



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

**eNews**

**November 8, 2019**

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**A Message from BCPVPA President David DeRosa**

### **Back on the Road**

On this, the Friday before November 11, I want to acknowledge the role that Principals and Vice-Principals play in planning and hosting Remembrance Day Ceremonies in their schools and communities. It's a time of providing both youth and elders the opportunity to share in reflection, and honouring those who made the ultimate sacrifice so that we can enjoy a life of peace. Thank you for your efforts, your attention to the small details and your accommodation of the diverse needs of many.

My Fall 2019 *On the Road* theme continued this week, with a return to Vancouver Island and visits to Chapters in SD71 Comox Valley, SD72 Campbell River and SD69 Qualicum. My heartfelt thanks to Presidents Charles Schilling, Laird Ruehlen and Lori Marshall for coordinating my visits and arranging for meetings and presentations. I often refer to the unique contexts I experience as I travel around our wonderful province, but I also appreciate the common themes and characteristics that school

leaders share with me in our conversations. This week's Island visits really highlighted this experience.

As leaders, we are quick to share the positive student progress in our schools, initiatives that increase student engagement, new strategies and resources that support our staff in their work and so much more. I'm filled with positive energy when I see and hear about your collective positive impacts on student success and your school communities as a whole. But there's more. Our complex work and the time that is required to 'get it right' continues to be the consistent and common theme across our provincial landscape. When I ask the simple question, "*How are you showing up in this moment?*", the majority of us are initially challenged to respond honestly. We struggle to give ourselves permission to ask the question, "*how am I?*" because, too often, we already know the answer.

My work with compassionate systems has shown me that there are small actions we can take to support ourselves and each other. These small first steps are important, as the larger systemic changes will take time. Small actions are important for sustaining and recharging. As leaders, we know that modelling is an important strategy in our work. *Do as I say, not as I do* just doesn't cut it anymore. Our days are busy and the 'to do' list really can grow over the course of the day, but there are many times in a day when transitions occur. The beginnings and endings of meetings are an example: take 3-5 minutes at the start of a meeting to be present and engage in a '*check-in*' process, to focus your thoughts and to literally catch your breath. It's a small step, a little pause that creates time for self-awareness and gives others involved in the conversation time to do the same. This small action typically produces a simple outcome: a much more effective and focused use of time.

I have to admit that the first few times I led a brief check-in, I felt a bit of 'imposter syndrome'. I now realize I was actually feeling very vulnerable in sharing a new practice. As leaders, we often ask others to do this exact thing. By modelling this practice, we can accomplish three important system outcomes: self-awareness by being present; providing others with time and space to gather themselves; and acceptance of showing vulnerability, not as a weakness but as a part of compassionate leadership. I encourage you to give '*checking in*' a try.

Take Care,  
David

### ***David's Highlights***

- *November 4 – SD71 Chapter Visit*
- *November 5 – SD72 Chapter Visit*
- *November 6 – SD69 Chapter Visit*
- *November 7 – MIT BC Cohort Zoom Meeting*
- *November 8 – Early Learning Summit*

### ***On the Horizon***

- *November 13 – BCPVPA Short Course I 2020 Planning Meeting*
- *November 14-16 – BCPVPA Board, President's & Chapter Council Meetings, AGM*

### **Media**

David was interviewed by host Chris Walker on CBC's Daybreak South out of Kelowna on Monday October 28, commenting on the CBC News and CBC Marketplace investigation into student-on-student violence in Canadian schools.

[Listen to the interview here](#) – advance to 49:15 in the episode

[Watch the October 25 2019 CBC Marketplace episode](#)

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**This Week's Highlight**

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



**Lest We Forget**  
bcp<sup>BC</sup>vpa

#### BCPVPA Updates

##### **BCPVPA Survey Open Until November 12, 2019**

##### **School Staffing Level Survey**

Since the implementation of the Memorandum of Agreement three years ago, the BCPVPA has surveyed our members four times to better understand staffing levels across the province. This most recent version of our survey is intended to share data with the Ministry of Education regarding staffing levels for teachers, TTOCs and support staff.

The survey will be open until November 12, and the results will be shared with BCPVPA members through eNews. The survey should take approximately 10 minutes to complete. <https://www.surveymonkey.com/r/X5VDWWV>

##### **UBC Survey Open Until November 12, 2019**

## Principals' Work and Wellness Survey

*The more we hear from you, the better we can support you.* The *Principals' Work and Wellness* survey supported by BCPVPA has been extended **until November 12, 2019**. Please have your say and help us better understand and support your work and wellness by completing the online survey sent to your email from UBC Qualtrics. Please check your inbox or spam folder for the survey invitation link, or get in touch with Dr. Fei Wang at [fei.wang@ubc.ca](mailto:fei.wang@ubc.ca)

This SSHRC-funded survey is designed to investigate BC Principals' occupational health and wellness, the strategies you use to cope with your work-related stress and burnout, and your perspectives on the supports and services that could help you to navigate increasingly intensified work conditions and other pressures.

The survey is designed to accommodate your busy schedule. Therefore, the anonymous link you receive is specific to you so that you have the option of completing the survey in more than one sitting. Please do not share the link with colleagues, rather ask them to contact the principal investigator Dr. Fei Wang at [fei.wang@ubc.ca](mailto:fei.wang@ubc.ca) if they would like to participate.

All survey data will be **anonymized** and reported in **aggregate format**. Survey responses collected by the researchers will be used only for the purpose of this research (for sample results of our previous research on Ontario principals, please visit: [https://edst.educ.ubc.ca/facultystaff/fei-wang/#tab\\_tabs-5249-2](https://edst.educ.ubc.ca/facultystaff/fei-wang/#tab_tabs-5249-2)).

This is an opportunity for you to make your voice heard and to provide evidence to inform policies that impact your work on a daily basis. The survey will also provide an opportunity to gain information on the current Principal workforce in British Columbia. Thank you!

## BCPVPA Retirement Seminars

*Are you ready for retirement?* Whether you are mid-career or in the final years of work, it's a great question to ask yourself. BCPVPA's Retirement Seminars address the question of retirement-readiness, the specifics of the Teachers' Pension Plan and any questions that you may have.

Saturday January 18, 2020

9 am - 12Noon

Belmont High School (Learning Commons), Victoria

[Register](#)

Saturday November 30

9 am - 12Noon

LA Matheson Secondary, 9484 122 St, Surrey

[Register](#)

BCPVPA Vancouver office:

Saturday December 14 – *seminar is full, but a waitlist option has been added*

[Join the Waitlist for the Metro Vancouver Seminar](#)

Please contact [emily@bcpvpa.bc.ca](mailto:emily@bcpvpa.bc.ca) if you have any questions.

### **BCPVPA Fall Webinar Series**

Thank you to everyone who attended our Fall series!

Links to the webinar recordings can be found on our website:

[bcpvpa.bc.ca/webinars](http://bcpvpa.bc.ca/webinars)

### **Leading Student Success: Series and Discussion Guide**

The Leading Student Success video series is now available on our website

[bcpvpa.bc.ca/lss](http://bcpvpa.bc.ca/lss)

Pt. 1 Indigenous Education – Brad Baker

Pt. 2 Diversity Education – Shelley Moore

Pt. 3 Literacy Education – Faye Brownlie

Pt. 4 Spirals of Inquiry – Linda Kaser

Download the Discussion Guide from the Leading Student Success page on our website, or at [bit.ly/BCPVPA\\_LSS\\_Guide](https://bit.ly/BCPVPA_LSS_Guide)

*The series was produced in partnership with the BC Ministry of Education, and features four of BC's most influential educators with words of inspiration for school leaders and their teams.*

### **BetterEducate**

Develop a profile, collaborate with colleagues, browse and share resources and develop your Growth Plan and your School Plan – all on one platform!

If you haven't yet signed up, [visit the site](#) and sign up for your free membership with the promo code **Bcpvpa123**.

### **Early Intervention Program (EIP)**

The Early Intervention Program (EIP) has expanded province-wide.

The EIP is a professional support service provided by the BCPVPA at no cost to you and is completely voluntary and confidential. The program supports BCPVPA Benefits Plan members experiencing health-related personal and/or professional challenges.

[Find out more](#)

### **PowerPoint Template: The Role of the Principal in Your Child's School**

The BCPVPA has a new resource, a PowerPoint presentation template that you can edit and adapt as a presentation for your own PAC meetings or other school events.

It can be challenging to communicate the scope of a Principal's work to the many contacts in our networks and to support their understanding of the responsibilities of the Principal in their school – this template gives you an opportunity to introduce yourself and your staff, provide an overview of the public education framework in BC and elaborate on your expertise and what is important to you.

The PowerPoint includes notes for each slide to help you to modify images and messaging. We hope that you find this resource to be helpful!

[Download the PowerPoint](#)

## **BCPVPA Book Club**

Everyone is welcome to the next meeting on Wednesday November 20 at 7:30am PST.

Carry on the conversation between Book Club meetings by using the hashtag #NuanceChat and tagging @bcpvpa! If you would like to provide feedback about your Book Club experience, please email [bookclub@bcpvpa.bc.ca](mailto:bookclub@bcpvpa.bc.ca)

## **Have you moved schools?**

If you have a new address, school or role, please use our [online contact forms](#)

## **Do you have a LinkedIn Profile?**

So do we! Follow us at [linkedin.com/company/bcpvpa](https://linkedin.com/company/bcpvpa)

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## **Member & Partner News**

### **NEW**

### **Learn the Moves**

Decision Making Moves hosted by NOIIE (Networks of Inquiry and Indigenous Education)

Mon November 25, 9am – 2pm

VSBC Office, 1580 West Broadway

*What's better than a pros/cons list? Better than voting?*

Learn from decision-making scientists and teachers to understand decision making moves for classrooms/ staffrooms

\$50 – registration [communications@noii.ca](mailto:communications@noii.ca)

The Decision Playbook will be included for participants, with more available for purchase.

### **NEW**

### **Hop on the Ocean Wise Education Bus**





*Let us bring your class closer to the ocean!*

Thanks to the generosity of donors, this year Ocean Wise Education will be operating a free bus transporting classes to our programs onsite at the Vancouver Aquarium between October 2019 and April 2020.

With this bus we hope to decrease transportation barriers and make ocean literacy programming accessible to all.

For your chance to ride, apply here:

<http://vanaqua.org/education/school-programs/free-bus-application>

### ***Learn: The Newsletter of BC Education***

The October 2019 issue of *Learn* is now available: [read it here](#)

Every month *Learn* is sent out to BC's 70,000+ certificate holders to help improve outcomes for BC students.

[Find out more about \*Learn\* Newsletter](#)

If you have information that would be useful for certificate holders or if you have an idea for a feature article, [the \*Learn\* team wants to hear from you!](#)

### ***PDK Dinner Meeting***

*Save the date!*

Thursday, November 28

5:00 pm – 8:00 pm

Suzanne Kennedy from Harris & Co.

Topic: School Law 101: A Survival Guide for Educators

*More information available soon*

## **BCSSA 2019 Fall Conference**

November 21 & 22

The BCSSA 2019 Fall Conference, *Transforming Education Together*, will be held at the Westin Bayshore Vancouver with guests Margaret Wheatley, Ed.D, Prof. Santa J. Ono, Dr. Jan Hare and Shane Safir.

Recognizing that transformative change in education is supported by collaborative partnerships, the BCSSA 2019 Fall Conference will focus on equity, diversity, innovation, and student engagement. In building community with all stakeholders, we will consider local cultural contexts and perspectives as we move towards more global worldviews.

For more information about our speakers, the agenda, and registration, visit our event webpage at [bcssa.org](http://bcssa.org)

### **NEW POST**



**Charles Ungerleider**

In his latest blog, Charles Ungerleider writes about students succeed when they work together and have a suite of supports.

Read the blog post at: [On.Education.Canada](http://On.Education.Canada)

Charles Ungerleider is a Professor Emeritus of Education at The University of British Columbia and Managing Partner at Directions Evidence and Policy Research Group.

*The views, thoughts and opinions expressed in the OpED articles are those of the author and do not necessarily reflect the views, policy or position of the BCPVPA.*

### **UFV CE Psychological First Aid Course**

This course is for those who require in-depth knowledge and techniques to recognize and assist people in crisis after experiencing loss, grief, trauma, and stress, with an emphasis on self-care and personal protection.

ABBOTSFORD — CLEARBROOK CENTRE

Saturday Nov 30 8:30 am-4 pm

Find the description and resources on [BetterEducate](#)  
UFV offers team training opportunities – [find out more](#)

### **BCRPVPA Membership Opportunities**

*The trouble with retirement is that you never get a day off – Abe Lemons*

Are you or a colleague thinking of retirement soon? Please check the BC Retired Principals' & Vice-Principals' Association [website](#) for benefits offered to retired members, such as affinity, health & travel insurance, prestige coverage, pensions & other topics of interest, and you will also find a mail-in application form on the site. The BCRPVPA looks forward to hearing from you if retirement is in your near future!

[Contact us](#)

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## **Careers**

### **NEW**

**SD 73, Kamloops-Thompson**

**Director of Instruction: Elementary Education and Learning Services**

*Closing date is November 14, 2019*

[Find out more](#)

**SD 83, North Okanagan-Shuswap**

**Principal Pool**

*Closing date is November 12, 2019*

[Find out more](#)

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## The Deputy Minister's Bulletin

[Read the Deputy Minister's Bulletin for the week of November 1, 2019](#)

## Your BCPVPA Board of Directors 2019-2020

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Director Des Sjoquist (Central Okanagan)  
Director Sally Zryd (Kamloops-Thompson)

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[bcpvpa.bc.ca/enews](http://bcpvpa.bc.ca/enews)



**David DeRosa**

President



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