



April 20, 2021

Applying the Standards for B.C. Educators

Beginning with this issue of *Learn*, and on a quarterly basis, we will be sharing anonymized summaries of recent discipline outcomes. In doing so, our intention is to show how the standards are interpreted and applied. A better understanding of the **standards** to which all certificate holders are held accountable contributes to maintaining the high quality of our education system.

The summaries of several recent discipline outcomes are included on the following pages along with the standard that was breached. More details about these or any other discipline outcome or decision can be found on the [Discipline Outcomes web page](#).



Date Published	Summary
2020-12-17	<p>A school district made two reports in December 2018 and June 2019, regarding a high school teacher. The first matter occurred in 2018 when the teacher was teaching a Grade 8 woodworking class. When disciplining students, the teacher physically grabbed Student A by their backpack and directed them into the classroom. The second matter occurred in 2019 when the teacher was providing prep coverage for the Learning Assistance/Life Skills (LALS) program. Student B, who was in Grade 11 and on the autism spectrum, was a part of this program. Student B's safety plan identified noise or disruptions as triggers. When Student B was disruptive, rather than following the safety plan, the teacher took Student B into the hallway and grew angry with them. In the process, Student B moved and came into contact with the teacher's hand. The teacher accused Student B of hitting them, which Student B denied. After the LALS teacher intervened, Student B began to cry and did not understand what they had done wrong. In August 2020, the teacher completed the JIBC course "Creating a Positive Learning Environment". On December 17, 2020, the Commissioner reached a consent resolution agreement with the teacher with respect to both matters. The teacher admitted their conduct constitutes professional misconduct contrary to Standard 1. The teacher agreed to a reprimand.</p>
2021-01-04	<p>In June 2018 a school district made a report regarding a secondary school teacher who taught math. During the 2017/2018 school year, the teacher used inappropriate words and phrases in math assignments, some of which singled out past and current students by name. One student reported feeling worried that they might end up in one of the math assignments. Further, the teacher exchanged phone numbers with students and texted students very late at night about school matters. One student felt so uncomfortable that they pretended not to own a phone. The teacher also engaged in social activities with students outside of the classroom, including inviting some current students to join them on their boat. Some students felt that the invitations were a sign that the teacher favoured some students over others. On January 4, 2021, the Commissioner reached a consent resolution agreement with the teacher. The teacher admitted their conduct constituted professional misconduct contrary to Standard 1. The Teacher agreed to a 3-day suspension and to complete the JIBC course "Reinforcing Respectful Professional Boundaries".</p>
2021-01-12	<p>In March 2020 a school district made a report regarding a secondary school teacher. While the teacher was teaching PE, Student A, a Grade 12 student, attempted to toss a dumbbell to a classmate, but it fell to the floor. In response, the teacher spoke to Student A loudly in front of four different PE classes saying, "what is stupider, throwing a dumbbell across the gym or trying to catch it?". When Student A attempted to explain that dropping the dumbbell was an accident, the teacher picked up the dumbbell and threw it aggressively, underhand, towards Student A saying, "do you think this is an accident?". The dumbbell was thrown approximately three feet, it would have struck Student A in the face if Student A had not caught it. On January 12, 2020, the Commissioner</p>



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	entered into a consent resolution agreement with the teacher. The teacher admitted their conduct constituted professional misconduct contrary to Standard 1 . The teacher agreed to a 1-day suspension.
2021-01-12	In February 2020 a school district made a report regarding a TTOC for a Grade 6/7 class at an elementary school. Student A told the teacher they had clippers at home and asked if the teacher would shave their head and the teacher agreed. On the day that Student A brought their hair clippers to school, Student A was asked if their parents knew they had brought the clippers to school and had given permission, Student A answered “yes”. At recess that day, without permission from Student A’s parents or school administrators, the teacher proceeded to shave Student A’s hair in front of some of Student A’s classmates. On January 12, 2021, the Commissioner reached a consent resolution agreement with the teacher, who admitted their conduct constituted professional misconduct contrary to Standard 1 . The teacher agreed to a reprimand.
2021-02-02	In January 2019 a school district made a report regarding a Grade 5 teacher. Between September 2018 and January 2019, the teacher used a loud voice in class, belittled, embarrassed, and singled out students. Examples include, but are not limited to, yelling at Student A then saying to the class, “don’t be like Student A,” and telling Student B, “why are you not able to keep up with the rest of the class?”. The teacher told Student C, “you should know that by now” when they asked a question after returning from a family vacation. The teacher also made other inappropriate comments to Student C. The teacher called out students for being too slow and messy and said their desks were “pigsties”. The teacher voiced concerns about students work in front of their classmates and removed a sheet from Student A’s workbook, describing it as messy and asked for it to be redone. Students described feeling scared, nervous, embarrassed, and stressed. On February 2, 2021, the Commissioner reached a consent resolution agreement with the teacher. The teacher admitted their conduct constituted professional misconduct contrary to Standard 1 . The teacher agreed to a 2-day suspension.
2021-02-23	In June 2018 a school district made a report regarding a high school teacher. Over several years, the teacher failed to maintain appropriate professional boundaries with students. The teacher communicated with students on social media about personal matters, gave inappropriate personal gifts to students and spent time alone with students doing one-on-one activities. The Commissioner reached a consent resolution agreement with the teacher. The teacher admitted their conduct constituted professional misconduct contrary to Standards 1 and 2 . The teacher agreed to a cancellation of their teaching certificate.
2021-03-16	In November 2019 a school district made a report regarding a secondary school teacher. The teacher entered into an inappropriate relationship with a student. The teacher made a physical and romantic gesture towards the student towards the end of the school year. Within days of the student graduating, the teacher commenced a sexual relationship with the student. The Commissioner reached a consent resolution agreement with the teacher. The teacher admitted their conduct constituted professional misconduct contrary to Standards 1 and 2 . The



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	teacher agreed that they would not apply for, and that the Director of Certification would not issue to them, a teaching certificate for a period of 20 years.
2021-03-30	<p>In 2017 the Commissioner received two complaints made by parents about a middle school teacher. During the school year, while teaching a Grade 8 class, the teacher failed to manage their classroom effectively. The teacher also had difficulty managing students who were disruptive. Despite their attempts, a disrespectful tone permeated the classroom. The teacher did not consistently set clear learning intentions or deadlines. Students grew anxious because they did not understand when their assignments were due or what was expected of them. In addition, the teacher administered a questionnaire that included questions about smoking, sex, drug use and alcohol consumption to students, which concerned parents. Later, when discussing baseball with students the teacher stated that “[they] would make Student B look like a superstar” when referring to their own baseball skills. Student B is special needs. On March 11, 2021, the Commissioner reached a consent resolution agreement with the teacher. The teacher admitted their conduct constituted professional misconduct contrary to Standards 1 and 5. The teacher agreed to a reprimand and to complete the JIBC course “Creating a Positive Learning environment”.</p>