

BCRPVPA General Meeting – Wed. October 19, 2016  
BCPVPA Office - Vancouver 9:45

9:30 Social

9:45 Call to order - Eileen

9:45 Introduction of BCPVPA staff: Kit, Kim, Antonia, Carol, Don, Corina, Warren, Helen, Linsea, Richard and also Kevin (President). Those introduced but not present: Jessica, Liz, Harold, Jennifer.

Adoption of Agenda

Moved - Vivian

Seconded - Laurie

Carried

Adoption of Minutes from previous meeting (March 9, 2016)

Moved - Ted

Seconded - Leanna

Carried

10:00 Welcome and self-introductions: 23 members present

Reports:

- a) Treasurer – Lanny presented the Statement of Financial Position from June, 2016 showing a balance of just under \$30,000. Lanny moved acceptance of report. Ted seconded. Carried.
- b) Communications – Graham (Mail out - Linda). Our newsletter will continue in its present form but our goal is to move away from a pdf format and into an ePub format. Also, we hope to move from a single editor to an editorial board. Graham reported that, so far, there have been 267 out of 700 members who have responded to the most recent survey. Results\* are included below.
- c) Technology – Graham will be presenting the technology proposal in the speakers part of our meeting.
- d) Affinity/Membership Benefits – Roy - no report. Gerald explained the Affinity programme to new members and highlighted some of the benefits: e.g., 2 health plans to choose from; discounts on car rental and tickets to some events; a car purchase plan through Carter Auto Group.
- e) Speakers - Executive - Eileen. Due to time conflicts with another commitment, Ann has stepped down from her role of contacting speakers and arranging presentations. She has been thanked for her previous service. The executive is taking on this responsibility. If anyone has any ideas and/ or connections regarding a speaker or topic, please submit information to an executive member. Graham gave information about Genus Investments which is located in downtown Vancouver. They are willing to give us a presentation in their offices. Eileen mentioned approaching Gerry Tiede about speaking to us about our Pension Plan. Vivian mentioned the possibility of a tour and meeting at UBC. These options will be followed up.
- f) Chapter Council/Vice President's Report – Ted. Ted and Eileen attended the BCRTA's AGM dinner as guests on Sept 23, They were warmly welcomed and received the impression that the BCRTA is interested in working

more closely with us. The next Chapter Council meeting will be on Nov 18 and 19. Ted and Eileen will attend the meeting.

- g) Scholarships – Christine, Jeff, Ted. Reviewed more than 20 scholarship applications from throughout BC and 4 recipients have been selected. The successful and unsuccessful applicants will be informed of the results. Look for a write-up about each recipient in the next newsletter. Each awardee will receive a cheque for \$1000 to be used to help with the costs of their education.
- h) Membership and Sunshine - Leanna has been calling members whose emails had previously bounced. She has been able to update our contact information about these members and has enjoyed the phone conversations she has had. A reminder that any members with a change of address, email, phone or name should let us know by writing to [bcrpvpa@google.com](mailto:bcrpvpa@google.com) Also, if there are reasons for celebration or sympathy please let us know.
- i) Social/Meetings – Lanny. No report. Lanny was thanked for the lovely snacks provided for today’s meeting.
- j) Pensions - Gerald. Report\*\* included below.
- k) History – Vivian. The history committee plans to convene to review and write about our last 20 years. Past presidents were approached and asked to write an article about their time as president. Many of these have been submitted and included in recent newsletters. Also, to celebrate our 20th anniversary, the names of the first 10 past presidents have been included on a plaque honouring their contributions. Names will be added after each 2-year term is completed. This has been hung in the Boardroom of the BCPVPA offices.
- l) President’s Report - Eileen thanked members for being present and highlighted the close working relationship among the executive team. She summarized the email correspondence received since the last meeting and highlighted the work around producing the newsletter, updating members’ data, interpreting survey results, and the awarding of scholarships.
- m) New Business: No new business.

10:50 Adjournment:

Moved - Eileen

Seconded - Christine

Carried

Social/Break

11:00 Speaker Presentations

- **Kevin on the proposed Mentorship Program** - Kevin provided a handout and it is included below. He also spoke about a survey that BCPVPA did of its members where they found a real need for mentorship - 70% of BCPVPA members would like mentorship. BCSSA has a mentoring programme which may be one to model our BCPVPA/BCRPVPA on. We are looking at a pilot project. Kevin will be presenting this proposal to the BCPVPA board of directors this week and, if approved, BCRPVPA members throughout the province will be invited to apply to be mentors. About 30 will be selected. Applicants will be asked to provide information regarding their currency in the field and, once selected, will be expected to attend training - likely in the spring.
- **Graham - Technology Update/Proposal.** Current website launched in 2011. This past year a committee has revisited our current and future needs. We want to move toward a more accessible and self-maintained website. We also want to be supported by a company that can meet our requests in a timely manner. We are looking to hav-

ing a more interactive website - once that can easily include surveys, members' contributions and searchable material. We are looking further into 3 technologies: Office 365, Yammer, and Mail chimp.

- We are proposing to move to Techtone, the company that created and hosts the new BCPVPA website. It makes good sense for us to use the same group at the BCPVPA. This would provide our members a fluid transition between the our two sites. And, for our tech committee, it means we can be supported by Richard as well as by Techtone, The start-up costs will be about \$ 4, 365 and our 2016-17 budget has \$6000 set aside for technological maintenance and development.
- Motion to accept the Techtone proposal. Moved by Linda. Seconded by Christine. Carried.

Lunch – Rogue Restaurant (no host)

### **Important Dates**

Next Executive Meeting: Wednesday, Nov 9, 2016 at 10 a.m.

Next General Meeting: Wednesday, Jan 18, 2016 at 9:45 a.m. Topic and Speaker still to be determined.

### **Handouts and Reports**

\*BCRPVPA General Meeting  
October 19, 2016  
Technology Report  
submitter by Graham Mulligan

#### **Survey Monkey**

The BCRPVPA Members Survey (October 2016) is now closed. There were a total of 267 responses.

#### **Some Highlights:**

##### Part 1 - Demographics:

2/3 of our members still live in the same district they worked  
members live in: Metro Vancouver 40%; Van Isle/Victoria 30%; Thompson/OK 20%  
2/3 are 65-74 yrs; 1/5 55-64 yrs; nearly 1/5 75-84 yrs

##### Part 1 - Teaching Certificate:

2/3 kept their certificate more than 3 years, but less than 1/3 still active certificate  
over 1/5 returned to work as admin, many for longer assignments

##### Part 2 - Presentation Preferences:

Travel:

travel with a partner is overwhelming preference  
Europe is preferred destination; others just about equal  
all travel topics just about equal

Health:

not much interest in Stress Management; equal interest in Exercise, Diet and Fitness

Estate:

equal interest in all topics

Volunteering:  
overwhelming interest in Local Volunteering; but next is International

\*\*BCRPVPA Pensions Report  
By Gerald Soon

VALUATION 2014 Results, as reported in the 2015 Teacher Pension Plan Annual Report

At least every three years, an independent actuary performs a valuation of the Teachers' Pension Plan. The most recent valuation was measured as at December 31, 2014. The purpose of the valuation, which is like a report card, is to determine how much money needs to be put into place to keep the pension promise, based on a series of economic and demographic assumptions. If assets are the same as liabilities, the plan is said to be "fully funded." If there is an excess of funds, it is a surplus, a shortfall is an "unfunded liability." In the case of "unfunded liability," the Teachers' Pension Plan Board of Trustees (the Board) must address the shortfall by adjusting contribution rates for members and employers.

The plan's basic account had actuarial assets of \$22.9 billion and actuarial liabilities of \$22.4 billion, meaning the plan was in surplus and 102 per cent funded.

The Teachers' Pension Plan Joint Trust Agreement (JTA) provides specific instructions when there is a valuation surplus, requiring the plan to use the surplus to balance employer and member contribution rates. Currently employers pay higher contribution rates than members. Effective July 1, 2016 the gap between employer and member contributions will narrow. Active Member rates will stay the same, and employer contributions rates will be reduced. As of July 1, 2016 employer contributions no longer required to fund the basic account will be reallocated to the account that funds COLAs.

Retired Members

Due to this Valuation, funding for COLAs (Cost of Living Adjustments) will be strengthened. As of January 1, 2017, all retired members will be eligible to receive a cost of living adjustment. They will no longer be required to be age 56 or older to receive it. This will be reviewed at the same time as the next valuation.

Cost of living adjustments are a non-guaranteed benefit. But, remember that once a member receives an adjustment it becomes part of their basic lifetime pension.

NEW RULES THAT MAY AFFECT RETIRED MEMBERS

As of October 1, 2015, if a Teacher Pension Plan member who is retired, returns to work, they no longer have the option of suspending or repaying their pension payments and restarting contributions to the plan. If a member retired, then became re-employed with a Teacher Pension Plan employer and restarted contributions before October 1, 2015, they may continue contributing until they retire again. If they began working for an employer that is not part of the Teachers' Pension Plan, they should talk to their new employer about its pension plan enrolment rules.

Members may be interested in reading the full Annual Teacher Pension Plan report for 2015.

[http://www.pensionsbc.ca/portal/page/portal/pencorcontent/tpppage/publications/annualreports/tpp\\_2015\\_annual\\_report.pdf](http://www.pensionsbc.ca/portal/page/portal/pencorcontent/tpppage/publications/annualreports/tpp_2015_annual_report.pdf)

## OVERVIEW

**i** *Mentoring provides a form of professional learning for administrators that suits the realities of the modern day. The field of mentoring has grown over the past ten years and is seen as a key leadership development strategy in many organizations. An increasing number of researchers are beginning to find that mentoring is an excellent process for leadership development in schools as well. Just as teachers engaged in mentoring share a desire to improve their teaching skills in relation to student learning, principals and vice-principals involved in mentoring want to refine, expand and enhance their knowledge and skills in relation to management, leadership and school improvement.*

The BCPVPA serves its more than 2200 members through advocacy, representation and leadership development. Our most recent provincial survey reveals that our members, particularly our newest members, are looking for mentoring relationships to support them in the important work that they do. Currently, 40% of districts provide a mentoring program for new administrators leaving the majority of our members without this type of support system.

The current reality is that the role of school leadership is increasingly complex and demanding. Principals and vice-principals currently work in an environment of high student achievement expectations, curriculum and assessment reform and funding cuts within a highly unionized workplace.

Lieberman (1992) notes, "Urban school populations have not only been characterized by students who are increasingly diverse ethnically and linguistically, but by students who, in ever larger numbers, are coming to school with many more physical, social and emotional problems that make them far from ready to learn." A recent Ontario Ministry of Education discussion paper concludes, "The strain of the last decade has taken an unfortunate toll ... which is reflected in record numbers of retirements leading to a high proportion of new and less experienced principals and vice-principals." The time is right for a school leadership mentoring program that will allow experienced school leaders to encourage and support the development of principals or vice-principals in the first three to five years of their career.

## The Objective



*To create a BCPVPA mentoring program aimed at providing a mentoring partnership to support our newest members. Our vision is that members of the BC Retired Principals and Vice-Principals Association would be recruited and trained in effective mentoring strategies to mentor and coach BCPVPA members willing to participate in a mentoring relationship.*

- Priority #1: Create a partnership with the BCRPVPA Executive to develop a BCPVPA mentoring program
- Priority #2: Recruit and select qualified BCRPVPA members who would be willing to take the training and act as mentors.
- Priority #3: Hold mentoring training sessions in the spring of 2017 with a goal of launching a mentoring pilot program in the fall of 2017.

## Timeline for Execution



*The following timeline lists the important dates and actionable items between now and the launch in the fall of 2017.*

| Description                                   | Start Date                 | End Date      | Duration |
|---|----------------------------|---------------|----------|
| Meet with the BCRPVPA Executive               | September 14 <sup>th</sup> |               |          |
| BCRPVPA AGM Meeting                           | October 14 <sup>th</sup>   |               |          |
| Identify interested members to act as mentors | December 2016              | February 2017 | 3 months |
| Providing Training Sessions                   | March 2017                 | May 2017      | 3 months |
| Market the pilot program                      | April 2017                 |               |          |
| Open registration                             | April 2017                 |               |          |
| Program launch                                | August 2017                |               |          |

# EXPECTED RESULTS

## Benefits

- **Increased BCPVPA profile:** Our members tell us that they wish the BCPVPA would have a stronger voice on issues of importance to public education. A high quality mentoring program would demonstrate to the field our ongoing commitment to leadership development.
- **Increased Membership Numbers:** A quality mentoring program could be seen as added membership value and motivate non-members to join the BCPVPA.
- **Consistent Training:** While 40% of our members have access to mentoring programs in their districts we do not know what the quality of the programs are like. With a provincial mentoring program we can be consistent in terms of content and quality.
- **Increased Capacity:** Mentoring is an effective form of professional learning. The intent is to ensure that our members have the tools in their toolkit to provide high quality leadership within their schools.
- **Decreased Need for Support:** Our Contract/Legal team often need to provide support to members in the first few years of their career. With the increasing complexity of school leadership coupled with a lack of authentic training and support it is no wonder that our members on occasion will struggle in the complexity of their work. Having a reliable mentoring relationship early in their careers may advance their capacity as effective educational leaders.

# BUDGET

The following table outlines the potential cost for this program. As demand increases and more mentors are needed the costs of the program will increase as well.

| Budget   | Price           |
|--|-----------------|
| Mentoring Training Sessions (30 BCRPVPA Members)     | \$10,000        |
| Catering for sessions                                | \$2000          |
| Administration costs (registration, marketing, etc.) | \$2000          |
| BCPVPA Facilities for hosting                        | \$1000          |
| Travel   | \$3000          |
| Mentor Honorarium (\$100 x 30 mentors)               | \$3000          |
| <b>Total</b>   | <b>\$25,000</b> |

## CONCLUSION



*Mentoring is about relating and working differently as school leaders. Hargreaves (2005) explains, "Educational leadership is one of the most rewarding and also frustrating jobs there is. The rewards keep leaders going. The frustrations drive them out. What typically determines the balance is whether school leaders face the challenges together or alone." At a time when schools are undergoing tremendous transformation and change attracting and retaining quality school leaders with a high level of commitment to the work is increasingly challenging. Programs and opportunities that break down the walls of isolation and engage school leaders in generative dialogue may not only develop leadership capacity but serve to renew the focus of school leadership.*