



IN THE MATTER OF THE *TEACHERS ACT*, SBC 2011 c. 19

AND

IN THE MATTER CONCERNING  
GEOFFREY WILLIAM BLACKWOOD

[REDACTED]

CONSENT RESOLUTION AGREEMENT

BETWEEN:

THE COMMISSIONER, APPOINTED UNDER THE *TEACHERS ACT*  
(the “Commissioner”)

AND:

GEOFFREY WILLIAM BLACKWOOD  
(“Blackwood”)

**BACKGROUND and FACTS**

1. Blackwood held an Interim Professional Certificate of Qualification, No. [REDACTED]. It was issued by the B.C. College of Teachers (the “College”) under the *Teaching Profession Act* on September 19, 1990 and was valid from September 1, 1990 until August 31, 1994.
2. Blackwood holds a valid Professional Certificate of Qualification, No. [REDACTED]. It was issued by the College under the *Teaching Profession Act* on June 10, 1994 is valid from September 1, 1994 and continued under the *Teachers Act* as of January 9, 2012.
3. At all material times, Blackwood was employed as a elementary school teacher by School District No. 34 (Abbotsford) (the “District”) at a District school (the “School”).
4. On February 16, 2018, the District made a report to the Commissioner regarding Blackwood, under section 16 of the *School Act*.

[REDACTED]

5. The following events occurred:

- a. The School conducts periodic safety drills during the school year, including lockdown drills. The District's lockdown drill procedures require teachers to do the following when a lockdown drill commences:
  - i. check hallways/common areas (including nearby washrooms) and get people into rooms immediately;
  - ii. close, lock and barricade (if possible) classroom doors;
  - iii. cover and stay away from windows and doors;
  - iv. turn off lights;
  - v. keep quiet;
  - vi. do not open the door to anyone; and
  - vii. do not open the door if the fire alarm sounds unless there is physical evidence of fire.
- b. At the beginning of the 2016/2017 school year, all School staff received a list of dates when safety drills, including lockdown drills, would take place. Lockdown drills were scheduled for October 3, 2016, November 8, 2016, December 13, 2016 and April 7, 2017.
- c. Due to a conflict, the April 7, 2017 lockdown drill was rescheduled to March 31, 2017 at 10:05 AM. This was communicated to staff by 2 emails and to the entire School at an assembly which took place on March 31, 2017 at 8:40 AM.
- d. At 10:05 AM on March 31, 2017, the School administrator commenced the lockdown drill. Blackwood was teaching a Grade 4/5 class at that time.
- e. When the School administrator went to check the various classes, she heard Blackwood through the classroom door, communicating with a student. The School administrator opened the door to find that Blackwood was standing at the front of the classroom, with the classroom lights on and the students at their desks. Blackwood was holding a meter stick in his hand which he was using as a pointer while a poem was projected on the pull-down screen at the front of the class.
- f. Blackwood did not follow District policy during the lockdown drill as evidenced by the following:

- i. Blackwood continued to teach after the lockdown drill had been announced over the PA system, with his voice audible through the classroom door;
  - ii. Blackwood allowed his students to stay in their desks instead of instructing them to move to a corner of the room and remain silent; and
  - iii. Blackwood kept the classroom lights on, a projector display on, and did not attempt to cover his window.
6. On November 14, 2017, the District issued Blackwood a letter of warning with the expectation that he communicate in a professional and respectful manner within the workplace and follow safety procedures within the school. Additionally, the District required Blackwood to take the Justice Institute of B.C. course, "Foundations of Collaborative Conflict Resolution; Workplace Focus". Blackwood completed this course in March, 2018.
7. On October 18, 2018 the Commissioner considered this matter and determined to propose a consent resolution agreement to Blackwood, in accordance with section 53(1)(a) of the *Teachers Act*.

#### **DISPOSITION**

8. This Agreement is made under section 53 of the *Teachers Act*.
9. Blackwood understands and acknowledges that this Agreement is not effective until executed by the Commissioner, and that the date of execution by the Commissioner will be the effective date of this Agreement (the "Effective Date").
10. Blackwood admits that the facts set out in paragraphs 1 to 6 of this Agreement are true.
11. Blackwood admits that the conduct described in paragraph 5 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Standards for the Education, Competence and Professional Conduct of Educators in British Columbia*, Fourth Edition, January 2012.
12. Blackwood agrees to two-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. The suspension will take effect on September 10 and 11, 2020.
13. In determining that a suspension is an appropriate remedy, the Commissioner considered the following factors:
  - a. the incident described at paragraph 5 raised issues of student safety; and

- b. Blackwood had no reasonable explanation for failing to follow District procedures during the lockdown drill.
14. Blackwood agrees not to make any statement orally or in writing which contradicts, disputes or calls into question the terms of this Agreement or the admissions made in it.

#### CONSEQUENCES OF THE AGREEMENT

15. The Director of Certification will record the terms of this Agreement on the Teacher Regulation Branch's online registry under section 79(d) of the *Teachers Act*.
16. Blackwood acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website: [www.bcteacherregulation.ca](http://www.bcteacherregulation.ca).
17. A breach by Blackwood of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
18. Blackwood acknowledges and understands that if the Commissioner has reason to believe that he has breached any term of this Agreement:
- a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into his conduct; and
  - b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Blackwood has admitted to the conduct and matters set out in this Agreement.
19. Blackwood acknowledges that he has voluntarily entered into this Agreement with the benefit of independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Chilliwack, B.C.  
this 21<sup>st</sup> day of July, 2020.

  
Geoffrey William Blackwood

Signed in Vancouver, B.C.  
this 24 day of July, 2020.

  
Howard L. Kushner, Commissioner