



## eNews

Friday November 9, 2018

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## A Message from BCPVPA President David DeRosa

### Negotiation Representation

**Negotiation:** *(n) formal discussions between people who have different aims or intentions, especially in business or politics, during which they try to reach an agreement.*

**Representation:** *(n) the action of speaking or acting on behalf of someone or the state of being so represented.*

The BCPVPA's quest for negotiation representation has been a pivotal theme in our work over the past year. During this time, we have had discussions with our members, Boards of Education, Superintendents and the provincial government. To date, we've visited members in more than 40 districts and if we haven't spent time with you yet, we anticipate a visit in the coming months. Every conversation with our members and partners helps us to further reinforce our message, and to get a deeper understanding of our members' needs.

*We've seen progress:* the standardized approach to principal and vice-principal Regional Salary Grids has been a success, and we feel that the next step is a standardized provincial framework for negotiation. Provincial negotiation frameworks have proven successful in every other province in Canada, and we believe that alignment with this approach will be mutually beneficial in BC.

We have just completed an in-depth report on negotiation representation for the BC Public School

Employers' Association (BCPSEA) that follows our presentation to the BCPSEA Board of Directors last spring. We look forward to their feedback as we continue along the negotiation representation pathway.

As a starting place, we believe that a provincial negotiation framework would recognize the BCPVPA as the negotiating representative for principals and vice-principals in BC, and the local association as the representative for principals and vice-principals in each district; that there would be a common, but limited set of terms and conditions of employment provincially; a fixed term for each agreement; language defining contract review and dispute resolution processes; and a common provincial language which still allows autonomy for local boards to negotiate on local items.

The provincial terms and conditions of employment could include ongoing Regional Salary Grid implementation, standardized benefits, contract review and dispute resolution language, short-term disability provisions, salary and benefits enhancements and indemnification as possible areas of negotiation should we be voluntarily recognized by our government and employers as the provincial negotiating representative for principals and vice-principals.

At our upcoming Presidents' and Chapter Council meetings this month, we will provide updates on negotiation representation and seek member feedback about our approach. As I mentioned, our chapter visits will continue and we are beginning to take a similar approach in helping Boards of Education, as the employers, to better understand the benefits of negotiation representation. As we move forward, we will also ensure that our members have the information they need to speak comfortably about negotiation representation if asked by a Trustee or any other contacts.

Our goals in attaining a provincial framework are fairness, equity and sustainability for our members, and a focus on success for BC's students. Principals and vice-principals take great pride in achieving excellence in our schools, and we want to ensure that our members feel valued for the amazing work you do.

Take Care,  
David

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## BCPVPA UPDATES

### **David's Highlights**

- *November 2: Aboriginal Leadership Advisory Committee Meeting*
- *November 5: Visible Learning Institute*
- *November 5-6: BC Public School Employers' Association (BCPSEA) Symposium*
- *November 6: BCPVPA Board of Directors Teleconference*
- *November 7: Ministry Survey Task Force*
- *November 8-9: BC School Superintendents Association (BCSSA) Conference*

### **Coming Up**

- *November 13 - Take A Hike*
- *November 14 - Ministry Meeting - School Centred Mental Health Initiatives*
- *November 15-16 - Chapter Visit - Revelstoke*

### **BC Teachers' Council Appointment Opportunity**

The Minister of Education is seeking to appoint one BCPVPA member to the BC Teacher's Council for a three-year term beginning in 2019. The nominations by the BCPVPA must be in accordance with the BC Teacher's Council Regulation that states that the BCPVPA may nominate up to three of its members for consideration. The Minister of Education will make the final decision regarding the BCPVPA member appointed to the BCTC.

*Application deadline is Monday November 19, 2018*

[BCPVPA Member Application](#)

### **Save the Date - 2019 Connecting Leaders Conference**

Thursday October 24 – Saturday October 26, 2019

Penticton Lakeside Resort & Conference Centre

The 2019 conference will have the theme *Cultivating a Climate of Leadership*, and will feature keynotes [Peter DeWitt](#), [Gabrielle Scrimshaw](#) and [Dr. John Chenoweth](#).

[Find out more](#)

### **BCPVPA Retirement Seminar: Surrey – Tuesday December 4, 2018**

4:00pm – 6:30pm

Cindrich Elementary School, 13455 90 Ave.

A retirement seminar is being offered in Surrey for interested members from around the region. The seminar will include information on the Teachers' Pension Plan, including recent changes, and overall preparation and planning for retirement.

To RSVP for yourself and your partner: [Susan Whyte](#)

### **BCPVPA Webinars**

The Fall webinars are now available on the BCPVPA [YouTube](#) channel.

Visit [bcpvpa.bc.ca/webinars](http://bcpvpa.bc.ca/webinars) for the full rundown and link

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 MEMBER & PARTNER NEWS

**Launch of erase Website**

### **erase = expect respect & a safe education**

The Ministry of Education is pleased to announce that the new *erase* website is now live. In addition to bullying and violence prevention, the new *erase* site includes information and resources on online safety, mental well-being, substance use, and sexual orientation and gender identity. The site was created following extensive consultation with students, parents and educators.

[Find out more](#)

### **Meeting Students Where They're At, The Arden Way**

At Arden Elementary, a pretty cool approach to learning is underway. It's been in place for about six years now and evolved from a group of early primary teachers engaged in a Professional Learning Community. The teachers were interested in exploring alternative ways to better serve the needs of their learners. The results are showing favourably and there is a great deal of excitement regarding the work being done.

[Read more](#)

### **Funding Opportunity - Jumpstart**

Canadian Tire Jumpstart Charities is about more than getting kids active: it helps remove barriers so that all kids have the chance to participate alongside their classmates and friends. For kids, the opportunity to play helps foster self-esteem and develop valuable life skills like courage, confidence, teamwork, and resilience.

Jumpstart has funding available in your community to help individual children participate in organized sports and recreation, such as community soccer, school basketball or Girl Guides. Jumpstart also offers grants to eligible organizations that facilitate sport and recreation for kids facing barriers to play. Examples of eligible organizations include schools, Boys and Girls Clubs, Charities, municipalities and many more.

To find out if your family, clients or organization can benefit from Jumpstart, visit [jumpstart.canadiantire.ca](http://jumpstart.canadiantire.ca)

### **Critical Incident Group Debriefing**

**November 15, 2018**

This workshop in Vancouver explores the Critical Incident Group Debriefing (CIGD) process as a method for lessening the likelihood of people experiencing symptoms of trauma and stress after a critical incident. While participants of this workshop will learn how to facilitate a group debriefing, they will also learn how to discern when CIGD is appropriate for a group and when it might not be a suitable intervention.

[Find out more](#)

### **Final 2018 ICP Webinar Series: Health and Wellbeing**

**November 19, 2018**

12:00pm BST (British Summer Time) – 5:00am PST

The International Confederation of Principals presents this webinar on Health and Wellbeing with Professor Phil Riley.

RSVP by November 16 to [ICPLEADERS@gmail.com](mailto:ICPLEADERS@gmail.com) for login details

**Sponsored by Solution Tree Education Canada**

**Future-Focused Learning: Ten Essential Shifts of Everyday Practice –**

**November 19-20, 2018**

With leading expert Lee Watanabe-Crockett

Richmond BC

[Find out more](#)

**Sponsored by Solution Tree Education Canada**

**Assessing Critical Competencies: Modernizing Assessment and**

**Reporting for the New BC Curriculum – November 21-22, 2018**

With leading expert Tom Schimmer

Richmond BC

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**NEW**

**SD 37, Delta**

**Secondary School Vice-Principal**

**SD 23, Central Okanagan (Kelowna)**

**District Principal or Associate Director International Education Program**

For a District Principal role, educators are expected to possess or be eligible for a certificate of qualification as per the Teachers Act 2012, and possess an appropriate Master's Degree. It is expected that the individuals will have held a variety of positions in the education system including significant administrative experience.

For an Associate Director role, non-educators will possess a relevant degree (Marketing or Administration) and have significant experience related to International Education. It is expected that individuals will have experience in a related leadership role.

*Closing date is November 16, 2018*

[Find out more](#)

## **SD 87, Stikine, Atlin School**

### **Principal**

We are seeking a leader who has strong communication and liaison skills, excellent teaching skills and who is committed to excellence in education to support staff and student growth. The assignment is scheduled to commence January 1, 2019.

*Ongoing*

[bit.ly/2OQ8U5k](https://bit.ly/2OQ8U5k)

## **Okanagan Indian Band Cultural Immersion School**

### **Principal**

As an experienced administrator, educator, and organizational leader, you will head the department of Education and work with the Chief and Council and Community Services Division Director in the development of a comprehensive education framework and play a key role in the creation of a feasibility study for a new K-7 Cultural Immersion School.

*Position will remain open until filled*

[bit.ly/2z3kYWj](https://bit.ly/2z3kYWj)

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ONLINE

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## THE DEPUTY MINISTERS BULLETIN

**FOR INFO, SUPERINTENDENTS, PRINCIPALS, COUNSELLORS & SAFE SCHOOL COORDINATORS – Launch of the New *erase* Website:** The Ministry is pleased to announce the [new \*erase\* website](#) is now live. In addition to bullying and violence prevention, the new *erase* site includes information and resources on online safety, mental well-being, substance use, and sexual orientation and gender identity. The site was created following extensive consultation with students, parents and educators. Please visit the new *erase* site and share the link broadly with staff and colleagues.

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**FOR INFO, SUPERINTENDENTS – DUE NOVEMBER 23 – Visiting French Teacher Scholarships:** The Ministry has introduced two new scholarship programs to promote the recruitment of French language and French immersion teachers to B.C. Please refer to the [Visiting French Teacher Placement Scholarships web page](#) and the [Visiting French Teacher Training Scholarship web page](#) for more information, including eligibility criteria and how to apply.

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**FOR INFO, SUPERINTENDENTS & TEACHERS – Ocean Bridge 2019:** Want a chance to make a difference in ocean conservation? Youth are invited to form a national team engaged in co-creating and delivering service projects to their home communities that address ocean health and ocean literacy in Canada. The Ocean Bridge 2019 cohort will run from **February 2019 to January 2020**. Please visit [Ocean Bridge](#) to learn more about how to apply.

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