. Andrea McComb

Leadership influence is often shaped less by big moments and more by the daily decisions, conversations, and interactions that gradually shape school culture over time. Amplification I invites experienced school leaders to reflect on the ripple effects of their leadership presence, practices, and purpose. Through dialogue, reflection, and systems-informed exploration, participants will consider how leadership identity, intentional action, and relational trust influence the growth of people and the culture of schools. This retreat is designed for leaders ready to deepen what they do, and how they lead.

Amplification II — The Purpose Code

with Peter Johnston

Three days at Sparkling Hill, weaving John Maxwell's *Intentional Living* with Jordan Grumet's *The Purpose Code*. Maxwell's pattern: I want to make a difference, doing something that makes a difference, with people who make a difference, at a time that makes a difference. Four practices to write your significance story — putting yourself in your story, putting significance in your story, putting your strengths in your story, and getting off the path of good intentions by doing instead of trying. Carry home a personalised purpose roadmap to the leadership life you are purposefully choosing.

- **Tigh-Na-Mara — Parksville, Vancouver Island, BC**

April 22–24, 2027

Leading a Culture of Learning

LCL I — Conversations that Build Trust: Navigating Challenge Through Partnership

with Dr. Andrea McComb

School leadership is deeply relational work. The conversations leaders have every day, especially during challenge, conflict, uncertainty, or strong emotion, shape the trust and culture of a school community. This retreat explores how leaders navigate difficult conversations with clarity, empathy, confidence, and integrity while preserving relationship and partnership. Participants will strengthen communication practices that support courageous dialogue, relational trust, collaborative problem-solving, and healthy school cultures. Because how we lead people matters as much as what we lead.

LCL II — The Culture Code

with Peter Johnston

Three days at Tigh-Na-Mara Seaside Spa Resort built around Daniel Coyle's *The Culture Code*, the book that delves into what actually creates the cultures every BC school leader wants to lead. You will leave with *The Culture Code Playbook* — the practical companion drawn from the book — yours to carry home and apply. Reflective dialogue, purposeful walk-and-talks along the shoreline, and collaborative exploration of how strong school cultures are built: through safety, belonging, and shared purpose. The culture-building work awaits you in your building, and this is the framework to actually do it.

Back by Popular Demand — You Asked for Them, We Delivered

Four conversations our members keep returning to. Each will run as an after-school series across the year — designed for working leaders, the hour that fits into your week, and the topics that matter most. Some dates TBA.

Transforming School Attendance

The conversation that began last year continues — and deepens. Chronic absenteeism, family re-engagement, and building an attendance culture that holds. Practical leadership actions grounded in BC realities. *One foundational question keeps surfacing: why do students stop showing up? The next series in this list begins to answer it.*

Artificial Intelligence in Education

Last year's AI Roundtable returns with a sharper lens: how AI shows up in your school this year, the policy questions on the Principal's desk, and the leadership actions that put relational integrity ahead of the technology.

Anti-Racism Guidelines

Following the work the BCPVPA has been doing across the province, this series continues the practical, leader-grounded conversation on anti-racism in BC schools. Real frameworks. Real cases. Real next steps.

Education in Times of Complexity, Chaos, and Collapse, with Will Richardson

September 23, October 1, 8, 14, 22, 28, November 5, 2026 | 3:30 - 5:00 PM PT

Old assumptions about education are breaking. What does this moment ask of us? A professional learning experience for educators, leaders, and others concerned with how education is responding to this challenging moment. Are we ready to move beyond quick fixes and into the inner resources, relational practices, and communal wisdom these times demand? Seven sessions with Will Richardson, asking the questions about education that most leadership work avoids. This year, the room is bigger: Principals and Vice-Principals, of course — and we are opening invitations to teachers, and where appropriate, students. Engagement is everyone's question.

Chapter and District Learning Opportunities

Professional Learning and Development brings BCPVPA programming — tailored to your local priorities and your leadership team's needs — directly to your Chapter or district on request. Whether you are planning a Chapter retreat, hosting a focused session for a small group of Principals and Vice-Principals, or designing a year-long leadership initiative, we will work with you on building the program.

Here are just some of the programs that we can bring to your Chapter and district:



- *From Dr. Andrea McComb*

Cognitive Coaching®

Cognitive Coaching® helps leaders strengthen the thinking, reflection, and professional agency of others through intentional, thoughtful dialogue. Rather than positioning leaders as problem-solvers, Cognitive Coaching supports leaders in becoming thinking partners who build efficacy, self-directedness, and professional growth within individuals and teams. Participants learn practical conversational tools that deepen reflection, support professional inquiry, surface assumptions, and strengthen leadership capacity across school communities.

Adaptive Schools®

Adaptive Schools® supports leaders in building collaborative cultures where dialogue, inquiry, collective efficacy, and shared responsibility can thrive. Grounded in the understanding that the quality of adult collaboration directly impacts student learning, participants strengthen practical facilitation skills, group development strategies, and approaches for navigating productive conflict. Leaders leave with tools and frameworks that help create psychologically safe environments where teams can think deeply, engage meaningfully, and move important work forward together.

Principal as Mentor

Designed for Principals committed to developing Vice-Principals as confident, capable, and aligned leaders within their schools and systems.

Difficult Conversations

Strategies for navigating conflict, giving meaningful feedback, addressing concerns with staff and families, and engaging in courageous dialogue while preserving trust and dignity.

- *From Peter Johnston*

The 5 Levels of Leadership

Maxwell's foundational framework for understanding where you are on the leadership ladder — and what it takes to climb the next rung. A practical lens that changes how Principals see their own influence.

Intentional Living

Finding purpose and significance in school leadership. The questions a Principal can stop avoiding, and the practices that make a long career meaningful, not just long.

The 21 Irrefutable Laws of Leadership

Maxwell's complete leadership canon: twenty-one laws that explain why some leaders keep getting better while others plateau. Available as a session, a series, or a multi-day workshop tailored to your district.

Developing the Leader Within You

Building leadership from the inside out. For Principals ready to invest in themselves as deliberately as they invest in their staff and students.

- *Co-led by Peter and Andrea*

Aspire

Aspire is a responsive district-based leadership program co-created with your team around your unique priorities. Grounded in the [BCPVPA Leadership Competencies](#), Aspire supports leaders in putting competency into practice through inquiry, reflection, dialogue, and applied leadership learning. Aspirational where it matters most: in your real Tuesday.

Leadership Coaching Opportunities

Professional Learning and Development also offers individual and group coaching opportunities designed to support leaders in navigating the complexities of educational leadership with reflection, intentionality, and relational support.

Coaching may focus on:

- Leadership growth and reflection
- Navigating complex challenges and conversations
- Building leadership confidence and capacity
- Communication and relational leadership
- Strategic and systems thinking
- Team and collaborative leadership development
- Working through a specific goal or a series of goals

Individual and group coaching packages may be requested by Chapters, districts, or leadership teams. Andrea provides the majority of our individual coaching and, beginning in 2026-2027, Peter is also accepting team coaching engagements — working with leadership teams through a specific goal or series of goals over a multi-month engagement. Coaching is designed to be accessible through nominal-fee structures whenever possible.

BTS Spark Leadership Learning Series

Led by Dr. Andrea McComb

Grounded in [BTS Spark](#) leadership content and connected to the realities of educational leadership, [these sessions](#) invite leaders to reflect on who they are becoming as leaders while strengthening practical leadership capacity. Through dialogue, reflection, and application, participants will explore leadership identity, values-centred leadership, resiliency, relational influence, and leading meaningful change within complex systems. The series is designed to create both practical insight and reflective space. Sessions run online on Thursdays, 3:30–5:00 PM PT, and are not recorded — because real conversation needs the trust that comes with showing up live.

- October 1, 2026 — Your Leadership Story
- November 5, 2026 — Values-Centred Leadership

- January 7, 2027 — Resiliency and Sustainable Leadership
- February 4, 2027 — Engaging Others Through Trust and Influence
- March 4, 2027 — Challenging the Way Things Are Done: Leading Change and Innovation

These sessions support leaders in strengthening culture, engagement, adaptability, and organisational effectiveness while deepening leadership impact and purpose.

John Maxwell Leadership Series — Plus One

Led by Peter Johnston, Maxwell Leadership Certified Speaker · Facilitator · Coach · DISC Behavioural Consultant

A multi-format leadership offering throughout the year. Free virtual mornings, paid book-study cohorts, and a member-requested in-person workshop — all built around the practical leadership frameworks our members have been responding to and requesting.

Four cohorts draw on John C. Maxwell's work. The fifth invites Brené Brown into the room as the natural complement — and the “Plus One” in the name. Maxwell's framework grows from influence and character. Brown's grows from social science and vulnerability. Both are human-centred. Both are a perfect fit for BC Principals and Vice-Principals.

Bring your coffee. Bring a colleague. Bring the leader you are still becoming.

Morning Caffeine — Free Virtual Cohorts

45 minutes · Wednesday mornings 7:30–8:15 AM PT

Free for BCPVPA members · BCPVPA Associates welcome · Capped at 12 — first come, first served

Small-cohort Maxwell sessions before the first bell. Real conversation, pre-reading sent in advance, sessions not recorded. The 12-seat cap is the point: enough room for every voice, small enough for real honesty.



Morning Caffeine: How to Work with Complicated People

October 1, October 7, October 14, 2026 - cohort at capacity

Maxwell's framework for the four most common difficult-people patterns, and the leadership action most of us miss: working on ourselves before we work on others. Every BC Principal has at least one complicated person in mind right now. This is the framework that helps decode them.

Morning Caffeine: The 15 Invaluable Laws of Growth

Three Wednesdays: October 21, October 28, November 4, 2026 - cohort at capacity

Maxwell's fifteen laws across three sessions — Foundation, Process, Contribution. The leadership ceiling is real. These are the laws that raise it.

Breakfast Book Club (BBC) — Paid Virtual Cohorts

90 minutes · Wednesday mornings · Five-week cohorts

Fee covers the cost of your book - BCPVPA members \$59 per cohort · Non-members \$69 per cohort

Capped at 20 attendees

Yes, BBC — we borrowed the name on purpose. The formal flavour fits; the British accents are optional. Each cohort is a structured five-week book study, with pre-reading from the book and 90 minutes of real conversation each Wednesday. Four cohorts across the year, finishing each book before its natural seasonal close.

- BBC: *Leadershift*

Five Wednesdays: November 18, 25, December 2, 9, 16, 2026 | 7:00–8:30 AM PT

John C. Maxwell's *Leadershift*. Eleven essential shifts every leader must make. Finish the book by the winter break.

- BBC: *Everyone Communicates, Few Connect*

Five Wednesdays: January 20, 27, February 3, 10, 17, 2027 | 7:30–9:00 AM PT

John C. Maxwell on the difference between talking to people and actually reaching them. A January cohort for the new year intention every Principal sets — and the practice that makes it stick.

- BBC: *Today Matters*

Five Wednesdays: April 14, 21, 28, May 5, 12, 2027 | 7:00–8:30 AM PT

John C. Maxwell's twelve daily practices — the disciplines that compound across a career. The April cohort, coming out of spring break, before the year-end sprint begins.

- BBC: *Strong Ground* (Brené Brown)

Five Wednesdays: May 26, June 2, 9, 16, 23, 2027 | 7:30–9:00 AM PT

Brené Brown's newest book (released April 2026). The lessons of daring leadership, the tenacity of paradox, and the wisdom of the human spirit. A year-end cohort to walk into summer break stronger than you walked into May.

Everyone Communicates, Few Connect — In-Person Workshop

Date and location: TBD

By member request — the Maxwell Connection Framework brought in person to your region of BC. If your region or district would like to host a one-day or two-day *Everyone Communicates, Few Connect* workshop, please contact pldinfo@bcpvpa.bc.ca to discuss dates and details.

The BCPVPA PLD Difference

Every program is designed specifically for practicing Principals and Vice-Principals, delivered in a safe and supportive learning environment. What sets us apart is our commitment to practitioner-led facilitation: our programs are led by former Principals who understand the work because they have done the work. Our Foundations and Explorations programs include current Principals and Vice-Principals as table and group facilitators, ensuring every learning experience is grounded in real-world relevance with immediate applicability to your daily practice.

Our learning is anchored in the [BCPVPA Leadership Competencies — Being in the Canoe](#), creating coherent pathways for your professional growth. All participants receive comprehensive materials so the learning can travel back to your school for continued reflection and application.

Whether you are seeking to grow your own capacity, foster a culture of curiosity and inquiry, develop contextual literacy, steward the future of all children, or bridge policy and practice, our 2026–2027 programming is built to meet you where you are.

Looking Ahead

The 2026–2027 season builds on a record-setting 2025–2026 year — more than 2,000 program registrations across the season, from an Association of approximately 2,700 members. That trust is unmistakable, and we feel it. These learning opportunities support leaders in growing their capacity to lead schools and systems with purpose, courage, curiosity, and care.

September is around the corner. The hallways will fill up again. The bell will ring. Your year will begin whether or not you have planned it.

This is the moment to plan it.

Choose one Morning Caffeine or one BTS Sparks session. Hold the dates for Connecting Leaders. Book a seat at Laurel Point, Sparkling Hill, or Tigh-Na-Mara. Sign up one of your teachers for Explorations.

Email pldinfo@bcpvpa.bc.ca to bring a session to your district. Pick the lane that fits your year... and we will see you there.

Wishing you a strong, generous, and good school year ahead.

For full program details and registration, contact pldinfo@bcpvpa.bc.ca

AT A GLANCE

September 2026

Education in Times of Complexity, Chaos, and Collapse
September 23, October 1, 8, 14, 22, 28, November 5, 2026

Management Foundations Courses

Online courses begin Fall 2026

October 2026

Morning Caffeine: How to Work with Complicated People

October 1, October 7, October 14, 2026 - *cohort at capacity*

BTS Spark

October 1, 2026 — Your Leadership Story

Compass Leadership Academy

October 17–18, 2026 (in-person) + monthly webinars and modules

Morning Caffeine: The 15 Invaluable Laws of Growth

October 21, October 28, November 4, 2026 - *cohort at capacity*

Connecting Leaders 2026

October 22–24, 2026

November 2026

BTS Spark

November 5, 2026 — Values-Centred Leadership

BBC: Leadershift

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The Inn at Laurel Point — Victoria, BC

November 26–28, 2026

Resilient Leadership: Leading Well Through Complexity

Leadershift: The Eleven Essential Shifts

December 2026

Visit bcpvpa.org for updates

CHECK OUT

- Management Foundations Courses

Open to all members

- Transforming School Attendance

Dates to be announced

- Artificial Intelligence in Education

Dates to be announced

- Anti-Racism Guidelines

Dates to be announced

- *Coordinate these sessions for your Chapter:*

Cognitive Coaching®

Adaptive Schools®

Principal as Mentor

Difficult Conversations

The 5 Levels of Leadership

Intentional Living

The 21 Irrefutable Laws of Leadership

Developing the Leader Within You

Aspire

- **Individual and Group Coaching Packages**

pldinfo@bcpvpa.bc.ca

January 2027

BTS Spark

January 7, 2027 — Resiliency and Sustainable Leadership

Explorations for Aspiring School Leaders

Saturdays: January 9, 30, February 20, and March 6, 2027

BBC: Everyone Communicates, Few Connect

Five Wednesdays: January 20, 27, February 3, 10, 17, 2027

February 2027

BTS Spark

February 4, 2027 — Engaging Others Through Trust and Influence

IDEAS 2027

February 5, 2027

March 2027

BTS Spark

March 4, 2027 — Challenging the Way Things Are Done: Leading Change and Innovation

April 2027

Sparkling Hill Resort — Vernon, BC

April 8–10, 2027

Amplification for Experienced School Leaders

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Leading a Culture of Learning

LCL I — Conversations that Build Trust: Navigating Challenge Through Partnership

LCL II — The Culture Code

May 2027

BBC: Strong Ground (Brené Brown)

Five Wednesdays: May 26, June 2, 9, 16, 23, 2027

June 2027

Visit bcpvpa.org for updates

July 2027

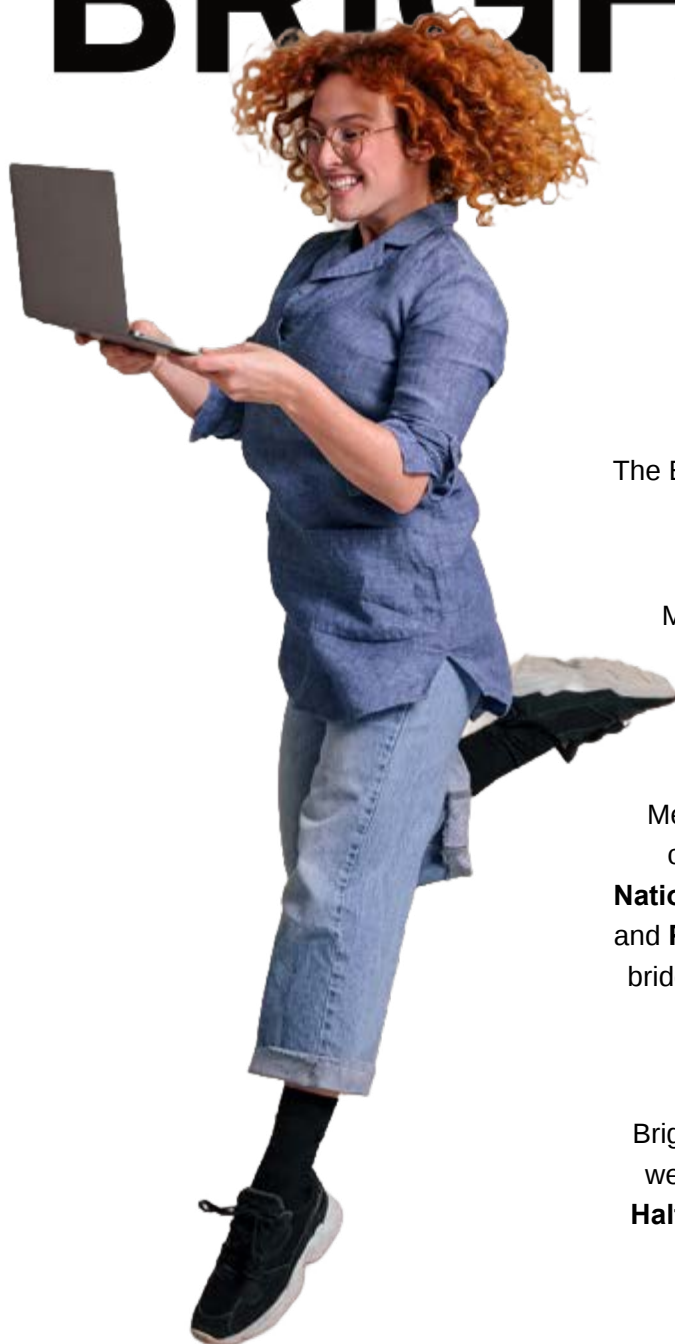
Foundations for New School Leaders

Dates to be confirmed

D2L

BRIGHTSPACE

bcp  vpa



A Powerful Learning Management System for Educational Leaders

The BCPVPA Brightspace site supports professional learning, leadership development, and professional growth planning for our members across BC.

Members can access courses designed to strengthen leadership practice, deepen understanding of the BCPVPA Leadership Competencies, and support reflective, role-based growth.

Management Foundations Courses

Members can explore a growing suite of Management Foundations courses, including **Finance, Governance, Relations with First Nations, Working With People, Decision-Making, Leading Inclusion, and Planning for Impact**. These courses support educational leaders in bridging policy and practice, strengthening professional judgment, and applying learning to the complex realities of school leadership.

Member Well-being and Member Services

Brightspace also includes learning opportunities that support member well-being and professional capacity, including **Round and Round: Halting Rumination - Getting Off the Not-So-Merry-Go-Round** and **Approaches to Strategic Negotiations**.

For All Members

All members have access to **My PGP: My Professional Growth Plan** and **Being in the Canoe**, supporting ongoing reflection, competency development, and leadership growth grounded in the BCPVPA Leadership Competencies.

To obtain your BCPVPA member sign-in access, please contact pldinfo@bcpvpa.bc.ca



Are you a Member on the Move?

Do you have a new school, a new role,
or other contact updates?

Help us keep *you* in the loop: email your updates to

Membership Services





Support



BCPVPA Member Support Services: What to Expect When You Reach Out

by Lynda Bonvillain, Carmen Eberle,
and Magdalena Kassis

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The Member Support Services (MSS) team is available to BCPVPA members for many services and supports. One of the most common and formal supports offered is representation of members when they are facing extremely challenging – and often unexpected – situations. When members are faced with serious allegations, the MSS Directors support them and act as their ‘representative’ through the formal process.

This can include situations such as:

- Harassment and bullying complaints
- Complaints filed at the Teacher Regulation Branch (TRB)
- Misconduct complaints
- Terminations of contract, with and without cause
- Navigating severance agreements
- Support for formal meetings with senior management
- Facilitation of requests for mediation
- Witness Accompaniment and Procedural Support during Investigation Meetings

The MSS team is comprised of Directors of Member Support Services. It is a member's choice to be represented by the BCPVPA and, in most cases, members do choose this representation.

When an MSS Director represents a member through an investigation or other serious situation, the goal is to ensure that the member is as prepared as possible for the process, that there is fairness of process, and that contractual rights are being followed. MSS can also liaise and communicate with the member's senior management or investigator(s) on their behalf, and advocate for the member as best as possible.

The MSS team has a wealth of experience in school and district-based administration – as well as training in negotiation, workplace investigations, human rights, and educational law – and the team collaborates closely. The Directors are not lawyers, and provide professional guidance only. When warranted, the BCPVPA has full authority to access legal counsel for advice and guidance, to ensure that members are as supported as they can be.

When members are faced with allegations or situations that require representation, it can be an extremely difficult and emotional time, both personally and professionally. MSS facilitates member awareness of available support pathways

and relevant external resources including employer-assisted programs

It is important for members to understand that in the rare situation where a member chooses to seek their own legal advice or counsel for a situation that requires representation, BCPVPA cannot participate in representation of the member as it would be considered a conflict of interest.

In a broad sense, having representation means the member has someone speaking or acting on their behalf. When members engage the services of the MSS team, they will be working with someone who will support them through their challenging situation. MSS Directors maintain confidentiality in their work with members, and they will not act on a member's behalf without their consent.

MSS Directors do not represent members in situations involving criminal investigations. However, MSS may

resume representation when the criminal proceeding is resolved, and when the situation returns to the jurisdiction of the school district with a focus on the employment relationship.

Representation

The most formal representation occurs when members face serious situations with their employer, including investigations of harassment or professional misconduct. It is recommended that members reach out to the MSS Directors for their involvement as soon as there is notification of an investigation. In these situations, the MSS Directors ask members to formally advise their districts in writing that one of the Directors, on behalf of the BCPVPA, is representing the member in the investigative process. This enables the Director to directly engage with senior managers or other employees at the district level in order to:

- Arrange logistics, including calls or meeting times / places for the investigation



- Engage with investigators directly, before or during the process to clarify timelines/ procedures
- Seek clarification and/or particulars related to allegations against the member
- Request specific materials members might need to prepare for their investigation
- Address procedural questions, and ensure that fair, equitable, and reasonable processes are sustained throughout
- Obtain confidentiality agreements and access to investigation reports
- Attend all interviews and post-investigation meetings with senior staff
- Advocate for a particular course of action or best possible outcome after an investigation

Representation as part of a Teacher Regulation Branch (TRB) process is very formal. Once the intake office or investigator is informed that a member has representation from the BCPVPA, they will only communicate with the representative; this effectively streamlines communication. Some school districts also operate this way, but many do not. The process of a TRB investigation is also different in that most information is shared with the investigator through written submission, whereas in school district-initiated investigations, information is gathered through interviews. MSS Directors are actively involved in preparing and supporting the timely submission of written responses to – and/or in-person interviews with – the TRB, and following up with investigators throughout the process. In some circumstances, MSS Directors will advocate for indemnity if it is deemed appropriate under the School Act, and/or a member's contract allows for it. When matters involve

complexities that are outside the scope of the terms of employment, members may be referred, at their own cost, to independent, reputable legal counsel to ensure their interests are protected by appropriate multifaceted legal expertise.

In addition to investigations, members can access MSS representation when meeting with superintendents, other district management, or HR personnel. If a member is asked to attend a meeting with a superintendent or other senior manager, the MSS Director will attend with the member, whether in person or virtually. They will represent the member's interests, and will ask questions and advocate for the member.

Witness

The Directors of Member Support Services provide representation to members participating in workplace investigations in the role of a witness. The MSS team's position is that members should have support throughout the process, as investigations can be complex, nuanced, and emotionally demanding. Representation includes accompaniment, process oversight, and emotional support to help members understand expectations, navigate the investigation with confidence, and participate effectively.

Mediations

There are situations in which parties agree to engage in a mediation, circle, or conflict resolution process instead of a formal investigation. This is particularly helpful when the parties work together in the school or district setting, as mediation can help members reach a common understanding and work toward positive working relationships. MSS Directors support members going through a mediation, circle, or conflict resolution process, at times representing them in conversations with facilitators and district staff.

Terminations

Members engage MSS to represent them when they are facing termination from their district. These are very challenging circumstances for members. MSS Directors attend meetings where terminations are discussed, and represent members' interests in ensuring that districts are following fair and reasonable process as outlined in members' employment agreements. Representatives will provide guidance and support throughout the return to teaching process, and administrative provisions under the School Act including responding to settlement offers proposed by districts. MSS consults with the BCPVPA's legal team to ensure the best possible outcome for members who have been terminated.

Human Rights Tribunals & WorkSafe BC

MSS Directors also represent members in other investigations, including Human Rights Tribunals and WorkSafe BC investigations.

In addition to formal investigations, members often seek representation when dealing with other matters in their districts or with outside agencies. This may include liaising with senior management regarding

contract concerns, such as salary levels, retirement gratuities, and benefits; communicating with HR personnel regarding leaves of absence or Graduated Return to Work plans; or responding to case managers at WorkSafe BC or Desjardins (Long Term Disability).

In all situations of representation, the goal of the MSS Director is to achieve the best possible outcome for the member through proactive engagement, allowing the member to focus on the situation or process they face.

Representation in challenging situations is one of the many services that are offered to BCPVPA members. Members are encouraged to reach out for general professional guidance, or with questions around contracts, retirement, health leaves, performance evaluations, mentorship, or any other topic. The BCPVPA will provide members with the information or will offer direction to the appropriate contact or resource.

Other Services

In addition to representation, the MSS team also provides professional guidance on a wide variety of topics associated with complex workplace



situations through virtual and in-person workshops/ presentations that include:

- Know Your Contract
- Navigating Employment Duties and Professional Boundaries
- Leadership Through a Regulatory Lens: Fiduciary Responsibilities and Decision Making
- Navigating Workplace Investigations: Understanding Process
- Workplace Investigations: Understanding Process
- Retirement Ready: Planning Your Future
- À La Carte – On Demand Requests

Contact the Team

If you are seeking professional guidance or formal representation, please reach out to Member Support Services.

Members are invited to email mssinfo@bcpvpa.ca. When you do so, the first available team member and/ or the Director with expertise in the area of concern will contact you as soon as possible. You can also directly contact anyone on the MSS team by phone or by email, and we will ensure you receive a timely response.

Lynda Bonvillain

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604.877.5395

Carmen Eberle

Director, Member Support Services
604.877.5383

Magdalena Kassis

BCPVPA Executive Director
604.689.3399

Please see the following pages for descriptions of these workshops.

We are also happy to discuss other topics that may be of interest.

Meet the
Member Support
Services Team
in the
TEAMS
section

Member Support Services: 2026-2027 Workshops by Request

[Click here](#) for the MSS Workshops Flyer

In-person or virtual workshop, by request for your Chapter

BCPVPA Members: Free

Non-Members: \$100

(BCPVPA & BCSSA Members and Spouses can attend Retirement Ready at no cost)

Know Your Contract

This workshop empowers school leaders with a comprehensive understanding of their contracts and employment rights. Participants will explore the nature of the employment relationship, key contract terms and conditions, and distinctions between contracts of employment and collective agreements. The session covers critical legislation – including the School Act, Employment Standards Act, Human Rights Code, and Teachers Act – and the implications of professional standards for B.C. educators.

Participants will examine the delegation of authority, the duty of good faith and fairness, and the importance of due process in employment decisions, including evaluation, reassignment, and termination. Emphasis will be placed on understanding key elements of contracts for exempt employees including terms versus continuing contracts, vacation entitlements, and compensation frameworks.

By the end of the workshop, attendees will be better equipped to interpret their contracts, develop an understanding of the negotiation process, recognize fair and equitable terms and conditions of employment, and will better appreciate employment rights. Steps towards proactive contract awareness will also be discussed to ensure informed and confident decision-making.

Leadership Through a Regulatory Lens: Fiduciary Responsibilities and Decision Making

This workshop supports Principals and Vice-Principals in understanding and fulfilling their leadership roles through a regulatory lens. Participants will explore how fiduciary duties, governance structures, and legal frameworks shape daily decision-making and leadership practices. Key topics include aligning school-level decisions with Board policy, the School Act, and other statutory expectations, while embodying the values of the education system.

Through reflective activities and case-based discussions, attendees will examine the emotional and strategic dimensions of leading difficult conversations, and the importance of creating inclusive team norms. Participants will also explore how to bridge policy with practice, supporting effective communication, ethical leadership, and responsive conflict resolution.

Rooted in the Professional Standards for BC Educators, and the First Peoples Principles of Learning, this session emphasizes the responsibilities school leaders carry as representatives of the education system.

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Workplace Investigations: Understanding Process

This workshop equips educators with the knowledge and tools to navigate workplace investigations with clarity and confidence. Participants will explore the full spectrum of investigation processes, from internal Human Resource procedures to external investigations including WorkSafe B.C., the Teacher Regulation Branch (TRB), and other provincial bodies. The session emphasizes the importance of procedural fairness, the role of documentation, and the standards guiding educator conduct in BC.

Participants will leave prepared to respond constructively and confidently to investigative processes, with an understanding of their rights, obligations, and support available.

Navigating Employment Duties and Professional Boundaries

This essential workshop equips Principals and Vice-Principals with the knowledge and strategies needed to avoid common professional missteps. Participants will explore fiduciary duties, risk management, conflict resolution, and professional boundaries. The session will provide clarity on the School Act, board governance, and the role of administrative policies in maintaining accountability. Emphasis will be placed on understanding process, appropriate communication, and understanding of Teacher Regulation Branch (TRB) Professional Standards. Real-world scenarios and case studies will highlight how to manage risk, protect students' safety, and maintain the integrity of the profession. Participants will leave with practical tools to lead effectively, while upholding the trust placed in educational leadership.

Retirement Ready: Planning Your Future

This workshop equips educators with the knowledge and tools needed for a successful, well-rounded retirement. It explores the three key pillars – financial, social, and physical – while helping participants align personal and lifestyle goals. Topics include the Teachers' Pension Plan (TPP), Canada Pension Plan (CPP), and Old Age Security (OAS), along with defined benefit and defined contribution plans, pension options, survivor benefits, cost of living protection, and the use of pension estimators. Extended health and dental coverage through the TPP will also be discussed.

Attendees will gain insights into lifestyle planning, including how to build social networks, reconnect with family, and explore new activities. Whether retirement is near or a few years away, this workshop provides essential tools that may help you to transition confidently into the next phase of life.

BCPVPA Member Support Services: Supporting Member Health & Well-being

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BCPVPA Director
Member Health and Well-Being
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Member Health is one of
the pillars of the BCPVPA's
2023-2026 Strategic Plan,
and the upcoming
2026-2030 Strategic Plan.

The Member Health Goal under the
current 2023-2026 Strategic Plan is:

**Principals and Vice-
Principals have the support
and resources required to
maintain and improve their
overall well-being.**

The Objectives related to this Goal
establish our pathway to ensuring that our
members have the education, resources,
and tools to maintain and improve their
overall well-being, including physical and
psychological safety, and mental health
support.

We will continue this work under the
2026-2030 Strategic Plan which will be
released this fall.

BCPVPA Member Health and Well-Being Services — At a Glance

A new school year is upon us! As you consider your school's or district's strategy for the year ahead – including your own growth plan – remember to be intentional in planning ways to support your health and well-being throughout the year.

Here are some core areas to consider:

- Incorporate more activity and movement that gets your heart pumping
- Discover how you can improve your sleep quality, duration, and consistency
- Eat healthier including enhancing gut health, ingesting more fibre, and reducing processed food
- Increase your H2O consumption
- Include daily ways to calm your nervous system, from practicing mindfulness to increasing your vagal tone, to noticing moments that bring you joy

Find ways to better manage your workload or environmental stressors through enhancing your self-efficacy by:

- Setting boundaries
- Increasing self-awareness of how overextending your strengths may lead to exhaustion
- Enhancing your understanding of your circles of concern, influence, and control
- Calming rumination
- Better navigating difficult conversations
- Protecting your psychological safety



Remember to be intentional
in planning ways to support
your health and well-being
throughout the year

BCPVPA Member Health and Well-Being Services — At a Glance

Whatever your plan, we are here to support your efforts to maintain or strengthen your health and well-being.

As a BCPVPA Member, how do BCPVPA's Member Health and Well-Being services support you?

One-on-One Direct Member Support

Reach out for direction and support if you:

- Are looking for resources or information related to a particular health topic
- Are coping with a health issue that is impacting your ability to be your best at work
- Have a health condition that requires a medical leave and would like help navigating the disability system
- Need assistance when applying for short-term disability (STD) or long-term disability (LTD)
- Need assistance when injured at work and need to file a WorkSafeBC (WSBC) claim
- Need help or advocacy navigating the LTD or WSBC system for appeal support or rehabilitation resources
- Are concerned about your physical or psychological safety at work
- Are returning to work after a disability leave
- Need a workplace accommodation
- Have been asked to participate in an independent medical examination
- Have a human rights concern related to your health
- Are reassigned due to health issues
- Are looking for how to source a counsellor tailored for your specific needs
- Require coordination with other BCPVPA Directors of Member Support Services when health and employment issues intersect

Education, Tools, and Resources

Whether it is one member seeking information, or a Chapter coordinating a workshop, we provide a wealth of content, education sessions, and targeted direction to resources.

• Content

Website and Member Content:

Our website includes a wealth of member-only information, including the following resources:

- WorkSafeBC injury claims – and in particular, mental injury claims
- Frequently asked questions regarding disability leaves
- Health and safety
- Psychological safety in the workplace
- Information and connecting links for mental, physical and general health resources
- Upcoming workshops, or how to request a workshop for your Chapter

BCPVPA Member Health and Well-Being Services — At a Glance

ReFresh: Bi-weekly articles on topics from the full wheel of well-being, emailed to members every Wednesday.

ReCharge: An archive of self-directed articles and exercises related to your nervous system, regulation, and rumination.

The Learning Brain: An archive series on mental health across the continuum (*look for an updated version coming out in 2026/2027!*)

Regular articles: in *Principled* and *Leading: Back to School* magazines

• Chapter Webinars

The BCPVPA can offer Zoom or Teams webinars on a wide variety of topics, including content related to mental health.

Please [reach out](#) to discuss and schedule a session that can be customized based on your Chapter's needs.

• Targeted Resources

Looking for information on a particular health topic, or even a specific type of clinician?

We may have the answer, or can help you to find the information.

• Wel-Tel

Wel-Tel is a weekly to bi-weekly text connection between the BCPVPA and participating members that simply asks, “*How are you?*”

Wel-Tel is a great way for participating members to do a quick self-check-in, and be in regular touch with a trusted advisor who can answer questions or direct them to support. It is also another great way to stay connected.

New BCPVPA members will be automatically signed up to WelTel, with an opt-out option.

To learn more about Wel-Tel, check out [this article](#) and [this article](#).

• Research Targeted to Member Well-Being

The BCPVPA periodically conducts research on our members' experiences, asking for input, and seeking to better understand member needs.



BCPVPA Member Health and Well-Being Services — At a Glance

What we learn helps us to target our efforts and resources to best align with improving member health, and the data can be shared with sector partners to help form a contemporary picture of employee health in K-12 education.

In 2021, our members completed the Thriving in Education survey which helped us to identify the workplace factors that promoted their ability to thrive, and the workplace factors that potentially contributed to burnout.

In 2024, we engaged in research related to our members' experiences with violence at work and exposure to trauma.

• Coming in 2026-2027

- In collaboration with our professional learning colleagues, we are launching an online health module in our D2L Brightspace Learning Management System (LMS) called: *Round and Round: Halting Rumination - Getting Off the Not-So-Merry-Go-Round*. This will be part of a growing library of learning and support
- Research into a Virtual/Digital health vendor, to add a layer of mental health support for our members
- Updates to The Learning Brain series on the BCPVPA website
- The development of a "Nervous System Maintenance Manual" to guide members in keeping their nervous systems healthy, to prevent nervous system harm, and to direct members to appropriate support when their nervous system is in need

Ideally, BCPVPA members are practicing self-care and engaging in healthy behaviours. However, members who are struggling can be assured that they are not alone. Principals and Vice-Principals have very demanding jobs, and there will be ups and downs. Reach out when you recognize that you are struggling: it may be the critical call that helps you get back on a healthy track!



BCPVPA Membership and Finance: Supporting Members and Chapters

Simon Couture
BCPVPA Director of Finance
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Many of the administrative functions of the BCPVPA are centered in our Finance department. The role of the Director of Finance is to provide strategic leadership and oversee the Association's financial operations, including budget development, financial reporting, forecasting, and long-term financial planning. The Director is also the Association's Privacy Officer.

As one of the staff representatives on the Budget Advisory Committee, the Director contributes to the communication of financial strategy and supports the member representatives of that committee in their advice to the Board of Directors in relation to sound financial management and decision-making. The Director also serves as a key resource for local Chapters, providing them with guidance and advice on matters related to constitutions and bylaws.

The department functions are supported by the Assistant, Accounts Receivable/Membership, who is responsible for administering membership records

and accounts receivable functions, processing new membership and changes, reconciling membership dues, issuing invoices and receipts, administering BCPVPA payroll, recording and reconciling the payments, supporting GST filings, and maintaining accurate financial/AR records and payment transactions.

The Accounting Clerk is responsible for the Association's day-to-day accounting operations, including accounts payable, account maintenance, and financial reconciliations. This position maintains accurate financial records and processes payments for expense claims, honoraria, scholarships, and vendor invoices, ensuring timely and accurate financial transactions.

This team is here to support members, whether you are making an expense claim, or have a question about your membership. Please reach out to simon@bcpvpa.bc.ca with any questions.



Celebrate
National
Principals'
Month



October
2026