



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

eNews

February 21, 2020

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A Message from BCPVPA President David DeRosa

A Week of Connections

As I walked to work on Wednesday, I thought about the special pleasure of crisp air and blue skies in February, something that just seems to lift our attitudes and brighten our days. Yesterday's Board of Directors meeting had a marina-side view, where we joked that we would need to shake up the table-seating halfway through our day so that everyone could have an opportunity to enjoy the scenery.

We are gathered at our host hotel, the River Rock Casino Resort, for a few days of meeting, learning and connecting. Today is our annual BCPVPA Issues Forum, and we're so pleased to have a 'sold-out' crowd: not even standing-room available this year! Our keynote speakers and breakout presenters will share their knowledge on a variety of themes, but overwhelmingly there is a connecting thread that follows leadership in a climate of change, and the resiliency, agility, openness and

mindfulness that is needed to carry us through. We are grateful for today's opportunity to listen and learn, to explore and synthesize, and most importantly to be with our members and friends.

It's been a week of connections such as these, leading from BC Family Day weekend with a visit to our members in Burnaby (SD41) and meetings in the office on Tuesday, and my meeting with sector leaders on Wednesday. As you are aware, Provincial Negotiation Representation has been at the forefront of the work of the BCPVPA, and it has been – and continues to be – identified by our members as a top Association priority both in our 2017-2020 Strategic Plan, and continuing in our strategic planning process for 2020-2023. In the follow-up to the passing of an amendment to the January 2019 BCPSEA Resolution 0-2 at BCPSEA's January 2020 AGM, a number of sector leaders reached out to me to initiate a conversation regarding the amended motion. Those conversations led to Wednesday's meeting with leadership representatives from BCSTA, BCSSA, BCASBO and BCPSEA. I appreciated the opportunity to share with the group some of the challenges that our members experience in the context of the terms and conditions of their personal services contracts. I reiterated that a provincial table continues to be a critical strategic goal for the BCPVPA, and that we are continuing to support and inform our members as we travel along this path.

The discussions in Wednesday's meeting were collaborative, explorative and very future-outcome-focused. Two significant 'next steps' emerged from this dialogue. The first step is to address the amended motion from the 2020 BCPSEA AGM. This will be done through a working group comprised of members from each organization with the intended outcome to develop contract language and best practices necessary to achieve equity of contractual employment conditions for Principals and Vice-Principals. The second step will be to engage in a more comprehensive dialogue to address sector health and its impact on leadership.

These steps are positive opportunities to continue a collaborative dialogue with our key sector partners. I look forward to our next meeting, and working together to discuss system solutions that support equity and address the variability that currently exists in personal services contracts.

As part of our Chapter Council agenda this evening, your Chapter Representatives will have a number of opportunities to enrich their understanding of their colleagues' provincial experiences through dialogue; to review the historical and legal contexts for negotiation agency; and to ask questions of staff, presenters and each other so that they can directly inform their understanding of this complex and important concept on your behalf.

Please take a minute to further explore the contextual pieces associated with this journey [by going to this link](#) on our website. Please don't hesitate to reach out to [Kevin Reimer](#) or [myself](#) directly. I look forward to the conversations, the dialogue and the important sharing of perspectives.

Take Care,
David

David's Highlights

- *February 17 – Celebrate BC Family Day!*
- *February 18 – SD41 Burnaby Chapter Visit*
- *February 19 – Sector President Meeting*
- *February 20 – BCPVPA Board of Directors Meeting*
- *February 21 – BCPVPA Issues Forum*
- *February 21-22 – BCPVPA Chapter Council Meeting*

On the Horizon

- *February 25 – Maple Ridge Student Forum*
- *February 26 – Pink Shirt Day, BCPVPA office & BC Legislature*
- *February 27 – erase BC Review*
- *February 28 – K-12 SOGI Collaborative*
- *February 28 – Compassionate Systems Leadership – BC Cohort*

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This Week's Highlight



NEW

This May, BCPVPA is proud to support Jean Up (*previously Jeans Day*) – a province-wide initiative in support of [BC Children's Hospital](#). It's a chance for schools to come together and wear jeans to show what they stand for – helping kids get out of their hospital gowns and back into their jeans. The program has been reimagined for 2020. *Stay tuned for an update on how to register your school in the coming weeks.*

BCPVPA Updates



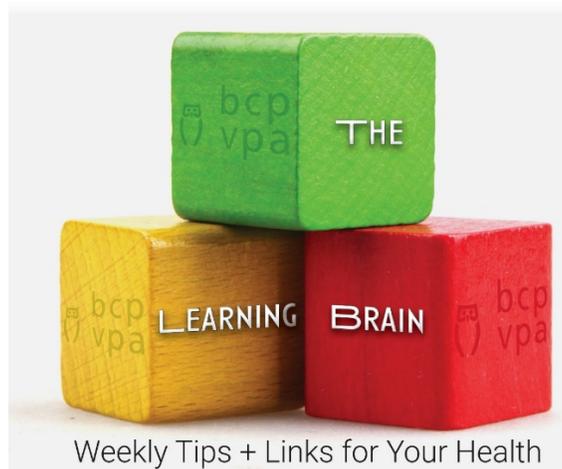
Welcome!

We are absolutely delighted to announce that the successful applicant for Director, BCPVPA Member Support Services is **Magdalena Kassis**.

Magdalena has spent her career in education working in the Vancouver School District. After teaching French, Music and elementary classroom for nine years, she worked as a Vice-Principal and Principal for a further nine years and as a Director of Instruction for the past five years. In that role, she was responsible for approximately twenty-five elementary and secondary schools as well as several district portfolios, with a focus on supporting Principals and Vice Principals in their work.

Magdalena is fluent in French, having lived in France for three years and attending the French Immersion program as a student. In her spare time, Magdalena enjoys family time at their cabin, sailing, and travelling.

Please join us in welcoming Magdalena to the BCPVPA, beginning March 23.



New Series

We hope that you gained some insights from the first installment of The Learning Brain last week!

Each week in eNews, we will share tips, links and self-assessment tools that will help you to better understand the mental health continuum, and to use the resources that are available to you. The links will be available at

bcpvpa.bc.ca/thelearningbrain

Read the second installment of The Learning Brain in the [Columns](#) section of eNews!



[Open for Nominations](#)

BCPVPA 2020 Partnership Awards:

Have you thought about the ways you can thank a community member or organization who has made a significant difference in the life of your school? While flowers and gift cards are always appreciated, consider offering a lasting tribute by nominating them for a **BCPVPA Partnership Award**.

Nominations are open until April 1: [you can find the nomination form here](#).

BCPVPA ILAC: Indigenous Leadership Survey

The Indigenous Leadership Advisory Committee (ILAC) would like to share the results of their recent survey.

925 BCPVPA members participated in the survey with **8.7%** identifying as Indigenous. This contrasts with our 2019 BCPVPA Member Survey in which **6.5%** of members identified as Indigenous.

One of the Committee's goals is to encourage Indigenous teachers to become Principals and Vice-Principals. **11.3%** of students in the public school system are Indigenous, and the Committee believes that a similar percentage of Principals and Vice-Principals should exist as well.

To reach out to the Committee, please contact kreimer@bcpvpa.bc.ca

[Still time to register!](#)

Targeted Feedback Institute

Tools and Processes to Support Teaching Practice

May 7 & 8, 2020

Facilitator is Jeff McCormick, University of Washington

Education Services Centre

North Vancouver School District Office

2121 Lonsdale Avenue

Space is limited to 50 participants

[Find out more](#)

[Register](#)

Short Course I and Short Course II 2020

Short Course I 2020: July 6-10 in Vancouver

[Register](#)

As a new or nearly new Vice-Principal or Principal, consider spending a week with colleagues at UBC exploring the Building Blocks of Leadership based on the BCPVPA Leadership Standards. It is an intense week that will inspire early career leaders and form the foundation of a lasting network.

Short Course II 2020: July 2-4 in Kelowna

[Register](#)

As a mid-career Vice-Principal, Principal or District Leader, consider attending a 3-day Summer Summit that will ignite a year of intentional, collaborative reflection with colleagues from across the province. Engage with world-class thought leaders during the Summit as together we set conditions for our individual learning.

Registration will be limited so do not delay!

BCPVPA Retirement Seminar

Our BCPVPA Retirement Seminars address the question of retirement-readiness, the specifics of the Teachers' Pension Plan and any questions that you may have. The next seminar will be held:

Saturday April 4, 2020

9 am - 12Noon

Columneetza Campus of Lake City Secondary

1045 Western Avenue, Williams Lake

[Register](#)

Please contact emily@bcpvpa.bc.ca if you have any questions.



Early Intervention Program (EIP)

The Early Intervention Program (EIP) is available 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](#)

BetterEducate

Develop a Profile:

update your biography, and complete a self-assessment

Collaborate with Colleagues:

search leaders, start a BackBeat, ask questions, and discuss topics

Browse and Share Resources:

explore, create, bundle and connect

Develop your Plans:

work on your growth plan and your school plan(s)

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

BCPVPA Princip(ed) Magazine

Read it online [bit.ly/Principled Nov19](http://bit.ly/Principled_Nov19)

We welcome your feedback, and your ideas for upcoming stories. If you're interested in writing content, please contact sandra@bcpvpa.bc.ca

BCPVPA 2018-2019 Annual Report: Our Year

We're pleased to present our Annual Report, documenting our activities from July 2018 to June 2019. [Find it here](#)

Have you moved schools?

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

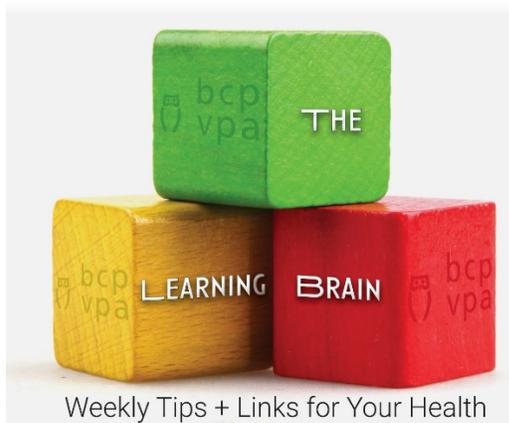
Do you have a LinkedIn Profile?

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

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Columns

[NEW POST: The Learning Brain – Positive Psychology](#)



Although I didn't know it at the time, I was first introduced to **Positive Psychology** in an executive coaching session nine years ago. I had described an overwhelming feeling that I experienced when I arrived home the previous evening. I had walked

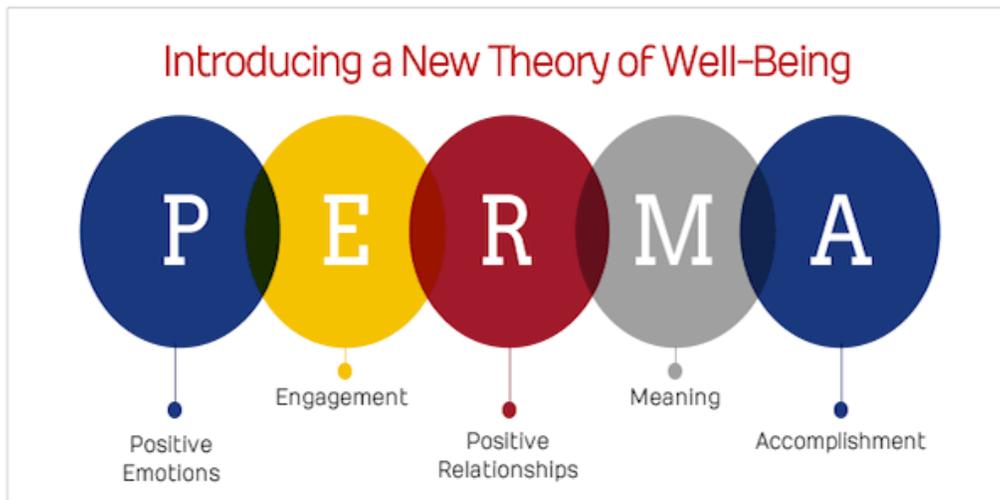
in the front door to find my still-unemployed, then-husband, baking cookies in the kitchen and my seven-month-pregnant live-in nanny playing on the floor with my 3-year-old in front of the fireplace. The weight of my own never-ending responsibilities lay heavy on my shoulders. After describing this event to my coach, she wisely told me, “*Rochelle, change the story. As you described the scene, I felt the warmth of family, calm and happiness in the moment, and your gratitude for a career that enables you to provide these comforts.*” This advice changed my life!

So, what is **Positive Psychology**? The “*Godfather of Positive Psychology*”, Martin Seligman, states that:

Instead of the traditional focus in psychology on how to help people with psychological problems alleviate their suffering, positive psychology considers how people can flourish under relatively normal conditions, and how to promote lives that are most worth living (Seligman & Csikszentmihalyi, 2000).

This website provides a specific definition and a great foundation to Positive Psychology: <https://positivepsychology.com/what-is-positive-psychology-definition/>

This website introduces the PERMA model which “*is a widely recognized and influential model in positive psychology*”. Seligman proposed this model to help you to focus on your own happiness and well-being.



[Download the PDF](#) to learn more about the PERMA model that can help you to focus on your own sense of authentic happiness and well-being, and to learn 7 practical tips for achieving a positive mindset. You'll also find links to two great videos!

And share with us *your own* practical tips to achieve a positive mindset – we'll be posing that question on Twitter and Instagram this week @bcvpa.

Weekly PDFs in this series are available on our site bcvpa.bc.ca/thelearningbrain

Next week:

The Building Blocks of Resilience

NEW POST



Charles Ungerleider

In his most recent blog, Charles Ungerleider writes that Alberta has removed the word “public” from its ~~public~~ school boards, a change that further erodes the distinction between public schools and other schools that do not serve all citizens. He asks, can such a change happen here?

Read the blog at: [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.

Member & Partner News

BCRTA Golden Star Awards

The BC Retired Teachers' Association's Golden Star Awards celebrate programs that feature the special interaction between students and seniors.

The application deadline is April 15, 2020 – [find out more](#)

[Meet the 2019 Recipients](#)

Scholarships: Johnson Insurance

Johnson Insurance is pleased to offer 50 scholarships valued at \$1000 each to eligible students who are completing high school in 2020 and starting post-secondary education in the Fall of 2020. Applications open April 1.

[Find out more](#)

[Visit the site](#)

Learn: The Newsletter of BC Education

The January 2020 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!](#)

Nominations Are Open: The Premier's Awards for Excellence in Education

Do you know a teacher, administrator, Principal, Vice-Principal or support worker who has made a positive impact on students and your school community? [Nominate them](#) for one of the Premier's Awards for Excellence in Education! The nomination deadline is April 30, 2020.

[Read the news release](#)

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.

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 #41 (Burnaby)

Assistant Superintendent

Closing date is March 2, 2020

[Find out more](#)

[NEW](#)

SD #62 (Sooke)

District Principal – Safe and Healthy Schools

Closing date is February 28, 2020

[Find out more](#)

[NEW](#)

SD #62 (Sooke)

District Principal – Curriculum Transformation

Closing date is February 28, 2020

[Find out more](#)

[NEW](#)

SD #73 (Kamloops-Thompson)

Principal Pool

Closing date is March 5, 2020

[Find out more](#)

[NEW](#)

SD #73 (Kamloops-Thompson)

Vice-Principal Pool

Closing date is March 5, 2020

[Find out more](#)

SD #78 (Fraser-Cascade)

Superintendent of Schools / Chief Executive Officer

Closing date is February 27, 2020 at 12 noon

[Find out more](#)

SD #87 (Stikine)

Superintendent of Schools

Closing date is February 28, 2020

[Find out more](#)

SD #87 (Stikine)

Secretary Treasurer

Closing date is February 28, 2020

[Find out more](#)

*Did you know that [Make a Future](#) has an up-to-date job board?
Find the latest opportunities in the BC Education sector!*

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The Deputy Minister's Bulletin

[Read the Deputy Minister's Bulletin for the week of February 17, 2020](#)

Your BCPVPA Board of Directors 2019-2020

President David DeRosa (Kootenay-Columbia)

dderosa@bcvpa.bc.ca

President-Elect Darren Danyluk (Rocky Mountain)

darren.danyluk@sd6.bc.ca

Director Tom Aerts (Victoria)

taerts@sd61.bc.ca

Director Susan Clough (Surrey)

clough_s@surreyschools.ca

Director Carmen Eberle (Langley)

ceberle@sd35.bc.ca

Director Bev Forster (Bulkley Valley)
Director Heidi Grant (Nechako Lakes)
Director Brett Johnson (Victoria)
Director Read Jorgensen (Victoria)
Director Brian Leonard (Coquitlam)
Director Des Sjoquist (Central Okanagan)
Director Sally Zryd (Kamloops-Thompson)

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szryd@sd73.bc.ca

Note: Lee Karpenko is now Assistant Superintendent in SD57 & stepped down from the Board in January 2020

Sandra Murphy
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Did you know that backcopies of eNews are archived on the BCPVPA website?

bcpvpa.bc.ca/enews



David DeRosa

President



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