



orkplace Intensification & ellbeing Committee



Three years ago, with growing concerns about the health and wellbeing of BCPVPA members, the Board of Directors established an ad hoc workplace wellbeing committee. The early work of that committee was to get a better sense of wellbeing issues for BCPVPA members, and to make recommendations to the Board of Directors. Today, the renamed **Workplace Intensification and Wellbeing Committee** has standing committee status alongside other essential BCPVPA Committees.

The Committee's intent is to advise the Board of Directors about the ways in which the BCPVPA can address issues of Workplace Intensification and Wellbeing (WIW) for BCPVPA members.

Founding Committee members Dean Pacheco and Annette Vey-Chilton have returned to continue their work on the Committee this year, with the addition of these BCPVPA members: Jenny Rankin, Linda Zieffle, Pam Gerrits and new Committee Chair Alison Campbell. BCPVPA Directors Heidi Grant, Bev Forster and President David DeRosa also sit on the Committee.

The WIW Committee's work is to advocate for healthy, respectful and inclusive workplaces, member self-care, and to develop a shared commitment to wellbeing amongst our leadership partners. This work has never been more important, as the BCPVPA learned last Spring that a significant

number of members are returning to the classroom or retiring earlier than planned due to reasons of work intensification.

We have more BCPVPA members on long-term disability (LTD) than ever before, primarily for mental disorders brought on by stress. The work of this Committee is crucially important, and the BCPVPA has taken action to address the impact of work intensification beyond the work of this Committee. The BCPVPA's objective to negotiate provincially on behalf of Principals and Vice-Principals could lead to increased and much-needed benefits and supports for BCPVPA members. The BCPVPA's Mentorship Program and professional learning opportunities for new school leaders may help our newest members feel a greater sense of confidence and efficacy in their work.

This Fall, the BCPVPA has partnered with Dr. Fei Wang of UBC on an important wellbeing study for Principals around the province. Dr. Wang's research partner in Ontario is administering the identical survey for Ontario's Principals. While the BCPVPA has administered a number of wellbeing surveys of its own, partnering with Dr. Wang and his team's research-based approach will help the BCPVPA to tailor programs and advocate with government and employers about the wellbeing needs of school leaders around the province.

If you have feedback or questions for the WIW Committee, please reach out using the BCPVPA's contact forms: bcpvpa.bc.ca/contact-us

2019 - 2021

BCPVPA Workplace Intensification & Wellbeing Committee

Founding Committee Members

Dean Pacheco
Annette Vey-Chilton

Committee Chair

Alison Campbell

BCPVPA President

David DeRosa

Committee Members

Jenny Rankin
Linda Zieffle
Pam Gerrits

BCPVPA Directors

Heidi Grant
Bev Forster



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