

Standard

A Committed Team of BCPVPA Members Takes on the Renewal of the Leadership Standards for Principals & Vice-Principals

The BCPVPA conference room was abuzz with conversation in late September of 2018 as a group of enthusiastic members gathered to tackle the revision of the BCPVPA Leadership Standards for Principals and Vice-Principals in BC. The Committee represented Principals, Vice-Principals and District Principals from various regions of BC, each with a passion for educational leadership, and a commitment to a collaborative review of the well-respected Leadership Standards.

Created in 2007, the BCPVPA Leadership Standards have existed as the framework of competencies that guide Principals and Vice-Principals in the work they do every day. From the articulation of personal values that underpin the values of school life, to understanding current pedagogy that supports instruction, to developing positive relationships that enrich a learning culture, to implementing the fine details of organizational management, the role of Principals and Vice-Principals is diverse, complex and important.

Times have changed since 2007: while the general essence of leading learning in schools remains constant, the context of advancing decades

invites reflection and consideration of the guiding competencies of leadership. The revised BC Curriculum has particular contextual importance, bringing a heightened focus on inclusion, Indigenous and environmental education – all of which require that Principals and Vice-Principals embrace and support a mind-shift in pedagogical practice.

And so the Committee gathered, and in meetings that spanned 8 months they reflected upon, discussed and collectively reconstructed sections of the Leadership Standards, with the goal of better reflecting the realities of educational leadership in 2019 and continuing to connect the ‘how’ to the ‘why’ of leadership in BC schools.

"... the role of Principals and Vice-Principals is diverse, complex and important."

So: what has changed in the 2019 Leadership Standards? Let's start with a **30,000-foot view**.

The current BC Curriculum provides a framework comprised of **Big Ideas, Core Competencies and Curricular Competencies**. The intent is that students learn to embrace not only the content of a specific area of study, but also to grasp the strategies and application of learning such that it prepares them for a life of continual learning.

Evolution

by Elizabeth Bell

"The Leadership Standards are a guide to learning as well as leadership."

The structure of the 2019 Leadership Standards emerges as a mirror reflection:

The
4 Domains
are analogous to
Big Ideas

The
9 Standards
are analogous to
Core Competencies

The
Action Statements
are analogous to
Curricular or Leadership Competencies

There are few aspects of educational leadership that fall solely into one Domain as named in the Leadership Standards, and as such the Action Statements flow intrinsically between the 'Big Ideas' of the four Domains. Leadership is a process, one that requires innovation and curiosity as well as the ability to be responsibly decisive and caring. The Leadership Standards are a guide to learning as well as leadership.

Moving down to a **20,000-foot view**, there are several specific changes to note:

Moral Stewardship Domain

has been renamed

Ethical Leadership



In the

Instructional Leadership Domain,
Supervision of Learning is now referred to as **Leading a Culture of Learning**



The **Action Statements** within the **Instructional Leadership Domain** now better reflect the intent of the current BC Curriculum



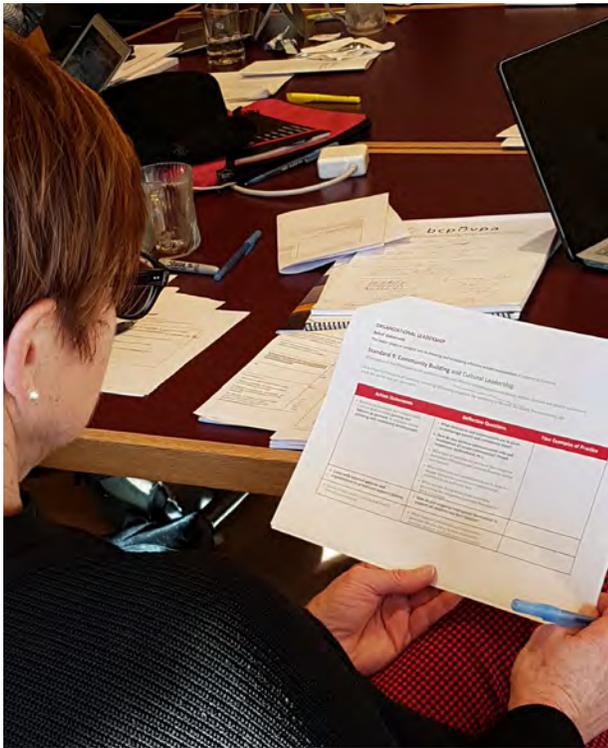
Community Building Standard
has moved to the
Relational Leadership Domain



The intentional integration of the **Indigenous Education Standards** created by ILAC appears in all Standards, each highlighting particular principles from the **First Peoples Principles of Learning** as well as within specific Reflective Questions



In all Domains, many of the **Action Statements** and **Possible Reflective Questions** have changed



You can imagine the number of edits to working documents that flowed between the Committee members. Certainly, the concept of 'process' was not lost in the conversations or emails and nor will it ever be – this is a living document as is the role of leadership.

At a **10,000-foot level**, the format of the Leadership Standards has been revised in order to facilitate access and usage.

The official Leadership Standards document includes a full introduction, completely revisited Domains, Standards and Action Statements, a glossary, references and acronyms.

A Leadership Standards Workbook has been produced as a companion document that includes Examples of Practice, and is designed to be used in a hardcopy format for workshop purposes.

The Leadership Standards will also be accessible digitally on the BetterEducate platform. This version will facilitate an online Self-Assessment tool and offer the ability to create an online portfolio version of Examples of Practice.

The Committee relished the process of revitalizing the Leadership Standards, and hope that the 2019 version will continue to guide and assist Principals and Vice-Principals. Leadership makes a difference to the life-chances of students, and the Leadership Standards provide a framework of competencies of which the BCPVPA and our members can be proud.

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**2018 - 2019
BCPVPA
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